

वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH
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No. 17/67/FED/97-PPS

Dated 24.11.98

From

संयुक्त सचिव (प्रशासन)
Joint Secretary (Admn.)

To

Shri K.D.Sharma
President,
All India Federation of CSIR Employees
C/o Indian Institute of Petroleum
Mohakampur
Dehradun-248005

Sir,

I am directed to enclose herewith a copy of the Record note of Discussions as approved by the DG, CSIR of the meeting of the Federation representatives with the DG, CSIR, held on 11.9.98 for your information and record.

Yours faithfully,



(B.S.Gaina)

Deputy Secretary

Encls: As above.

Record note of discussion held on 11.9.1998 between the
the representatives of Federation and DGCSIR.

List of participants is given in Annexure-A.

At the outset after having a brief introduction of
the newly elected representatives of the Federation
DGCSIR welcomed them at the meeting.

In his opening remarks, DGCSIR stated that first of
all he would like to bring on record his appreciation for
the cooperation extended by the Federation and positive
approach showed by it all the way in understanding and
solving the various issues. DGCSIR also applauded the
exemplary manner in which CSIR family members had
performed. He stated that institutions grew stronger if
the employees felt that they were part of the grand
agenda. DGCSIR stated that continuous efforts which were
very apparent, were being made by every member of CSIR
family, particularly, when CSIR had some difficult issues
before it during the last year and thus has lent a lot of
inner strength to the CSIR.

DGCSIR recapitulated some of the happenings during
the last 3 years after his taking over charge of CSIR.
He stated that CSIR had a dream and vision and thus the
white paper "CSIR 2001: Vision and strategy" was chalked
out. He stated that he was very happy that this
particular vision had created a lot of goodwill amongst

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the parliamentarians, media, Govt. echelon and Industry etc. DGCSIR further stated that in the recent years CSIR endeavoured to contribute in the economic and social development of the country and had got all support from the Government and the leadership all along inspite of frequent changes in the Government. DGCSIR further informed that in recognition of CSIR's contribution to the national development the Government had taken some special steps -- such as providing modernisation grant to the tune of Rs.50/- crores and incremental commercial rupee grant matching to external cash flow earned by CSIR from industry.

DGCSIR added that though team spirit in CSIR had been working well but CSIR had not reached still where it should as there was a need to improve the confidence & trust of staff members in themselves.

At this stage, DGCSIR asked the Federation representatives to make their comments about the functioning of CSIR during the last three years.

General Secretary, Federation, responded by stating that there had been a lot of changes in the CSIR after taking over charge by the present DGCSIR. However, he expressed the concern of the Federation representatives regarding placing too much emphasis on enhancing external cash flow by marketing the existing knowledge base of

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CSIR--developed after painstaking efforts of CSIR employees over a long period of time -- by offering consultancy and taking up sponsored projects at the cost of development of new R&D activities and knowledge base. He also expressed his concern for lack of accountability in general.

Reacting to the comments of the General Secretary, Federation, DGCSIR clarified that CSIR had not been deviating from its mandate and brought to the notice of the representatives of Federation that a "Performance Grading" performance had been developed by him to judge the performance of the CSIR Labs/Instts. based on the performance indicators set out in it. DGCSIR informed the representatives that the Labs/Instts. were now being graded on the basis of these performance indicators which not only include E.C.F Generation but also factors such as (i) Contribution to Economy & Society--Catalysing New Industrial Production, Employment Generation, Enhancing Value of Local Resources (ii) Contribution to New Knowledge - publication of Papers Patents Filing, New R&D Avenues/Area Initiatives. (iii) R&D - Management human resource management initiatives, quality system initiatives, Image & visibility etc. He further informed them that the budget allocations to the Labs/Instt. had now been linked to their overall performance on the basis of gradings earned by them as per these performance

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indicators.

After listening to the DG, CSIR regarding "Performance Grading" Performa, developed by CSIR and various performance indicator set out therein to accomplish targets in all aspects of R&D activities, General Secretary stated that these type of initiatives taken by DGCSIR were not getting percolated at the local level and suggested that the Directors of CSIR Labs/Instts. should be advised to enlighten the staff members down the line by holding seminars/talks. DGCSIR agreed to write a D.O. letter to the Directors in order to have transparency in this regard.

Thereafter, owing to the shortage of time, DGCSIR asked the representatives of Federation to discuss the issues with him which they considered crucial from their side and the rest of the issues could be discussed with the other officers attending the meeting who had been holding dialogues from time to time with the representatives of Federation at the forums of the Working Group and Standing Committee.

The following items were discussed:

1. Follow up action on the decisions taken in the last Working Group meeting held on 2.4.98.

The Federation representatives were informed the position of the various decisions taken in the last meeting held with the Working Group.

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2. Trade Union Victimization at NEERI, Nagpur.

The representatives of the Federation were informed that the matter regarding victimisation pertaining to adhoc promotion of Shri D.N. Puranik to the post of Asstt.(G), payment of consultancy fees and withholding of the service momentoes on completion of 25/33 years of service had been taken up with the Director, NEERI by JS(A). Appropriate necessary action would be taken on receipt of his comments.

would be settled within Dec. 98 preferably before Christmas expenses

3. Present status of Apex Committee report and incorporation of federation demands in the final report.

DG, CSIR informed the representatives of the Federation that with a view to have the best possible package for CSIR staff, it has been considered advisable to wait for the finalisation of the UGC and IIT scales. Once these are available, Apex Committee would finalise its recommendations without any further delay and it was assured that the same will also be discussed with the Federation.

4. Cadre Review of Administrative Staff from 1.8.1997

The Federation representatives were informed that a proposal was placed before the GB at its last meeting held on 22.7.98. The G.B. has approved the proposal subject to concurrence of the Member (F) to the same. The matter will be referred to Member (Fin.) after the proceedings of the G.B. are approved by the competent

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authority.

5. Compassionate appointments pending in several laboratories - this matter was also discussed in the past meetings and the federation also provided a list of such cases to CSIR but still this issue remained unsettled which is causing resentment in several Laboratories.

The representatives of the Federation were informed that instructions had been issued to all Labs./Instts.vide letter No.17(108)/78-E.II, dated 11.6.98 for convening the meetings of the Compassionate Appointment Committees regularly and sending a quarterly return to CSIR as also to explore the possibility of providing compassionate appointments against vacancies available in higher grades/groups in cases of extreme hardships.

6. Payment of adhoc bonus for the year 1995-96 for the 1640-2900 scale staff of CSIR.

The representatives of the Federation were informed that in the wake of classification of the posts carrying the scale of Rs.1640-2900 (pre-revised) as Group-B post, the holders of such posts were not eligible for payment of adhoc bonus for the year 1995-96.

7. Issues relating to Temporary status staff members - Extension of benefits like GIS, Benevolent fund, quarters, ex-gratia payment, medical facilities at Dispensaries, 5-day week, etc.

The Federation representatives were informed that these issues were also considered earlier and necessary action possible within the given rules/instructions has

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been taken.

8. To grant temporary status to the daily wage staff of CS&MCRI Salt farm at Bhavnagar from 12.1.94.

The representatives of the Federation were informed that the matter was being pursued with the Institute to find a solution to this complicated issue.

9. Present status of Dr. Krishnan Lal Committee to reduce the legal cases in CSIR.

The representatives of Federation were informed that out of 559 pending legal cases, 291 had been reviewed and 4 or 5 cases were being reconsidered by the Committee. As regards the suggestion of Federation for inclusion of the representative as one of the members of the Committee, it was clarified that no useful purpose will be served by inclusion of more members in the Committee. The Federation representatives were informed that after the receipt of the final report and action thereon, the position could be discussed with the Federation representatives.

10. Regularization of remaining CDES staff of CEERI Extension Centre, working in CSIR Madras Complex.

The representatives of Federation were informed that CSIR has already taken a decision to interpolate the concerned employees in the list of temporary status workers for their absorption against the existing/future vacancies without any further interview, etc. Till such time such staff were absorbed they would continue in the

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existing position. In the meantime some of the staff members have also been absorbed in other Labs./Instts. and cases of some others are in pipeline for such absorption.

11. Distribution of royalty, intellectual fee, etc. after 1995-96 Federation not being taken into confidence before finalization of the new pattern of distribution.

The representative of the Federation were informed that the distribution had been kept pending since the guidelines were under review. However they were also informed that instructions have been issued vide CSIR letter No.9(203)/98-RPBD, dated 19.6.98 for continuance of the existing scheme till the existing scheme was reviewed.

12.(i) Revision of guidelines for payment of Benevolent Fund and CSIR Welfare Fund.

The representatives of the Federation were informed that a committee had been constituted to consider the proposal received from the Federation and to make necessary recommendations. The recommendations of the Committee will be taken to G.B.

(ii) Revision of subscription of Group Insurance Scheme.

The representatives of the Federation were informed that CSIR had been following the Govt. of India orders in the matter and therefore any revision in the rates of subscription and amount of insurance could be effected by the CSIR as and when the same were revised by the Govt. of India.

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13. Restoration of BITM Quarters to CGCRI

The representatives of the Federation were informed that the matter was being actively pursued with BITM. DG, CSIR assured the representatives that he himself would also write to the appropriate authority in BITM for an early solution.

14. Issues of RRL (Jorhat), CMRI, (Dhanbad) NBRI, (Lucknow), CDRI, (Lucknow), CEERI, Pilani, CLRI, (Madras) and CSMCRI, (Bhavnagar), RRI (Bhub) as per the agenda for 13.1.97 WG meeting.

The matter related to each of the above Labs. were discussed and the position of the action taken/being taken by CSIR to solve the issues was made known to the representatives.

15. Extension of scholarship to the wards of CSIR staff for MBA MCA, medical and other higher professional courses in line with B.E., B.Tech., etc.

The representations were informed that the main considerations for the award of studentship were (i) Outstanding reputation of the Institute; and (ii) All India Character of Qualifying Test. On the basis of these yard-sticks the children of CSIR employees who secured admission in IITs, AIIMS, Delhi and AFMC, Pune and MBA courses at IIMS at Ahmedabad, Bangalore, Calcutta and Lucknow were being given studentship @ Rs.500/- p.m.


They were also informed that recently B.E. Courses of Roorkee University had also been included for

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the award of studentship. Accordingly, it may not be feasible to include professional courses run by Regional Engineering Colleges, etc. for the incentive of cash awards, which did not satisfy the aforesaid yardsticks.

16. Reservation of certain percentage of quota for the wards of CSIR & its Labs. in courses conducted by the CSIR Laboratories - M.Sc. (Food Science) at CFTRI, (Mysore) Diploma/Degree in Instrumentation at CSIO, (Chandigarh), Degree in Electrochemical Engineering at CECRI, (Karakudi). etc.

The representatives of the Federation were informed that since the aforesaid courses being run by the CSIR Labs./Instts. were recognised by the Govt. of India and admission to these courses was based on All India Open Competition no reservation could be made for the wards of CSIR employees as it would amount to local discrimination vis-a-vis other candidates and thus would be held legally untenable. However, DG, CSIR agreed to consider the matter.

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LIST OF PARTICIPANTS

CSIR SIDE

1. Dr.R.A.Mashelkar, DG,CSIR
2. Shri Ajay Kumar, JS(A)
3. Shri M.M.Sharma, OSD
4. Shri B.C.Joshi, Dy.F.A.
5. Shri B.S.Gaira, DS(LA)
6. Shri Anil Kumar,DG Spl.Cell

FEDERATION SIDE

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1. K.D.Sharma, IIP
2. K.Jaypal, CECRI
3. X.Clement Bernard, CLRI
4. L.J.Karmatia, CSMCRI
5. Birendra Prasad, NML
6. S.K.Bhattacharya,NBRI
7. Abhijit Majumdar, CFRI
8. N.Suresh Prasad, CFTRI
9. R.G.Dubey, CSIO
10. Desh *Bandhu*, CBRI
11. Ranjan Ghosh, CMERI
12. G.Shankar Rao, CFTRI
13. C.R.Mahantha, CFRI
14. B.B.Chakraborti, CGCRI
15. Biswanath Das, CGCRI
16. B.N.Singh, CMRI
17. T.K.Mukherjee, IICB
18. K.Ramanarao, NGRI
19. R.L.Budania, CEERI
20. G.Sudhakaran, RRL, (T).
21. B.S.Rawat, NPL
22. Vijay Kumar, INSDOC