

Proceedings of CEC meeting of ARSSF held on 09th August 2017 at New Delhi

The CEC meeting of ARSSF was held in the chamber of President on 09th August 2017 at 11.00 AM. The following CEC Office bearers were present during the meeting.

1. Dr. I.M. Mishra, President
2. Dr. S S Thakur, Vice President (Central Zone)
3. Dr. P.S. Brahmanand, Vice President (East Zone)
4. Dr. Matla Juliet Gupta, Vice President (Western Zone)
5. Dr. S. Manivannan, General Secretary
6. Dr. Manoj Khanna, Principal Scientist, WTC, New Delhi – Special Invitee
7. Dr. Man Singh, Principal Scientist, WTC – Special Invitee
8. Dr. D.K. Singh, Principal Scientist, WTC- Special Invitee

At the outset, the President welcomed all the members for CEC meeting. He highlighted the action taken on various issues by the FORUM since last CEC. Few of the issues were scientific cadre review, restructuring ASRB, five days week, implementation of 7th pay recommendations.

The following agenda points were discussed and resolved in the CEC meeting.

I. Issues on 7th Pay Commission

Serious concern was expressed on delay in implementing 7th pay commission recommendations for ICAR scientists. It was decided that the ARSSF will support all steps taken by Federation of University and College Teachers Association and Delhi University Teachers Association for speedy implementation of 7th CPC. It was informed by the president that all efforts will be made both at MHRD level and ICAR level. It was decided that all the units will participate in faster implementation.

II. Issues on five days week

In response to ARSSF demand, the five days week proposal was approved in Directors Conference on 16th July 2017 and placed before the Governing Body Meeting on 20th July 2017. The ARSSF CEC unanimously expressed the gratitude to Dr T. Mohapatra, Secretary (DARE) and DG (ICAR) for accepting our demand and placed before the GB. However, the decision on the said proposal was postponed in the GB meeting. The CEC resolved to pursue with all the members of GB and demand to place in next GB meeting.

III. Review of ICAR as autonomous body

ICAR Review committee invited the ARSSF representatives and the ARSSF submitted the few issues and all of them were accepted by the committee and included in final recommendations.

IV. Issues pertaining to Restructuring ASRB

The CEC ARSSF expressed its gratitude to Hon'ble Agricultural Minister Sh. Radha Mohan Singh Ji and Dr T. Mohapatra, Secretary (DARE) and DG (ICAR) for constituting committee for restructuring ASRB. Based on the feedback received from various members and subsequent discussion in CEC meeting The CEC resolved the following suggestions to be submitted to the committee constituted for revamping ASRB.

1. Structure of the Board: The ASRB should have one chairman and four members in total five.
2. Qualifications

Chairman: (i) A nationally renowned visionary scientist / academician with Ph.D in any of the science or engineering discipline having minimum 27 years experience in research / education

(ii) Citizen of India

(iii) Proven record of honesty, integrity and uprightness with outstanding and unblemished track record of performance

Member (1): (i) A scientist with Ph.D in Agriculture having minimum 25 years experience in research / education in Agriculture, Horticulture/Forestry sciences

(ii) Citizen of India

(iii) Proven record of honesty, integrity and uprightness with outstanding and unblemished track record of performance

Member (2): (i) A scientist with Ph.D in Veterinary or Fishery Sciences having minimum 25 years experience in research / education in Animal Husbandry / Fishery Sciences

(ii) Citizen of India

(iii) Proven record of honesty, integrity and uprightness with outstanding and unblemished track record of performance

Member (3): (i) A scientist with Ph.D in Engineering having minimum 25 years experience in research / education in Engineering and Natural resource sciences

(ii) Citizen of India

(iii) Proven record of honesty, integrity and uprightness with outstanding and unblemished track record of performance

Member (4): (i) A academician / scientist with Ph.D in Management/ social sciences having minimum 25 years experience in research / education in Management

(ii) Citizen of India

(iii) Proven record of honesty, integrity and uprightness with outstanding and unblemished track record of performance

3. Tenure of chairman or members : Three years
4. The ASRB should have full independence and full financial autonomy but strong coordination with ICAR is must. Both ASRB and ICAR should work with full trust.
5. Transparency on selection should be ensured by adopting following procedure
 - (i) Online application systems may be adopted and score should be calculated by computer software
 - (ii) List of top 15 shortlisted candidates (for large institutions) and 10 shortlisted candidates for other institutions should be called for interview and the marks obtained by each candidate should be displayed in the website after interview.
 - (iii) Discipline wise expert lists should be uploaded in computer and selection of experts should be done by computer not by the members of ASRB. Separate software should be developed for maintaining expert lists.
 - (iv) An expert from management side essentially to be included for selection of RMPs and senior RMPs
 - (v) There should be the provision to have a panel for RMP postions.
6. ASRB should recruit only scientists and RMPs.
7. Administrative staff up to AAO and Technical, Supporting Staffs should be recruited by respective Institutes.
8. For setting question papers, a system like GATE Or JEE should be followed. The present system has a number of lacunae.
9. ASRB must advertise the Scientists post during initial recruitment by mentioning the institute's names so that the concern scientist knows that where the places he or she will be posted are.
10. Once the Chairman and members are appointed, during the tenure, they should not participate in any of the institutes or university function as a

chief guest/guest of honours. It should be brought under the board policy.

11. The proceedings during the interviews particularly for RMPs must be video recorded to keep high level transparency

V. Issues on Revised Score Card

The CEC resolved to submit following recommendations and the letter was submitted in the afternoon on 09th August 2017.

Career Advancement Scheme

The ARSSF is against the issue on revised score card for CAS as mentioned in an agenda item in 241st meeting of GB, ICAR Society to bring the element of **competitiveness and motivation** with “promotion of 60 or 80% of total assesses due for assessment in a particular year”. The ARSSF is strongly against this recommendation and there cannot be any cap for limiting promotions for deserving candidates for assessment under CAS. Moreover, any such changes in CAS needs approval of Ministry of Finance. Hence, it is suggested that the minimum score of 75% should be fixed **for all categories of scientists to get promotion.**

Direct Recruitment (RMPs, HODs, PCs, Head of Centres)

- 1 ARSSF requests that the candidates for RMPs and Semi RMPs should have the proven academic record as an essential qualification. However, there should not be any mark assigned for academic qualifications.
- 2 Marks for professional experience should be increased to 20 marks instead of 10 Marks in case of all RMPs. One category may be added for candidates who got qualified in ARS examination to allot 3 marks for completion of minimum continuous service of 10 years in ICAR.
- 3 ARSSF strongly requests to allot minimum five marks under the experience in professional category for the period spent on RMPs or semi RMPs.
- 4 RMPs and Semi RMPs (Head of Divisions / Head of the Regional Stations recruited by ASRB) should be redefined based on the number of scientific cadre strength they are managing. According to the cadre strength, the score may be assigned. If the cadre strength of institutes / regional stations/ divisions/ department is between 8 and 16; 1 mark for each term; between 17 and 25 – 2marks for each term and 26 and above – 3 marks.

- 5 There should be atleast 10 marks for feedback of scientists given at Institute level and reflected through APAR of the RMPs.
- 6 The experience of scientists working under remote locations and regional centres of ICAR Institutes should be given atleast 3 marks in the score card as they don't have access to better facilities and ambience to shape their career.
- 7 Maximum marks allotted for recognitions and awards should not be more than 10.
- Two marks for each National/International awards/ recognitions such as those conferred by National Organizations like ICAR, CSIR, DBT etc., Government of India, International Bodies of repute like FAO, UN etc., (Maximum limit may be increased from 4 marks to 6 marks)
 - Two marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering / Intuitions of Engineers, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies (Maximum limit may be increased from 4 marks to 6 marks)
 - One mark each for institute/University/ State Government Award given on national basis. (Maximum limit may be increased from 1 mark to 4 marks)
 - One mark for each Award by National Institutes/Universities/Professional societies (registered). (Maximum limit may be increased from 1 marks to 4 marks)
- 8 Under publication category, uniformity should be followed for all scientists including social scientists as below:
- (i) Peer reviewed publications – 15 marks
- (ii) Other publications – 5 marks

An applicant must identify 20 research papers published in refereed journals for allocation of score according to current year (Year of advertisement) NAAS journal rating. The NAAS score for each publication will be added and the sum will be multiplied by 0.1 to get marks. For research publications where NAAS Journal ID is not available, the Screening Committee shall be empowered to give marks not more than 0.4 for each publication. For journals not covered in

NAAS but have international impact factor, applicant can indicate score as (6 + impact factor)

Under other publications, the following cases to be included uniformly for all scientists

- Books/Monographs of minimum 100 pages published, Authored/Edited qualify for marking. Award 1 marks for each publication. (Maximum limit may be increased from 2 marks to 4 marks)
- Policy Papers – 1 marks each (Maximum limit may be increased from 2 marks to 4 marks)
- Book Chapters and Training Manuals qualify for marking. For each publication award 1 mark. Maximum limit may be increased from 2 marks to 4 marks)
- Popular articles/bulletins/short communications of all Indian languages qualify for marking. Award 0.1 mark for each publication. (Maximum limit may be increased from 2 marks to 4 marks).
- Electronic media coverage, articles published in news papers and magazines qualify for marking. For each relayed talk or published article award 0.1 mark. (Maximum limit may be increased from 1 mark to 2 marks)
- Extension Bulletins qualify for marking. For each Bulletin award 0.25 mark. (Maximum limit may be increased from 1 mark to 2 marks)

9. For Institute Building/Service Functions, all relevant duties performed by scientists have to be included.

Institute building: Only clearly defined contributions as a leader shall be considered for marking as per following criteria. (Maximum 4 marks)

- (i) Development of new facility (Technology park, museum, demonstration units /laboratory / computer cell / testing centre) having measurable impact (list only three activities). Award 1.0 for each activity.

Under 7a(i), the limit of laboratory investment may be reduced to Rs. 10.0-25.0 lakhs; under 7a(ii), the limit of laboratory investment may be reduced to >Rs. 25 lakhs.

- (ii) (ii) Development of farm/common facility (list only 3 activities). Award 1.0 for each activity. Under 7a(iii), the limit of investment may be reduced to Rs. 50 lakhs.

Service Functions: Service provided for following miscellaneous tasks by applicant qualify for award of marks. Award 1.0 mark for each contribution. Maximum 6 marks

- (i) Compilation of Institute Annual Reports (editor/sub-editor).
- (ii) Duties performed for at least one year or more as warden, Library I/c, Student Welfare Officer, Animal House I/c, Farm I/c, Common Instruments Lab. I/c, Computer Cell i/c, Assistance, PME Cell, (iii) Field survey including sea exploration, biodiversity & aquatic/soil resources survey.
- (iii) Duties performed as member of the PME cell and defined committees for common facilities
- (iv) Special national assignments may be allotted 3 marks (1 mark for each national assignment)

For Senior Scientists and Principal Scientists

- 1 Existing difference in terms of number of years of experience between engineering and non-engineering disciplines should be maintained.
- 2 The experience of scientists working under regional centres of ICAR Institutes should be given at least 3 marks in the score card as they don't have access to better facilities and ambience to shape their career.
- 3 One category may be added for candidates (both senior scientist and principal scientist categories) who got qualified in ARS examination to allot 3 marks for completion of minimum continuous service of 5 years in ICAR.
- 4 Number of years (minimum service) for direct recruitment as well as CAS should be on par with UGC recommendations.
- 5 For Institute Building/Service Functions all duties relevant to duties to be included.

Institute building: Only clearly defined contributions as a leader shall be considered for marking as per following criteria. (Maximum 4 marks)

- (i) Development of new facility (Technology park, museum, demonstration units /laboratory / computer cell / testing centre) having measurable impact (list only three activities). Award 1.0 for each activity.
- (ii) Development of farm/common facility (list only 3 activities). Award 1.0 for each activity.

Service Functions: Service provided for following miscellaneous tasks by applicant qualify for award of marks. Award 1.0 mark for each contribution. Maximum 6 marks

- (i) Compilation of Institute Annual Reports (editor/sub-editor).
- (ii) Duties performed for at least one year or more as warden, Library I/c, Student Welfare Officer, Animal House I/c, Farm I/c, Common Instruments Lab. I/c, Computer Cell i/c, Assistance, PME Cell, (iii) Field survey including sea exploration, biodiversity & aquatic/soil resources survey.
- (iii) Duties performed as member of the PME cell and defined committees for common facilities
- (iv) Special national assignments may be allotted 3 marks (1 mark for each national assignment)

The following suggestions have been finalized to submit to ASRB with regard to revised score card for Direct Selection of scientific and RMP positions.

- a) Seniority has to be given due importance (10%) while making selection for the posts of Head, Project Coordinator etc. Additional marks should be allocated for extra years of service other than the minimum eligible period.
- b) Marks should not be allotted to foreign visit of scientists.
- c) Marks allotted for award category should not exceed 10% of the total marks.
- d) Marks for publications should be increased in case of semi RMP positions.
- e) Member of any institute committee should be considered for allotting marks under institutional building activities, it should not be restricted only to chairman or member secretary as many scientists in early career don't get the opportunity to become member secretary or chairman.

VI. Scientific cadre review

The CEC express its gratitude to all authorities of ICAR for taking up the process of scientific cadre review which was demanded by ARSSF. The ARSSF CEC decided to suggest the following issues to DG, ICAR.

- (i) Minimum number of senior scientists and Principal Scientists should be kept in cadre. The ARSSF recommends that only 5 % of the total cadre strength including RMPs should be maintained as direct recruitment. Recruiting maximum scientists through ARS exam will bring the

manpower with new brain to the ICAR. Generally, there is very soft competition in such selections and mostly the direct recruitment positions are being utilized for getting promotion and come back to home institute / city. Hence, minimizing direct recruitment of senior scientists and principal scientists is the need of the hour and the present cadre review should address this issue.

- (ii) It is requested that the council must ensure the transparency in the cadre review process and cadre review should be on the interest of ICAR and nation as whole rather than individual focus.
- (iii) Non agricultural disciplines in general engineering like textile engineering to be included in concern institutes.
- (iv) New areas like electronics and instrumentation including automation, use of sensor and mechatronics

VII. Financial constraints and Provision of project based budgeting at ICAR

The CEC expressed concern over the financial constraints in ICAR and CEC decided to take up the issue with PMO / Ministry of Finance requesting to provide adequate budget to ICAR. The CEC will pursue with ICAR for implementation of project based budgeting at ICAR.

VIII. Limited recruitment of Senior Scientists and Principal Scientists

The CEC of ARSSF resolved to demand to reduce the Lateral entry of senior scientists and principal scientists and increase the recruitment of s1 scientists. The ARSSF CEC decided to give representation to DG to convert 1/3 of present cadre strength of Senior and Principal Scientists to Scientists.

IX. Rationalization of transfer policies

The CEC decided to take up the following points for consideration.

- (i) Transfer process should not affect the interests of growth and progress of ICAR.
- (ii) Transfer website should be open for all scientists in single phase and the cases may be considered according to their weightage.
- (iii) All kinds of spouse cases should be given due consideration.
- (iv) The ARSSF request to avoid forced transfer till the cadre review process is completed.

X. Fixing time limit for assessment of Scientists and Probation Clearance

The CEC expressed concern over the undue delay in probation clearance and conducting DPC for assessment of scientists in some ICAR institutes and it was decided to represent the same to Secretary, DARE & DG, ICAR for fixing the time limit for clearing the cases. It is also

requested the all units must prepare the list of delayed cases and submit to General Secretary to take up all such cases with ICAR.

XI. Requesting ICAR to include ARSSF representatives in various committees

It was decided to represent the DG, ICAR to invite the ARSSF representatives for various meetings organized policy making decisions and also include as members in various committees at institute level.

XII. Appointing returning officer for conducting CEC election

The CEC appoints Dr. Trivedhi, Head, Division of Soil Science and Agricultural Chemistry, IARI, New Delhi as Returning Officer for conducting CEC election for next term.

XIII. Conducting NEC meeting cum brain storming session

The CEC has decided to conduct the National executive Meeting cum brain storming session on farmer centric agricultural research during November 2017. Exact date and venue will be decided after discussing with concern Director of the institute.

XIV. Inclusion of ASRB recruited Project Coordinators / HODs/Head of Regional Stations under Research Management Positions at ICAR

The ARSSF requests to include the following three categories under Research Management Positions.

- Head of Divisions recruited by ASRB
- Head of Regional Stations / centres recruited by ASRB
- Project Coordinators of AICRP recruited by ASRB

III. Meeting with DG, ICAR

The CEC office bearers met Secretary, DARE & DG, ICAR at 5.00 PM on the same day and conveyed the issues discussed in the CEC Meeting and representation was submitted on following issues.

1. Changes required in on line transfer policy
2. Scientific cadre review process
3. Suggestions on scored card for direct recruitment
4. Inclusion of ASRB recruited Project Coordinators / HODs/Head of Regional Stations under Research Management Positions at ICAR
5. Requesting ICAR to include ARSSF representatives in various committees

The DG has assured to consider above issues. The DG expressed that the efforts have been made to implement five working days in ICAR, however, the GB had not approved. The DG informed that after finalizing

the score card for direct recruitment, the recruitment of all RMPs will be initiated irrespective of restructuring process of ASRB. DG also expressed that there is a plan to bring the on line application system for the direct recruitment positions. Regarding the issue raised on transfer of couples and single women cases, DG informed that there will be the possibility to consider their cases in nearby future. Regarding implementation of 7th UGC pay package at ICAR already a committee has been constituted to assess the financial requirement and as soon as the HRD issue the notification, the ICAR will initiate the process to issue notification from ICAR side. DG also expressed that the publication expectation from ICAR is increasing day by day and we have to work hard to fulfill the requirement of the country. He also emphasizes the importance of popularizing the technologies developed by the scientists through reputed national dailies.



Dr.I.M.Mishra

President



Dr.S.Manivannan

General Secretary