

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

F.No. 4-14/2007-CDN

Dated the ^{5th} December, 2007
12th

Subject:- Proceedings of 26th Central Joint Staff Council of ICAR held on 14th - 15th September, 2007 at NAARM, Hyderabad, ICAR.

A copy of the proceedings of the 26th Annual Meeting of the Central Joint Staff Council of Indian Council of Agricultural Research held on 14th & 15th October, 2007 at NAARM, Hyderabad is forwarded herewith for information and necessary action. It is requested that the 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 this letter.

Hindi version of the minutes will follow separately.


(B. N. RAO)

**DEPUTY SECRETARY(GAC) &
SECRETARY(OFFICIAL SIDE) CJSC.**

Distribution:-

1. Sr. PPS to DG, ICAR & Chairman, CJSC, ICAR.
2. PPS to Secretary, ICAR/PS to FA, DARE/ICAR
3. Shri Munshi Ram Sharma, Secretary(SS), CJSC, ICAR, Krishi Bhavan
4. All Official /Staff Side members of CJSC (By name)
5. All Directors/Project Directors of the ICAR Research Institutes/NRCs / PDs /Bureaus/ZCO. It is requested to circulate the minutes of the meeting also to the Regional/Sub Centres.
6. All Officers/Sections of ICAR at Krishi Bhavan/ Krishi Anusandhan I and II /NASC.
7. Hindi Section for providing Hindi version of the minutes along with soft copy for uploading on the ICAR website.
8. Media & Information Unit, ICAR/ for uploading on the ICAR website.
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**PROCEEDINGS OF THE 26TH CENTRAL JOINT STAFF COUNCIL (CJSC)
MEETING OF ICAR HELD AT NAARM, HYDERABAD ON 14TH AND 15TH
SEPTEMBER, 2007**

The 26th CJSC Meeting of Indian Council of Agricultural Research was held at NAARM Hyderabad on 14th & 15th September, 2007. The Secretary, ICAR chaired the meeting on 14th September, 2007. On the next day i.e. 15th September, 2007, Director-General, ICAR was in the Chair. The list of participants is annexed.

14th September, 2007

Confirmation of the proceedings of the last CJSC Meeting held on 26-27 April, 2006 and action taken report thereon.

The proceedings were confirmed and Action Taken Report on the recommendations of the last CJSC meeting was adopted with following issues discussed and decided as under:

ITEMS OF ATR OF LAST CJSC MEETING ON WHICH ACTION IS STILL TO BE COMPLETED:

Item No.6 : Removal of disparity in the Pay Scale of 1640-2900/- (pre-revised) for Assistant/Stenographers of the Institutes

The Secretary (SS),CJSC pointed out that in spite of the decision in the last meeting of CJSC that the demand of staff is genuine and the issue would be resolved very soon, almost one and a half year has elapsed but the issue has not been resolved so far. It was further stated that this being a major disparity among the staff of ICAR Hqs & Institutes, this should be resolved without any further delay.

After a lengthy discussion, the chairman informed that this is a complicated issue and is still being examined in consultation with Internal Finance. After taking into consideration all pros and cons, it would further be taken up at the appropriate level i.e. MOF and also to the Union Cabinet.

Item No.8 : Restructuring of cadres in Administration.

Secretary (SS),CJSC explained that as per the information given to the staff side, six posts of AF & AO have already been created through matching savings and the same have been deployed to the institutes/ NRCs which does not have even a single post of AF & AO. He, however, pointed out that these six posts have been created only in the Animal Science Division as such other Divisions may also be asked to submit such proposals for creation of such posts. On this, Director (F) informed that in Horticulture Division also there are three such cases for which DDG (Hort.) has already been

requested to move the proposal on the same pattern and thereafter there appears no Institute left which does not have even a single post of AF & AO. The staff side further pointed out that in future during restructuring of cadres, the promotional avenues of the affected staff may also be kept in view. **The Chairman agreed that in future if someone wants to go alongwith post, should be given option to go there. The orders to this effect will be issued immediately.**

Item No.9 : Counting of rendered service in T-1-3 grade for computation of 5 years for subsequent merit promotion.

Secretary (SS) CJSC pointed out that as per the decision of the last meeting the issue was to be reviewed on file, but it has not been reviewed so far.

After a good discussion the Chairman agreed to review the long pending issue on file.

Item No. 10 : Specifying the qualifications for different functional groups

Secretary (SS) pointed out that in spite of the earlier decision that the names of different subjects covered in Social Science will be classified the same have not been issued so far.

The Chairman informed that exercise about the classification of subjects covering in Social Sciences have been made and has been sent to concerned DDGs for their consent. After finalization it will be issued very soon.

ITEM OF AGENDA OF LAST CJSC MEETING ON WHICH ACTION IS STILL TO BE COMPLETED.

**Item no. 1 and 3 : Cadre Review of Administrative Category
and
Restructuring of Cadre strength in Administrative/Supporting
Staff Categories in the Council**

Secretary (SS) requested that both these items are very major items as such Cadre Review/ Restructuring of cadres exercise may be started urgently so as to remove stagnation in Administration category.

It was informed that the pending Audit Para with regard to previous Cadre Review has been settled and a committee to screen the proposals for fresh cadre review of group A, B & C posts in the Council (Hqrs. as well as Institutes) has

already been constituted under the Chairmanship of Sh. G. Parthasarthy, Ex-FA and orders are under issue. The Committee will further invite suggestions from all concerned at ICAR Hqrs. and institutes and thereafter proposals of cadre review and Cadre restructuring will be invited and screened as per rules & procedures.

Item No. 4 : Implementation of non-functional scale of Rs.8000-13500/- to the Section Officers/AAO, and pay scale of Rs.7450-11500 to AF&AO and Rs.6500-10500/- to JAO.

The Secretary, Staff Side pointed out that in the last meeting of CJSC it was requested that all cases of extension of higher pay scales i.e. to Section Officers, AAOs, AF&AOs and JAOs as extended by the GOI to its similar staff in CSS may also be extended to the similar employees in the Council. The secretary CJSC welcomed the decision regarding moving a note to the Union Cabinet for extension of pay scale of Rs. 8,000-13,500/= to Section Officers but, further added that other similar cases i.e. the case of AF&AOs, JAOs, Assistants and stenographers of the Council have also the same merit and a note with regard to extension of higher pay scales to them also should be moved to the Union Cabinet for its approval. It was also requested that an urgent action is required to be taken so as to get it completed before the submission of Sixth Pay Commission's Report to the government.

After in depth discussion on the issue, the Chairman agreed that not only the case of Section Officers will be moved to the Union Cabinet but all other cases for extension of higher pay scale i.e. to the AF&AOs, JAOs, Assistants and stenographers on the pattern of extension of higher pay scales to the similar staff in CSS will also be taken up and moved to the Union Cabinet for their approval and it was further ensured by the Chairman that immediate action has to be taken so that this may be completed before the report of the Sixth Pay Commission is submitted to the Govt.

Item No. 6 : Adverse effect on promotion and seniority of lower administrative staff in Group 'B' 'C' & 'D' on inter-institutional transfers of institute based posts of AAOs and AF&AO etc.

The Secretary, CJSC brought to the notice of the house that by the transfer of AAOs and AF&AOs from one institute to another adversely affects the seniority and promotion of the lower staff of the respective institutes. As such it was requested that these being institute based posts, no transfers of AAOs/ AF & AOs should be made and in case it is unavoidable the seniority of the staff working under them should be safeguarded.

The chairman assured that such transfers would be completely avoided in future but the redeployment of posts from one Institute to another will continue to be made on need basis which will have to be accepted in the interest of the organization.

Item No.7 : Removal of anomaly in ACP scheme for PAs GR.II/PS (Rs.6500-20000) in ICAR Institutes.

It was brought to the notice of Chair, by the Secretary (SS) that there should not be any discrimination between the staff of the Council while granting them financial up- gradation under ACP. He pointed out that the PAs/PS in the pay scale of Rs. 6,500-10,500/= at ICAR Hqrs get the financial up- gradation in the pay scale of Rs.10,000-15,200/- under ACP while similar staff at ICAR Institutes are given financial up gradation in the pay scale of Rs.7500-12000/- though both being in the same system.

Chairman decided that the issue will again be taken up with DOPT with full facts and figures so as to get the same pay scales to its similar staff in institutes also. Simultaneously we would also provide higher posts of PPS (Rs. 10,000-15,200/=) atleast to the National Institutes and also see that missing posts in the scale of Rs. 6,500-10,500/= may also be provided to the Institutes through Cadre Review.

Item No.8 : ACP to Supporting Staff

It was informed that the proposal for adopting the same scheme of ACP for SSG Staff in the institutes at par with ICAR Hqrs. is under active consideration of the Council. As soon as it is approved, the institute staff will also be able to get the same benefit of ACP which is being implemented for the similar staff at ICAR Hqrs. Secretary (Staff Side) requested an early action on the issue.

Item No.11 : Request for implementation of the elaborated qualifications for technical category w.e.f. 03-02-2000.

The Secretary (SS) submitted that many anomalies on this issue have been pointed out and submitted to Director (P) on which action is still to be completed.

Further, the attention of the Chairman was also drawn by the staff side that the technical staff is suffering a lot due to non-implementation of elaborated qualifications w.e.f. 03-02-2000, although this issue had been discussed in the last meeting of CJSC in length and was not accepted **but in the best interest of the staff this may please be reviewed.** It was also brought to the notice of Chairman that under some Functional Groups elaboration of qualifications is still under process. Hence, it was requested to review the mater in the best interest of Council's employees.

The Chairman agreed to look into the matter.

Item No.12 : Review of Recently Decided Benchmark for Assessment Promotion of Technical Employees.

It was requested that a 'Good' grading given in Confidential Reports of Technical Employees may also be communicated to them in order to upgrade their performance for securing desired marks for their assessment promotion.

The Chairman agreed and asked the DS (A) to look into it if administratively it is feasible.

Item No.14 : Grant of Patient Care Allowance to Group C & D Hospital Employees (Non-Min.) working at Health Complexes in ICAR.

Secretary, Staff Side pointed out that Group 'D' Hospital employees (Non-Min.) are not governed by Technical Service Rules as stated. As such, our group 'D' employees working in ICAR Health Complexes may be given Patient Care Allowance on the same pattern of GOI.

The Chairman stated that the issue will be further examined.

Item No.18 : Amendment in Guidelines for Sports Tournaments of ICAR

Secretary, CJSC stated that in the Sports Promotion Committee they had recommended three proposals :

1. Change of venue of sports every year in inter - zonal tournaments.
2. Issue of Track Suit every year within the ceiling prescribed.
3. Provision of TA/DA/Boarding charges/ other allowances to local participants.

But orders with regard to change of venue only have been issued which also need further clarification.

In this regards, it was informed that the proposal at No. 1 has already been accepted and the orders have already been issued. Proposal No. 2 has also been approved and orders will be issued very soon. So far as proposal No. 3 is concerned, it is under process with Internal Finance and would be resolved shortly.

Item No. 26. : Timely conduct of A&A Examination of ICAR

The Chairman informed that he himself will talk to the Chairman, ASRB to see that the A&A Examination may be conducted at the earliest by the ASRB.

15th September, 2007

AGENDA ITEMS DISCUSSED UNDER THE CHAIRMANSHIP OF DIRECTOR-GENERAL, ICAR

1. Request for Implementation of Various Pay Scales to ICAR Employees Extended by GOI to the staff of CSS/CSSS

As decided vide item No. 4 discussed in the meeting on 14th September 2007 under the Chairmanship of Secretary, ICAR.

2. Extending the Pay Scale of Rs. 6500-10,500 to Assistants and Stenographers of ICAR Institutes and Headquarters

As decided vide item No. 4 as discussed in the meeting on 14th September 2007 under the Chairmanship of Secretary, ICAR.

3. Stagnation in the Cadres of Stenographers in ICAR Institutes

The Secretary(SS), submitted that Personal Secretaries working in ICAR system are stagnating after getting the pay scale of Rs.6,500-10,500/=. There are no further promotional avenues for them particularly in Institutes. Similarly there are a number of Institutes which have the posts up to the level of PA (Rs.5,500-9,000/=) only and do not have even a single post of PS (Rs. 6,500-10,500/=). It was therefore requested that the cadre strength of stenographers may be reviewed, their posts may be upgraded to the level of PS and PPS in the Institute/ Hqrs. so that they may not stagnate in their careers.

This item was also discussed alongwith item No. 7 in the meeting on 14th Sept., 2007 under the Chairmanship of Secretary, ICAR and it was decided that during the cadre review exercise to be started very shortly, attention will be given that the posts of PPS in the pay scale of Rs.10,000-15,200/- are created by up-gradation and must be provided to the national Institutes like IARI,IVRI, NDRI etc. and other institutes will also be provided with such higher posts of PS etc. which will help to check stagnation in the cadre of stenographers in the Institutes/Hqrs. This will also help to provide the same pay scale to the stenographers of the Institutes also which is extended to the similar staff of ICAR Hqrs. through ACP.

4. Change in recruitment rules of UDC

The Secretary (SS) submitted that the recruitment rules revised recently need some further change as many of UDCs are not willing to apply on deputation/transfer on the same post in other Institutes with the request the posts of UDCs in some of the institutes remain vacant and lapse. As such further provision to fill up the post by LDCs with five years of regular service from other institute/headquarters being the last alternative and failing clause may also be added in the recruitment rules for the post of

UDC so as to enable the institutes to fill up the posts of UDCs. It will also help our eligible LDCs to get promotion in the other Institutes if they are willing.

After indepth discussion, it was agreed to make necessary amendments in the Recruitment Rules for the post of UDC as a last alternative and failing clause.

- 5. To restore the Assessment Promotions of Technical Employees by Reviewing Council's Circular No. 19-37/99-Estt.IV dated 19-12-2006 and 8-1-2007**
- and**
- 7. To implement Revised Technical Service Rules (18-1/97.Estt IV dated 3-2-2000) in its true spirit**

Staff side submitted that after going through Council's Circular dt. 19-12-06 and 08-01-07 it appears that MoF has some reservations in giving post-facto approval to amendments made in the Technical Service Rules vide Council's circular No. 14(3)/94-Estt.IV dated 1-2-95 and 14(3)/94-Estt.IV (Vol. II) dated 4-8-95 (removal of category bar between Category I & Category II and Category II & Category III) and vide Council's circular no. 17(12)/95-Estt.IV dated 20-8-96 (reclassification of certain Auxiliary and Administrative - non-ministerial posts) but the Council has put on hold all the cases of Assessment Promotions of Technical Employees without considering to the format of Promotion under the Technical Service Rules. It was pointed out that neither Chief Controller of Accounts nor MoF had objected to the format of Promotion under the Technical Service Rules i.e. Genuine Promotions within a category. The staff side is of the view that Council's Circular Nos 19-37/99-Estt.IV dated 19-12-2006 and 8-1-2007 may kindly be reviewed and the employees, who are eligible after Assessment as per the prescribed scheme within their respective category may be promoted at the earliest.

Further, New Technical Service Rules were notified on 03-02-2000 vide notification no. 18-1/97.Estt IV. With the introduction of these New Technical Service Rules, Council has two different Service Rules for its Technical Employees (Old and New). Accordingly, employees were given option for being governed by either old TSR or New TSR. Since the new technical service rules were issued in consultation with the Ministry of Finance; and till date Ministry of Finance has not shown any reservations towards their implementation. Even on later stage, Council made some amendments also in these Rules. As such Staff Side was of the view that New Technical Service Rules notified by the Council on 03-02-2000 and further amendments made therein No.

19(10)/2004-Estt.IV dated 24-2-2006 should not be covered in notifications dated 19-12-2006 and 08-01-2007, which put on hold all the promotions till further orders. In nut shell, Secretary, CJSC pointed out that only two amendments made in 1995 on removal of category barrier and reclassification of some posts from Auxillary and Administrative (Non-Ministerial) to Technical Category have been questioned by the Ministry of Finance but on that basis the decision to put on hold all assessment cases is not justifiable. As such, promotion of the eligible cases are required to be reopened immediately.

The Chairman stated that the process of consideration of technical staff for assessment promotion has been put on hold vide circular dated 19.12.2006 and 8.1.207 keeping in view the stand taken by the Mof in regard to the audit objection in the matter. The ICAR has represented its case and is in constant touch of the MoF who have to take final decision in the matter. A decision was expected shortly. The matter will be reviewed after October, 2007

6. Advance Increments to Technical Employees after 5 years of Service in Grade T-5

The Staff Side brought to the notice that as per clarification issued by the Council vide Circular No. 19(7)2000-Estt.IV dated 08-09-2003 the eligibility for grant of advance increments at T-1-3 grade in Category-I and T-5 grade in Category-II cease to exists due to removal of category bar for merit promotion from Category-I to Category-II in 1995 and from Category-II to Category-III in the year 2000, while technical employees with five years of service in T-9 grade still remain eligible for grant of advance increments within the grade as per clarification issued vide circular No. 19(37)/04-E.IV dated 20 March 2006. Since these advance increments were granted only to employees who were in the highest grade of their category and were not eligible for further promotions, same is the case of some of our technical staff like Drivers/Telephone Operators etc. etc. In their case also merit promotions are restricted only up to T-5 grade as such provision of advance increments may also be extended to them on the same analogy of T-9. In this regards it was informed since in GOI, Drivers etc do not go up to the pay scale of Rs. 6,500-10,500/= whereas in ICAR they go up to that hence this benefit of further increments can not be extended to them. **The Chairman stated that the matter would be looked into.**

8. Request to review the pay scales of Technical personnel of the Council

The Secretary (SS), CJSC stated that the level of Technical Assistant i.e. T-II-3 and now T-3 was the same that of 'Assistant' in Administrative cadre i.e. both were in the pay scale of Rs. 425-700/- prior to IVth pay commission. The replacement pay scale in the 4th Pay Commission was Rs.1,400-2,300/- for both. On the pattern of the GOI, the

pay scale of Assistant in Admn. was upgraded to Rs. 1,640-2,900/- while the pay scale of Technical Assistant now T-II-3/T-3 remained the same i.e. Rs.1,400-2,300/-. During 5th Pay Commission, Assistant was granted the pay scale of Rs 5,500-9,000/= whereas Technical Assistant remained in the lower pay scale of Rs. 4,500-7,000/=. Now the GOI has further upgraded the pay scale to Rs.6,500-10,500/= to the Assistants in CSS and the Council is also moving a note to the Union Cabinet for extension of the same to the Council's Assistants but the pay sales of Technical employees T-3 has not been reviewed, it was therefore requested to review the pay scales of Technical employees also so as to establish their level with the equivalent posts in Adm./other cadres. Secretary, ICAR however, pointed out that there is no comparison between the pay scales of Technical and administrative cadres as both the services are altogether different. Staff side further pointed out that this is not an issue for parity of pay scales between two services. Since the introduction of Technical Services in the Council, the employees of technical service are just given replacement scales recommended by different pay commissions. While in the case of other services the pay scales of ICAR like Administrative services and scientific services these have been reviewed from time to time and in the case of scientists these were reviewed after due evaluation of rendered work by them and accordingly the pay package of UGC was evaluated better and implemented. Staff side requested that almost 32 years have passed and there is now a need to review the pay scales of Technical Services.

The Chairman stated that the matter would be looked into by a Committee.

9. Fixation of Qualifications for Technical Staff in Fisheries Institutes/Division

Staff Side requested that a committee for rectification of the anomalies in the modified Technical Service Rules vide ICAR letter no. 18(1)/97/Estt-IV dated 3-2-2000 was constituted and the committee visited the Fisheries institutes during the month of October 2002 for collecting the documentary evidence for rectifying the anomalies with regard to qualifications and accordingly submitted its recommendations. DS(P&A) also sought suggestions from DDG (Fy.) on the recommendations submitted by the Committee which was forwarded to CIFT, Cochin. CIFT submitted a detailed revised proposal vide their letter No. 4-4/2000-Admn dated 6-9-2003, for the consideration of the Council but till date no further action has been conveyed by the Council in this regard to settle this long pending issue.

Chairman informed that the proposal is under active consideration of the Council and very soon it will be decided and communicated.

10. BENEFIT OF ACP TO SUPPORTING STAFF OF ICAR INSTITUTES AT PAR WITH ICAR HQRS.

Staff side pointed out that supporting staff in the ICAR institutes are in great economic loss in the present pay scales offered to them, as the Group-D employees of Council's institutes are not getting the benefit of the ACP scheme of the Government of India dated 1.6.2001 (Order No. 35034/2/2201-Estt. (D)). Under this scheme, after 12 years of service Group-D employees of Government of India/ICAR Hqrs get pay scale of Rs. 2650-4000 and those who are matric passed get the pay scale Rs. 3050-4590 after 24 years of service or they will be given the post of LDC and non-matrices are given the pay scale Rs. 2750-4400. These scales are not being implemented in the ICAR Institutes. It was therefore requested that this scheme in to should be implemented in ICAR institutes also.

As already stated vide item No. 8 of items of agenda of last CJSC Meeting on which action is still to be completed and discussed on 14 September, 2007 with Secretary, ICAR, the proposal for extending the same benefit of ACP which is being implemented at ICAR Hqrs. will also be implemented in the Institutes as well, is under process at ICAR Hqrs. and it is expected to be approved very soon.

11. Removal of Anamoly in Qualifications with regard to Workshop staff

Staff side submitted that as per the old technical service rules, three years' diploma had always been given due weightage for Workshop staff and it was amongst essential qualification for Category-II and Category-III but while reclassifying the qualifications for workshop staff it has been included as essential qualification for Category-II only and for Category-III a very high qualification i.e. Bachelors Degree has been prescribed. Due to this most of the present employees who joined services long back and are having Diploma as qualification are facing great difficulty. It was requested by staff side that in the be st interest for their promotion, three Years Diploma may kindly be retained as essential qualification under category-III.

After discussion, it was not agreed to for any further relaxation in qualifications.

12. Strengthening of ICAR System at ICAR and Institutes by Providing Sufficient Supporting Staff for Carrying out research and Educational Activities

It was stated that due to implementation of 10% cut in all cadre of posts and under various ADRPs the staff strength specially of the Supporting Staff has reduced to 50% and the Research Institutes are facing lot of difficulties in carrying out their research and education work. Apart from this during last 5-7 years various projects / schemes / field

trials / extension programmes / laboratories and units / divisions in the institutes have come up. Institutes are facing lot of difficulties in carrying out their research / education work from the regular staff. In order to carry out these activities, every Research Institute has engaged DPLs. In some of the Institutes, DPLs have put more than 20 years of service and are waiting for their regularization. Most of the DPLs are now having crossed the age of 48-50 years. In every institute lot of cases of their regularization / engagement are pending in various benches of CAT / High Courts of various States and system is spending a lot of amount on it. It is, therefore, proposed that a consolidated proposal for the whole ICAR System may kindly be prepared by calling the information of all the eligible DPLs and based on it, MoF may be requested to sanction the equivalent number of posts of SSG which will be abolished on the retirement / death of the individuals. It was also stated that it will not bring much financial implications on the system and will bring relief to the DPLs and the Institutes of the Council.

After discussion, it was considered that there is acute shortage of Supporting Staff in the Council but the creation of posts of Supporting Staff shall be possible only through Plans as such, the respective Institutes may make the provision for such posts in their respective EFCs for the XIth Five Year Plan.

13. Implementation of ACP Scheme to the Staff of Non-Statutory Departmental Canteen Employees of ICAR Institutes

Staff side brought to the notice of Chairman that vide OM no.3/4/2005-Dir.C dated 10th April, 2006, the Assured Career Progression (ACP) Scheme have been implemented for the Canteen Employees working in non-statutory Departmental Canteen/Tiffin Rooms located in Central Government Offices. Whereas the above scheme has not been adopted by the Council for its Canteen Employees working in various ICAR Institutes through nature of duties, working hours and other things are same for both of them. It was therefore, submitted that the same facility may be extended to Canteen Employees of ICAR Institutes by endorsing the same orders.

The Chairman assured to look into the matter.

14. Settlement of Court Cases of Staff of the Council

Secretary Staff Side pointed out that a number of court cases of Council's employees are pending before the different courts. These cases have been initiated due to one or the other pretext and the Staff and the Council, both are spending huge money and valuable time to pursue these cases. Therefore, for the justice and to save the valuable time/energy, he requested to form a committee of comprising members from both official

side and staff with a positive thinking to interpret the rule position in right way and to settle these cases out of the court.

In this regards, it was informed that the Council will take a positive view with regard to court cases and all efforts will be made to resolve the issues in a right way.

15. Pension may be allowed from other Nationalised Banks

Staff Side submitted that presently pension of retired employees is being authorized only through SBI. This practice is creating problems for those ICAR pensioners where the SBI branches are far away from the places of their residence. Whereas other Nationalized Bank Branches are at very close vicinity. This is leading to undue hardship to the pensioners. Therefore staff side requested that drawal of pension may be permitted through all Nationalised Bank for the convenience of pensioners.

It was informed that ICAR authorizes pension through SBI which has huge network in the country and authorization of pension through other banks at present is not feasible. However, if such specific cases are there who find difficulty to draw pension form SBI, those may be brought to the notice of the Council and the Council will make all efforts to see that they may be able to draw pension from other banks near to their residence.

16. Grant of Air Travel Permission during the Winter Seasons to the Employees Posted/Working in Kashmir Valley

Staff side submitted that in Kashmir Valley the ICAR has setup one Institute namely Central Institute of Temperate Horticulture and three Regional Stations, one each of NBPGR, IVRI and IGFRI and in these Institutes/Regional Stations many employees are working who belongs to other states of India. During the winter season due to Heavy Rains/Snowfall/land sliding the Jammu-Srinagar National Highway remain closed even for more than 15-20 days which create lot of difficulties to these employee and most of the times the employee nominated for any urgent work / training is unable to attend the same due to road block, therefore, during peak winter season/in case of exigency Air Travel permission may please be accorded to the employees posted/working in Kashmir Valley irrespective of the grade/status of the employee.

It was agreed to that during road blockage on account of snow fall, Air travel may be allowed to the staff affected for which a proposal may be sent by the concerned institute to the Secretary, ICAR for his approval.

17. Reservation for Admission of Children of ICAR Employees in Agricultural Universities

Staff side proposed that the Agril. Universities are financed by the ICAR to the extent of 75% and they follow the instructions and the Administrative guidelines issued by the Council, it is urged that like other Departments, either some quota for the children of ICAR employees for admission in Agricultural Universities may be fixed or else they may be given 5-10% marks' relaxation over others for various courses of the Agril. Universities. This will definitely encourage the staff and will increase their efficiency.

The proposal was not agreed to.

18. Subsidised Rates in Guest Houses for all ICAR Employees Whether Proceeding on Official Tour or Otherwise

Staff side brought to the notice of Chairman that higher rates (private visit charges) are being charged from ICAR employees staying in ICAR Institute Guest Houses during their personal visits including LTC. Staff Side requested that Council's employees while staying in ICAR's Guest houses should be charged uniform subsidized rates irrespective of their purpose of visit.

Chairman instructed to examine the matter with regard to charging of Uniform Subsidized rates from the Council's employees irrespective of their purpose of visit.

The Secretary, CJSC further added that being the Guest Houses in own system, our employees are facing a lot of difficulties for getting the accommodation reserved for them. Most of the time when they approach the concerned officers in the Institutes for reservation of room in the guest house, they are normally refused on one pretext or the other. As such, it was requested that Council's employees should always be given preference while booking accommodation in the Council's Guest Houses.

The Chairman took the issue very seriously and instructed to DS(A)/DS(GAC) to issue a circular immediately that whenever any employee of ICAR requests for accommodation in any Guest House of ICAR he should be provided the accommodation immediately without any discrimination, subject to availability and on the basis of first come first serve basis.

19. Provision for Grant of Advance Increments to the Administrative/Technical Staff having Extra Qualifications.

Staff side requested that those Administrative/Technical staff who have extra relevant qualification of the required minimum qualification, may be granted advance increments(s) as the extra relevant qualification adds to the efficiency of the Institute's

work. They gave the example of other categories like Scientists who are getting advance increments for their such enhancement of qualifications.

The proposal was not agreed to.

20. Enhancement in age limit for appearing in ARS/other Competitive examinations of the Council

Secretary (Staff Side) submitted that at present the maximum age limit for Council's employees for appearing in ARS examination as well as in other competitive examinations of the Council in administrative cadres is fixed at 45 years. Since the retirement age of scientific staff has been enhanced from 60 to 62 years, therefore it would be in the best interest of qualified staff of Council to compete in the ARS/competitive examinations if they are given some more relaxation in upper age limits. It was therefore requested that the upper age limit may be enhanced from 45 to 50 years for Council's employees.

The proposal was not agreed to.

ANY OTHER ITEM WITH THE PERMISSION OF CHAIR.

1. Shri P.S. Nobi, Member from CIFT, Cochin requested that they are unable to maintain their residential quarters due to shortage of Funds for the purpose. **Director (Fin.) informed that he should pursue to send the requirement of funds from the Institute and the Council will release the funds for maintenance of residential quarters.**
2. Shri Babu Rao, Member from CARI, Port Blair requested for accommodation/hostel facilities for the students going from Island to Mainland i.e. at Chennai or Calcutta. **The Chairman informed that there are some ICAR quarters vacant in Calcutta and the same may be allotted for Hostel facilities. There is also a guest house in Chennai of Fisheries Institute that may also be allowed for the purpose.**
3. The Member from CIFE, Bombay stated that their Institute wants to recognise TATA MEMORIAL HOSPITAL for the treatment of Institute employees but the hospital has demanded a sum of Rs. 3.00 lakh for the purpose which the Institute is unable to pay. **The Chairman informed that money is not the criteria and for the right cause, they will take up the issue with the hospital authorities.**
4. Mohd. Wasim, Member from IVRI stated that the staff of IVRI located at its Regional Station, Mukteshwar is facing difficulties for non-availability of medical facilities there. He informed, since Mukteshwar is a difficult area, as such no Medical Officer with M.D. qualifications appeared for interview and only the doctors having MBBS qualifications came for interview as such no Medical officer could be appointed. Efforts were also made to hire a doctor in contractual basis but on the mere remuneration of Rs. 5,000/= P.M. no one

agree for the offer. As such taking into consideration the difficult conditions at Mukteshwar, Council may relax the educational qualifications of Medical Doctor from MD to MBBS and also the remuneration for hiring a doctor on contract basis, remuneration may be enhanced from Rs. 5,000/= to Rs. 10,000/= P.M., so as to enable them to appoint / hire a medical officer for their employees at Mukteshwar.

After hearing the difficulty, the Chairman ensured to look into the matter favorably.

5. Member from NRC for Groundnut, Junagarh pointed out that they had sent a proposal for recognition of two AMAs at Junagarh duly approved by the Management Committee but the Council has not responded so far.

The Chairman assured to look into the matter.

6. The Member from PDBC, Bangalore draw the attention of Chairman that in their Institute medical facilities are not available to the employees and particularly when any accident is happened.

The Chairman assured that the doctor already available in their neighboring Institute Regional Station IVRI will be recognized for them also.

Venue for the next meeting

The Staff Side demanded that the next meeting of CJSC may be held at **Port Blair**. The Chairman however asked to give some more options on which **second and third options were given for Goa and Barapani.**

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