

PROCEEDINGS OF MEETING OF THE COMMITTEE UNDER THE CHAIRMANSHIP OF ADDITIONAL SECRETARY (DARE) & SECRETARY, ICAR TO SUGGEST PARITY IN HIERARCHY/STRUCTURE OF ADMINISTRATIVE POSTS OF ICAR HQRS. AND ITS INSTITUTES HELD ON 12th APRIL, 2017.

Present :-

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| 1. Shri Chhabilendra Roul,
Additional Secretary (DARE) & Secretary, ICAR | - | Chairperson |
| 2. Shri Gajendra Singh
Director (Admn), DoAC&FW | - | Member |
| 3. Shri SS Kandpal
Director (Admn.), DAHDF | - | Member |
| 4. Shri Rajan Agrawal
Director, DARE | - | Member |
| 5. Shri Devender Kumar
Director (Finance), ICAR | - | Member |
| 6. Shri SK Mitra
Director (Pers.), ICAR | - | Member |
| 7. Smt. Namrta Sharma
Deputy Secretary (Admn.), ICAR | - | Member |

The Chairman welcomed the members of the Committee. He requested Smt. Namrta Sharma, DS (Admn.) to give the background of the issue in brief for which the Committee has been constituted. She then gave a background of the issue by explaining to the members about the organization, hierarchy/structure of administrative posts at ICAR Hqrs., the union cabinet's decision of the year 1997 and the need for unification of cadres of administrative posts at ICAR Hqrs. and its Institutes. After a brief discussion in which the outside members sought a few clarifications on the issues of existing hierarchy, recruitment rules and recruitment procedure of the posts at ICAR Hqrs., the chairman desired that the committee may take-up the issues in a chronological manner discussing them one by one. During the course of discussions, the Committee made the following observations :-

- that the hierarchy/structure and nomenclature of the posts at ICAR Hqrs. and its Institutes is different;
- that there are also differences in the appointing authority for the posts at Group B & C levels at ICAR Hqrs. and Institutes;
- that there exists a combined cadre of Administrative Officers and a cadre of Finance & Accounts Officers in the Council with a prescribed hierarchy and structure;

- that the posts of combined cadre of Administrative Officers merge at the level of Chief Administrative Officer with the post of Deputy Secretary at ICAR Hqrs. and the posts at the level of Sr. Administrative Officer and Under Secretary stand merged for the purpose of mobility although they have separate feeder grades of Administrative Officer and Section Officer respectively;
- that there exists combined seniority at the level of Deputy Secretary and Chief Administrative Officer whereas for all other posts at lower levels seniority is maintained at ICAR Hqrs. and the respective Institutes numbering 108;
- that the all India transferability, which is an important aspect of the proposed unification, exists presently not below the posts in the combined cadres of Administrative Officers and Finance & Accounts Officers. The personnel upto the levels of Section Officers at ICAR Hqrs. and Assistant Administrative Officers at ICAR Institutes do not have all-India transfer liability in the normal course. The personnel at institutes of the level of AAO and below can/are liable for intra-institutional transfers including at the regional station(s) of the concerned Institutes;
- that the pay-structure of certain posts like Section Officer, Private Secretary, Assistants, Personal Assistants at ICAR Hqrs. is a level higher than the posts of AAO, PS, Assistant, Personal Assistant at Institutes after the implementation of 6th CPC recommendations.

In the light of the above observations, the Chairman desired to know what were the pay-scales of the post of Section Officer, Private Secretary, Assistants, Personal Assistants at ICAR Hqrs. and the posts of AAO, PS, Assistant, Personal Assistant at Institutes before and after the implementation of 6th CPC recommendations. He also wanted to know as to how the difference in pay scales arose upon the implementation of 6th CPC recommendations. The DS (Admn.) informed the committee that the 6th CPC had recommended different pay scales for the posts at Hqrs. and the field offices as contained in the Part 'B' of its recommendations. Subsequently, the pay scales of the CSS/CSSS posts of Section Officer/Private Secretary, Assistant/Personal Assistant were granted higher pay scales which were extended only to the ICAR Hqrs. after lots of correspondence with the MoF, GoI. However, the comprehensive proposal for extending it also to the ICAR institutes was not agreed to. This decision has led to the current position where the posts at these levels at ICAR Hqrs. and Institutes are having different pay scales. The DS(Admn.) also informed that a court case has been filed in this regard for grant of pay-parity which is being heard in the Hon'ble High Court of Delhi. The Council on its part has also tried to resolve this issue by recommending to the MoF for grant of par-parity to the staff at ICAR Institutes at par with the ICAR Hqrs. A decision on the proposal submitted to the MoF in this regard is yet to be conveyed to the Council.

The Chairman also desired to know about the recommendations of the VII CPC in this regard and decided that a clarification may be sought from the MoF (JS-Pers) quoting the said recommendations. After a lot of deliberations, it was decided that in the present circumstances a lot of difficulties regarding inter-se-seniority, transferability etc. are anticipated in unifying the cadres. Therefore, the Committee may chalk out a prospective unified cadre for ICAR in the first instance and deliberate upon the modalities for its feasibility in future. The Committee worked out the following unified cadre for ICAR :-

1. Director/Registrar (PB-4 with GP of Rs.8700)
2. Deputy Secretary/Chief Administrative Officer (PB-3 with GP of Rs.7600)
3. Under Secretary/Sr. Administrative Officer (PB-3 with GP of Rs.6600)
4. SO Gr. I* / Administrative Officer (PB-3 with GP of Rs.5400)
5. SO Gr.II / AAO# (PB-2 with GP of Rs.4800)
6. Assistant / Assistant# (PB-2 with GP of Rs.4600)
7. UDC (PB-1 with GP of Rs.2400)
8. LDC (PB-1 with GP of Rs.1900)

*As the Section Officers at ICAR Hqrs. are entitled to PB-3 with GP of Rs.5400 as Non-Functional scale on completion of 4 years of service in the grade.

#Subject to grant of pay-parity to the posts of AAO and Assistant at ICAR Institutes with the counterparts at ICAR Hqrs.

Further, the direct recruitments of Assistants will be in a centralized manner so that common all India seniority is maintained. The recruitment rules, service conditions etc. will be modified accordingly to incorporate the provisions commensurate with the intention of having a unified cadre.

The Chairman while tentatively agreeing to the layout of administrative posts worked out by the Committee also desired that the advantages and disadvantages in having a unified cadre instead of the present arrangement may also be deliberated upon. The following advantages and disadvantages were broadly identified after discussions:-

Advantages :

1. Centralised recruitment will ensure quality of manpower in the organization;
2. Flexibility in transfer/postings;
3. Movement in hierarchy of posts will be ensured;
4. Promotional avenue for Assistants will enhance;
5. The present resentment of staff will also go.

Disadvantages :

1. Transfer liability of staff of even at the Assistant level.
2. Monetary implication for the organization on transfer TA etc.
3. Non-uniform transfers of administrative staff.
4. Court cases regarding inter-se-seniority, transfers etc.

The Chairman directed that necessary clarifications may be obtained from the Ministry of Finance, Gol regarding the pay scale of CSS/CSSS/Hqrs. viz a viz the field/subordinate offices as per the recommendations of the VII CPC before the next meeting of the Committee is held.

Sd/-
(Namrta Sharma)

Sd/-
(Gajendra Singh)

Sd/-
(SS Kandpal)

Sd/-
(SK Mitra)

Sd/-
(Rajan Agrawal)

Sd/-
(Devender Kumar)

Sd/-
(Chhabilendra Roul)