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

F.No. 4-4/2012-CDN

Dated 3rd June, 2013

Sub : Proceedings of the 31st Meeting of the Central Joint Staff Council (CJSC) held on 15th April, 2013 at DG's Committee Room through Video Conferencing.

A copy of the proceedings of the 31st meeting of Central Joint Staff Council of Indian Council of Agricultural Research held on 15th April, 2013 at DG's Committee Room through Video Conferencing is forwarded herewith for information and necessary action. It is requested that action taken on the recommendations made in the meeting may be also be furnished to the undersigned latest by 15 days from the date of issue of this letter.

Hindi version of the proceedings will follow separately.

(Signature)
(S.K. Behera)

Deputy Secretary(GAC)

Distribution:

1. Sr. PPS to D.G., ICAR & Chairman, CJSC
2. PPS to Secretary, ICAR/PS to FA, ICAR
3. All Officials/Staff Side Members of Central Joint Staff Council (by name)
4. Sh. Chandrasekhar, Secretary(SS) CJSC, National Research Centre on Meat, Chengicherla, Hyderabad- 500 039
5. 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.
6. Media & Information Unit for placing the proceedings on the ICAR website.
7. All Officers/Sections of ICAR at Krishi Bhavan/Krishi Anusandhan Bhavan/ NASC Complex New Delhi.
8. Guard file/spare copies

PROCEEDINGS OF THE 31st MEETING OF THE CENTRAL JOINT STAFF COUNCIL (CJSC) HELD ON 15th APRIL 2013 THROUGH VIDEO CONFERENCE

The 31st meeting of the Central Joint Staff Council (CJSC) of the Indian Council of Agricultural Research (ICAR) was held through Video Conference at Krishi Bhavan, New Delhi and nine other centers located in different ICAR Institutes on 15th April, 2013 under the Chairmanship of the Director General, ICAR.

Director General, ICAR & Chairman, CJSC extended a warm welcome to all the members of the CJSC and introduced Shri Arvind Kaushal, the new Addl. Secretary, DARE & Secretary, ICAR. He also highlighted his wide exposure and the role played by the CJSC mechanism in improving the working culture and output in the ICAR system.

Secretary, ICAR thanked all Officers and Staff Side representatives of the CJSC for the warm welcome and highlighted his endeavor to strengthen the joint consultative machinery and thrash out the issues within a specified time-frame. He also assured that he would personally intervene at the appropriate level to get all the issues cleared that are pending with other departments and ministries like DoP&T and MoF etc.

In his introductory remarks, Director (Pers.) welcomed and highlighted the following issues and also mentioned that with the active intervention of the new Secretary, ICAR, it is expected that the remaining long pending issues shall also be sorted out to its logical conclusion :-

- As per one of the decisions in the last meeting of the CJSC all the staff side Members of the Follow-up Action Committee participated as Special Invitees in the Meeting of the General Body of the ICAR held on 18th February, 2013.
- Formal orders regarding reimbursement of perks like newspaper bills, briefcase etc. for T-5 grade employees, AAO has been issued which was a pending issue raised by the HJSC / IJSC.
- Regarding the issue of absorbing deputationists from sister Institutes wherever there is no adverse impact on the employees of the parent unit, the example of Sh. L.K. Sharma, AAO at NRCSS, Ajmer was cited which has been done suo-moto by the headquarters on the initiative of the Secretary, ICAR. The CJSC has also been requesting for such a provision which shall now be considered on a case-to-case basis on merits.
- The suggestion for a common tenure for all IJSC / CJSC from 1st April, 2014 onwards has been accepted and detailed orders concerning the modalities of the tenure till then shall be issued shortly.

After further perusal and discussions the proceedings of the 30th meeting of CJSC was confirmed and the Action Taken Report was accepted.



Before taking up the agenda items for discussion, Secretary (Staff Side) requested Chairman, CJSC to look into an issue of harassment of an IJSC Member of a Delhi based Institute. Chairman pointed out that this Forum is not to consider individual issues and the aggrieved employee / IJSC Member can resort to the normal options like Appeal and Review which shall be duly considered expeditiously on merits.

Thereafter, the agenda items were taken up for discussions :-

1. Relaxation in recruitment rules for the post of AF&AO

The issue of relaxation of recruitment rules for the promotion to the post of Assistant Finance & Accounts Officers (AF&AO) after 3 year's service as Junior Accounts Officer (JAO) and their consequent possible repercussions on other posts were discussed. Secretary, ICAR assured that a final view shall be taken after carefully considering the implications on similar posts of the same grade and level.

He also clarified that the last option of filling up of AF&AO by direct recruitment shall be resorted to only if no candidates are available through the other three options as per the Recruitment Rules. The element of direct recruitment shall be the last resort to ensure that posts do not remain vacant indefinitely.

[Action: DS (Admn.)]

2. Parity in the Grade Pay in some Administrative Posts in ICAR Headquarters and Institutes

The issue was discussed threadbare and it emerged that inspite of repeated attempts and efforts the issue has not been approved by the MoF. It was also clarified that with the implementation of the VI CPC recommendations it has been the conscious and considered policy of the Government for a definite distinction between the headquarters / CSS and the Institutes / field offices.

This issue has been much litigated upon but with no tangible relief. The official side is too eager to establish pay parity but due to want of approval of the competent Ministry / Department the same could not be implemented. It was also mentioned that recasting and finalizing a combined seniority would not automatically imply pay parity. Further, presently the issue is sub-judice.

[Action: DS (Admn.)]

3. Rotational transfer policy for Hqrs. and uniform transfer policy for Institutes

After discussions Secretary, ICAR mentioned that he had on his had felt the need for an appropriate Transfer Policy for administrative staff as in the case of ARS Scientists and steps shall be taken to formulate this policy.

[Action: DS (Admn.)]

4. Recovery of advance increments from technical employees

The issue was discussed at length and it was clarified that after obtaining the opinion of Legal Advisor and the views of Financial Advisor the matter is being referred to the MoF for final concurrence.

[Action: DS (TS)]

5. Promotional avenues to Skilled Supporting Staff (SSS)

The proposal of Secretary (Staff Side) for further relaxation to consider promotion of SSS as LDC / T-1 was noted for further consideration / examination on file.

[Action: DS (Admn.) / DS (TS)]

6. Specific transfer policy for officials posted in NEH Region and A&N Islands

This issue will be appropriately addressed while considering the Agenda Item as at 3 above.

[Action: DS (Admn.)]

7. Out of turn promotion for interested and experienced employees to work in NEH Region

The proposal of permanent absorption of the willing officials at NEH regions was noted for compliance.

[Action: DS (Admn.)]

8. Relaxation in qualification for promotion by assessment for technical employees

The specific issue raised concerned to placement in the next grade of some Technical employees in the functional group involving Engineering disciplines especially of CIRCOT. The necessary Trade Certificate in their area of specialization / operation is not being provided by any Institution and, therefore, in such Trades their overall experience in the lower grades may be taken into account for placement / promotions. DDG (Engg.) also endorsed this view. This aspect shall be further got examined on file.

[Action: DS (TS)]

9. Absorption of ICAR employees on deputation with sister Institutes

As was already highlighted in the introductory remarks, all such issues shall be got examined on case-to-case basis on merits. The overriding criteria shall be that no employee in the parent unit should be adversely affected by the proposed absorption.

[Action: DS (Admn.)]



10. Allotment of office to Secretary (Staff Side) of CJSC

Chairman, CJSC assured Secretary (SS) that he can utilize the facilities available at the Hqrs. JCM office whenever he visits Krishi Bhavan.

[Action: DS (GAC)]

11. One time options regarding old / new Technical Service Rules

After discussions it was agreed that DS(TS) shall examine the issue on file for review.

[Action: DS (TS)]

12. Benefits of Pay fixation for T-5 grade officers as in the case of Assistants / PAs

It was clarified that the benefit of pay fixation to Assistants was given in the light of recommendation of VI CPC. No such pay fixation was proposed for T-5. However, it was assured that the matter shall be examined if needed.

[Action: DS (TS)]

Additional Agenda Items taken up with the permission of the Chair**A-1 Inclusion of three staff members of CJSC in Governing Body Meeting**

After discussions it was clarified that Membership in the Governing Body is regulated as per provisions in the Rules & Byelaws of the ICAR Society and if any specific Agenda is proposed by the CJSC, the same shall be considered appropriately for obtaining approval of the Governing Body.

[Action: DS (Admn.)]

A-2 Compulsory retirement of Shri Rajesh Birla, T-2, IASRI and transfer of Shri Shankar, T-5, CIFT, Cochin

Secretary (SS) mentioned the two cases as harassment of IJSC Members by the concerned Directors. It was clarified that though was not the appropriate forum requested to consider individual issues, both these cases shall be dealt with as per rules on receipt of representations from the concerned Staff members.

A-3 Next meeting of CJSC

It was decided that the next meeting of the CJSC shall be held at New Delhi.

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

