

भारतीय कृषि अनुसंधान परिषद
कृषि भवन नई दिल्ली

मि.स. GAEG-4-1-18- समन्वय

दिनांक 25 सितंबर 2018

सेवा में,


भारतीय कृषि अनुसंधान परिषद
संस्थानों /राष्ट्रिय अनुसंधान केन्द्रों के
समस्त निदेशक /परियोजना निदेशक

महोदय,

कृपया इस पत्र के साथ सलग्न पत्र आवश्यक कार्यवाही हेतु देखे

धन्यवाद

भवदीय



(विन्सेंट टी)
अनुभाग अधिकारी (समन्वय)



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

F. No. GAC-4(1)/2018-CDN

Dated 25th September, 2018

**Subject: Proceedings of 38th Meeting of the Central Joint Staff Council (CJSC)
held on 27th April, 2018 at NASC Complex, Pusa, New Delhi – Regarding**

A copy of the proceedings of the 38th Meeting of the Central Joint Staff Council of Indian Council of Agricultural Research held on 27th April, 2018 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 latest by 5th October, 2018.

Yours faithfully,

(Girish Bhatt)

**Deputy Secretary (GAC) &
Member-Secretary, CJSC**

Distribution:

1. All the Official and Staff Side Members of the Central Joint Staff Council of Indian Council of Agricultural Research (By name)
2. PSO to DG, ICAR & Chairman, CJSC/PPS to SS (DARE) & Secretary, ICAR/PPS to FA, DARE & ICAR
3. All Directors/Project Directors of Research Institutes/NRCs/Bureaux/Project Directorates/ ATARIs with the request that the proceedings of the meeting may also be circulated to Regional/Sub-Centres.
4. DKMA for uploading the proceedings on the website of ICAR

INDIAN COUNCIL OF AGRICULTURAL RESEARCH

KRISHI BHAWAN : NEW DELHI

PROCEEDINGS OF THE 38TH CENTRAL JOINT STAFF COUNCIL MEETING HELD ON 27TH APRIL, 2018 AT A.P. SHINDE SYMPOSIUM HALL, NASC COMPLEX, NEW DELHI

38th meeting of the Central Joint Staff Council (CJSC) of the Indian Council of Agricultural Research was held at Symposium Hall, NASC Complex, Pusa, New Delhi on 27th April, 2018 under the Chairmanship of the Director General, ICAR.

At the outset, Hon'ble Director General, ICAR, Dr. Trilochan Mohapatra welcomed all the official side members and the CJSC Members present in the meeting.

The Hon'ble Chairman then took up the Action Taken Report (ATR) of the 37th CJSC meeting held on 21.6.2017.

Action Taken Report at	Action Point in the proceedings	Action Taken
Sl. No. 1	Implementation of Union Cabinet's decision taken on 16 th June, 1997 vide Case No. 190/24/97, dated 29.04.1997 as communicated by ICAR on the same day to all ICAR Institutes vide its Office Order No.15(8)/96-Estt.I dated 16.6.1997. Action against the erring ICAR Hqrs. cadre officers for making hindrance in this regard and misleading/misguiding the higher authorities including the President, ICAR, Hon'ble Courts and Hon'ble Rajya Sabha.	Regarding unification of administrative cadres and related issues, the Hon'ble Chairman informed the House that the matter was taken up at the level of Hon'ble MOS and it was decided to end the Dharna being held by CJSC members and other members of staff from various Institutes. He has requested the Staff Side to explain the discrepancies at the earliest. He has also requested the Staff Side to submit a detailed note in this regard, immediately, and the Hon'ble AM has assured action within 3 months. Hon'ble DG, ICAR while referring to the various demands of CJSC relating to implementation of Union Cabinet/Government of India decision regarding Pay Parity, Unification, Bonus

		<p>etc. asked Secretary (Staff Side), CJSC to prepare a note on the demands and submit the same to Hon'ble MOS, as directed by MOS. He has further informed the House that a decision in this regard will be taken within 3 months.</p> <p>The Secretary (Staff Side) wanted to know whether the reference made to the Law Ministry by the Council is only for the Headquarters or for the Institutes. On this, Hon'ble DG informed the House that the Law Ministry has been requested to examine as to whether the granting of the present pay to the employees of Headquarters is right or not. Advice sought is not in favour or against any category of employees.</p>
Sl. No.2	<p>Framing of</p> <p>(a) Rotational Transfer Policy (b) Uniform Transfer Policy as per DOPT guidelines and CVC instructions – Transfer of HQ Cadre Officers who have completed 5 years in Delhi to other parts of India outside Delhi</p>	<p>The Hon'ble Chairman asked DS (Admn.) to prepare a list of old timers (5 years and above) in the grade of AOs & FAOs and also to examine whether any old timers are continuing in any Institute and the reasons for it.</p> <p>Action: Dir. (Admn.)</p>
Sl.No.3 (2)	<p>Implementation of the recommendations of the Committee headed by Dr. Alagasundaram, DDG (Engg.) meant for removing of anomalies in Technical Service conditions.</p> <p>The request of Technical employees for grant of three</p>	<p>The issue regarding admissibility of granting 3 advance increments to those Technical Service personnel who opted for old TSR may be examined. If any decision is to be taken in this regard by ICAR on its own, necessary orders in this regard may be issued within a week.</p>

	<p>advance increments instead of one was not agreed to since it was implemented with the approval of MoF. The proposal was also not agreed to by GB in its 237th Meeting.</p>	<p>The Secretary (SS), CJSC had requested that one more opportunity be given to all the Institutes to provide the information on the amount to be waived off on account of the instructions regarding recovery of advance increments.</p> <p>Action: DS (TS)</p>
Sl. No. 5	<p>Decentralization of recruitment of Group 'B' and Ç' posts from ASRB as the Board is only for recruiting scientific personnel/Group Á' posts as per its mandate.</p>	<p>Hon'ble Chairman informed the House that the functioning of ASRB is being reviewed to see whether recruitment to other than Class I posts is to be made by ASRB. For the recruitments to be made by ASRB, the Chairman informed the House that a proposal to make recruitments zone-wise is under consideration and a final decision is expected by the year end.</p> <p>Action : Dir. (P)</p>
Sl. No. 6 & 7	<p>(6) Cadre Review for Administrative Cadre of ICAR after declaring the Admin. Officer posts as dying cadre and then unifying the cadres as per the decision of Union Cabinet.</p> <p>(7) Cadre Review of Skilled Support Staff (SSS)</p>	<p>DS (A) informed the House that due to inter-linked problems, the proposal could not be processed further.</p> <p>At this, Secretary (Staff Side) said that there is stagnation at the lower level. Cadre Review should be done for specific posts of the Institutes. He has also demanded to involve staff representatives in the process. There was also a demand that one Principal Private Secretary each should be attached to the Directors of the Institutes.</p> <p>Action: Dir. (Admn.)</p>

Sl. No.8	Adoption of 5-Day working for all ICAR Institutes	<p>The proposal was earlier submitted to the previous GB meeting after the same was discussed in the Director's Conference. GB had recommended that the matter may be deferred for the time being. A proposal in this regard is to be submitted to GB in its next meeting.</p> <p style="text-align: right;">Action: DS (GAC)</p>
Sl.No.10 (c)	Shri Tarun Kumar, CJSC Member of CSSRI, Karnal, Shri Prabhjit Behl, CJSC Member of NDRI and Shri Rajeev Sharma, CJSC Member of ICAR Hqrs. requested for issuance of clear-cut orders as to how to avail medical facilities and consultations of AMA.	<p>Employees of one Institute is allowed to consult Authorised Medical Attendants (AMAs) of other Institutes located in the same city.</p>
Sl.No. 10 (j)	Vide ICAR letter No.19(10)/2004-Estt.IV dated 24.2.2006, amendments were circulated in Technical Service Rules. It is noticed that for Production Staff under Group V-as dying cadre, there is no merit in Sub-Group B, dual qualifications (Degree & Diploma) are prescribed for Category-II. For all other Functional Groups, either Degree or Diploma is prescribed as Essential qualification. Hence, this anomaly may be rectified urgently and equal justice may be given to Production Staff also.	<p>DS (TS) informed the House that PD, DKMA has not agreed to revise the qualifications for the posts under Production Staff under Group V, sub-group B. Since these posts are declared as dying cadre, there is no merit in revising the required essential qualifications. However, to examine this issue further, the Staff Side was requested to intimate the number of employees affected in this case.</p> <p style="text-align: right;">Action: DS (TS)</p>

Sl.No.10 (k)	<p>After inception of Technical Service in 1975, 100 designations were abolished from different Functional Groups by the ICAR in 2012 vide administrative circular (2/2012) F.No.19(16)2011-Estt.IV dated 4.5.2012. Majority of anomalies existing in Technical Service are denial/delayed service benefits with relation to their qualifications. The issue was discussed in detail as item No. XII in the 1st meeting of the Committee constituted to examine the anomalies in service matters in the Technical Service held on 13.10.2015. Under decision No.IV, a circular was issued vide ICAR letter No.F.TS-19(7)/15-Estt.IV dated 16.7.2015. But no further action is seen taken in this regard. Hence, it is requested that necessary action may be taken to reclassify the existing designations in accordance with qualifications available with the incumbents at that time to resolve the long pending anomalies.</p>	<p>The House was informed that earlier information in this regard was collected from the Institutes, but only 5 Institutes had responded. The Hon'ble Chairman asked to collect information again from the Institutes regarding reclassification for Technical Service posts and create a data base including the number of persons affected</p> <p style="text-align: right;">Action: DS (TS)</p>
		<p>Secretary (Staff Side) has also requested that a copy of letter written to Institutes regarding write-off of recovery of advance increments granted to Technical</p>

		<p>cadre employees, may be given to him. He had also requested that a copy of all such communications where information is sought from the Institutes or some instructions are given to the Institutes, be sent to him. The Chairman agreed to this.</p> <p style="text-align: right;">Action: DS (TS)</p>
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Agenda items of 38th CJSC meeting

Item No.	Agenda	Decision taken in the meeting
1 & 2	Implementation of Union Cabinet's decision for unification of Administrative cadre in ICAR as communicated by ICAR Headquarters in the year 1997	<p>Regarding unification of administrative cadres and related issues, the Hon'ble Chairman informed the House that the matter was taken up at the level of Hon'ble MOS and it was decided to end the Dharna being held by CJSC members and other members of staff from various Institutes. He has requested the Staff Side to explain the discrepancies at the earliest. He has also requested the Staff Side to submit a detailed note in this regard, immediately, and the Hon'ble MOS had assured action within 3 months.</p> <p>The Secretary (Staff Side) wanted to know whether the reference made to the Law Ministry by the Council is only for the Headquarters or for the Institutes.</p>

On this, Hon'ble Chairman informed the House that the Law Ministry has been requested to examine as to whether the granting of the present pay to the employees of Headquarters is right or not. Advice sought is not in favour or against any category of employees.

Staff Side has raised the issues of (i) revision of Recruitment Rules for PAs/Stenos, (ii) revision of RRs for AOs thereby stopping the DR component and (iii) career advancement of Security Supervisor. The Chairman suggested that the issues at (i) and (ii) above are related to Cadre Review and may be examined. The Hon'ble Chairman has also agreed to invite Secretary (SS), CJSC and his 2 nominees/representatives in the meeting for revision of RRs in this regard. Regarding (iii) above, the Chairman informed that the posts of Security Supervisor are a dying cadre and hence no revision of recruitment rules for this post is necessary at this stage.

Action: Dir. (Admn.)

3(a)	<p>Request for implementing the elaborated qualifications for Technical category w.e.f. 3.2.2000</p>	<p>The Staff Side demanded that the order regarding Subjects under 'Social Science' may be made effective w.e.f. 3.2.2000.</p> <p>Regarding implementing the qualifications issued vide Council's letter No.19(10)/2004-Estt. IV dated 24.2.2006 w.e.f. 3.2.2000, the</p>
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3(b)	<p>Discrimination after opting the option of old TSR at the level of T-3 and T-5 in old TSR</p>	<p>The House was informed that it is not administratively feasible to grant one more opportunity to Technical cadre employees to exercise their option for old/new TSR. However, the Chairman desired to examine as to whether all the existing Technical cadre employees may be placed in New TSR. All pros and cons of this along with financial implication involved in this may be examined.</p> <p>Action: DS (TS)</p>
3(c)	<p>Anomaly in Programme Assistant in ICAR KVKs</p>	<p>Appointment of those Technical personnel who were recruited in the grade of T-3 to the post of T-4 in the KVKs without the approval of the Council is wrong. The Chairman asked to examine the case legally and financially.</p> <p>Action: Dir. (Extn.)</p>
4	<p>Regularisation of TSCLS and daily paid casual labourers to the posts of Skilled Supporting Staff</p>	<p>The Chairman asked Staff Side to send a note as asked by the Minister in this regard and the matter may be decided within 3 months. He has also asked DS (A) to examine the matter and necessary action may be taken after obtaining inputs from the Institutes.</p> <p>Action Dir. (Admn.)</p>

5	Payment of bonus for the year 2014-15 (50%), 2015-16 and 2016-17	<p>The House was informed that payment of Bonus has not been made not only to the employees of ICAR but to the employees of all the Autonomous Bodies under the Government of India. This matter regarding payment of Bonus to the eligible employees of ICAR has already been taken up at the level of DG, ICAR with MoF and a response from MoF in this regard is awaited.</p> <p style="text-align: right;">Action Dir. (Admn.)</p>
6	ICAR Staff Welfare Fund Scheme to be revised	<p>The Staff Side has demanded that the TSCLS may also be included in the ambit of ICAR Staff Welfare Fund Scheme. The House was informed that a Committee has been constituted to examine the various aspects of ICAR Staff Welfare Fund Scheme. The Chairman directed that this may be finalised at the earliest. The Chairman also asked Staff Side to give suggestions for finding out other sources of funding of the Scheme.</p> <p style="text-align: right;">Action Dir. (Admn.)</p>
7	Providing the facility of guest house to the declared dependent member of the family of Council's employee	<p>DS (GAC) informed the House that this issue has already been considered by a Committee constituted in this regard and the recommendations of the Committee is being submitted to the Council. DS (GAC) read the recommendations of the Committee to be submitted. The Chairman asked to remove the age bar conditions on the recommendations of the Committee.</p> <p style="text-align: right;">Action: DS (GAC)</p>

8	Enhancement of the rate of Daily Allowance during ICAR Zonal/Inter-zonal Sports Meet	<p>The House has been informed that the matter has already been examined and the orders in this regard are likely to be issued at the earliest.</p> <p>Staff Side demanded to enhance the budgetary allocation for zonal and inter-zonal sports tournaments.</p> <p>The Chairman asked to examine this.</p> <p>Action: DS (GAC)</p>
9	Timely processing and finalizing the compassionate appointments	<p>The House was informed that all the Institutes had been requested to fill up the posts earmarked for compassionate appointment expeditiously in accordance with the rules and guidelines.</p> <p>Action: Dir. (Admn.)</p>
10	Holiday for 4th Saturday	<p>Approval of GB in the matter is necessary. Hence, a proposal in this regard may be submitted to GB in its next meeting.</p> <p>Action: DS (GAC)</p>
11	Dying Cadre & abolition of the post of 'Junior Accounts Officer' and post may be upgraded to the post of Assistant Finance & Accounts Officer in the ICAR system	<p>DS (A) informed the House that this is related to Cadre Review and needs to be examined thoroughly. The Chairman asked to examine the case and desired to review after 3 months.</p> <p>Action: Dir. (Admn.)</p>

Other agenda items with the permission of the Hon'ble Chair

Sl.No.	Agenda	Decision
A	Hospitality Allowance & Brief Case	Orders regarding granting of Hospitality Allowance and Brief Case may be implemented at the ICAR Headquarters to all the Officials

		<p>equivalent to Section Officer and above. The same may be implemented in the Institutes also, as per rules.</p> <p style="text-align: right;">Action: All SMDs</p>
B	New Pension Scheme	<p>Staff Side demanded that share in the New Pension Scheme, in respect of those SSS who have since been returned to the Old Pension Scheme, may be refunded to all the concerned eligible officials. Director (Finance) informed the House that the matter is under consideration of the Council and order in this regard will be issued within 2 days.</p> <p style="text-align: right;">Action: Dir. (Fin)/All SMDs</p>
C	Enhancement of DA and eligibility for air travel for CJSC members	<p>The Staff Side demanded that on official tours, the CJSC Members may be granted DA at the enhanced rates at par with that of Senior Scientist and they may be allowed air travel. The Chairman asked to examine the case</p> <p style="text-align: right;">Action: DS (GAC)</p>
D	Vacancies in the administrative cadre in various Institutes	<p>CJSC Member from CIFE, Mumbai informed that the Pension Unit hitherto working in CIRCOT, Mumbai has been shifted to CIFE, Mumbai alongwith staff. But, CIRCOT, Mumbai has shifted the Pension Unit, but no staff has been transferred by CIRCOT, Mumbai. Staff Side has demanded that the vacant posts of AO/FA&O etc. in the Institutes may be filled up.</p> <p>At IVRI, Izatnagar, there are vacant posts of AAOs which could not be filled up due to</p>

		<p>pending court cases. Staff Side demanded the posts may be filled subject to the outcome of the Court Cases.</p> <p>Chairman asked that efforts should be made to fill up all the vacancies immediately.</p> <p style="text-align: right;">Action : Dir. (Admn.)</p>
E	Clarification on Dress Allowance	<p>CIFT, Kochi has requested to give clarifications on Dress Allowance</p> <p style="text-align: right;">Action: DS (Fy.)</p>
F	Vacancies in the grade of SSS in VPKAS, Almora	<p>Staff Side requested DG, ICAR to take up this issue whenever he visits VPKAS, Almora</p> <p style="text-align: right;">Action: Sr. PPS to DG, ICAR & DS (NRM)</p>
G	Salary of KVK employees	<p>Staff Side has informed that in some of the KVKs, salary is not being paid regularly. Hence action may be taken for grant of salary regularly to KVK employees</p> <p style="text-align: right;">Action: DDG (Extn.)</p>
H	The House was informed that inter-se seniority is not being maintained in ICAR Institutes and hence a letter may be issued to the Institute in this regard.	<p>Chairman asked to issue letter to all the Institutes in this regard.</p> <p style="text-align: right;">Action: Dir. (Admn.)</p>
I	Lunch Hour may be restricted to ½ hour in CPCRI, Kasaragod.	<p>This issue may be examined</p> <p style="text-align: right;">Action: Dir. (Hort. Sci.)</p>
J	After implementation of VII CPC recommendations, LIC has	<p>The Chairman asked to examine the demand.</p> <p style="text-align: right;">Action: Dir. (Admn.)</p>

	revised the premium, however, the Council has not yet revised the same. The Staff Side has requested that CGSLIS Premium may be revised.	
K	Rates of Staff Car Drivers may be revised. Staff Side has informed that the order issued by the Council regarding grant of OTA to Drivers has been endorsed to all the Institutes and is available in ICAR's website	Action: DS (GAC)
J	CIFT, Kochi - Recruitment Rules for Fishing Vessel Staff may be revised.	DS (TS) informed the House that the proposal received in this regard from the Fisheries Division is under submission to higher authorities. DDG (Fy.Sci.) informed that they have suggested improvement in the service conditions of existing employees of Fishing Vessel Crew also. Action: DDG (Fish. Sci.)

The Hon'ble Chairman desired that the above agenda items may be reviewed every 3 months to avoid repetition of the same in the forthcoming meetings of CJSC.

The meeting ended with a vote of thanks to Chair.