

RECORD NOTES OF THE MEETING HELD BETWEEN THE REPRESENTATIVES OF THE FEDERATION AND APEX COMMITTEE ON 07.01.98 AT CSIR HQs.

The Chairman, Apex Committee, welcomed the representatives for the meeting and extended his New Year greetings to all the representatives. The representatives, on behalf of the Federation, wished the Chairman and other members a very Happy New Year. The representatives sought concurrence of the Chairman on the record notes sent by them on the meeting held on 06.11.97. The Chairman replied that the record notes were by far OK and needs corrections/modifications on some of the points.

The Chairman enunciated some broad principles vis-à-vis pay scales and career progression scheme (compared to other organizations like ISRO, DRDO, Universities, etc.) for adoption in CSIR in realistic terms, like bench marks, pay scales choosing from FCPC, CSIR bye-law 14 - definition of specialists, GOI order dated 2.12.97 regarding FCPC being made applicable to all autonomous organizations (including CSIR), parity of pay scales with that of other organizations, date of implementation of the scheme, etc. Further, he also reiterated the fact that on implementation of any scheme/pay commission the maximum benefit will be only for juniors/new-comers. However, he expressed that the AC has taken enough care to reduce heartburns among the existing employees who have put in more number of years of service keeping in view the discussions held in the last 2-3 meetings with the Federation. Nonetheless, the representatives suggested that as far as possible the disparity/sense of discrimination among the employees should be removed and no employee should be put in disadvantageous position. After this, the Chairman outlined the following basic principles that he intends to apply before finalizing the recommendations :

1. Cadre structure to be defined in all groups.
2. Proper fitting of the existing personnel in the respective grades and groups
3. Only one pay scales merger in each group to be applied – whether it is of the FCPC or Apex Committee.
4. Creation of higher levels in each group
5. Reduction in residency period in almost all the groups including Administration – Cadre Review.
6. Constitution of various interview committees.
7. FCPC recommendations relating to removal of flexible complimenting scheme for technical staff.

After this, groupwise discussions took place for arriving at a consensus. The following were the discussions held and consensus arrived :

Date of Implementation of this Scheme : 01.04.97

GROUP-I

Group and Grade	Pay Scales where Consensus Reached	Residency Period Recommended	Thresholds Recommended	Designations
I(1)	Rs.800-1150 (Rs.2650-4000)	6, 7, 8 & 10 Years	65	Laboratory Assistant Grade I
I(2)	Rs.950-1400 (Rs.3050-4590)	6, 7, 8 & 10 Years	70	Laboratory Assistant Grade II
I(3)	Rs.1400-2300 (Rs.4500-7000)	6, 7, 8 & 10 Years	75	Laboratory Assistant Grade III
I(4)	Rs.1640-2900 (Rs.5500-9000)	6, 7, 8 & 10 Years	75	Senior Laboratory Assistant Grade I
I(5)	Rs.2000-3500 (Rs.6500-10500)	-	-	Senior Laboratory Assistant Grade II

Bonus Marks : Withdrawn**For Existing Staff :**

All those who were in the scale of Rs.750-940 as on 1.1.96, shall be placed in the scale of Rs.800-1150 (Rs.2650-4000) w.e.f. 1.1.96.

All those who were in the scale of Rs.800-1150 as on 1.1.96, shall be placed in the Parking Scale (Temporary Scale) of Rs.825-1200 (Rs.2750-4400) w.e.f. 1.1.96, and will be assessed for the next grade - Rs.950-1400 (Rs.3050-4590) **2 years early**, ie. after 4 years. For those who were not in the scale of Rs.800-1150 as on 1.1.96, on completion of normal residency period of 6 years (combined service in both the grades of Rs.750-940 and Rs.800-1150 will be taken into account), they will be assessed for the next grade of Rs.950-1400 (Rs.3050-4590). Their effective date of promotion will be 01.04.97 (Date of implementation of the new scheme). By this, the existing personnel in the scale of Rs.800-1150 will get the following benefits :

1. 2 years early assessment to the next grade.
2. 2 Fixation benefits – One at parking scale and another at the promoted grade of Rs.950-1400 (Rs.3050-4590).

Similarly for those who were in the scale of Rs.950-1400 (Rs.3050-4590) as on 1.1.96, shall be placed in the Parking Scale (Temporary Scale) of Rs.975-1540 (Rs.3200-4900) w.e.f. 1.1.96, and will be assessed for the next grade, ie. Rs.1400-2300 (Rs.4500-7000) **2 years early**, ie. after 4 years. For those who were not in the scale of Rs.950-1400 as

on 1.1.96, on completion of normal residency period of 6 years (combined service in both the grades of Rs.800-1150 and Rs.950-1400), they will be assessed for the next grade of Rs.950-1400 (Rs.3050-4590). Their effective date of promotion will be 01.04.97 (Date of implementation of the new scheme). By this, the existing personnel will get the following benefits :

1. 2 years early assessment to the next grade.
2. 2 Fixation benefits – One at parking scale and another at the promoted grade of Rs.1400-2300 (Rs.4500-7000).

Similarly for those who were in the scale of Rs.1350-2200 as on 1.1.96, shall be placed in the Scale of Rs.1400-2300 (Rs.4500-7000) w.e.f. 1.1.96, and will be assessed for the next grade, ie. Rs.1640-2900 (Rs.5500-9000) **2 years early**, ie. after 4 years. For those who were not in the scale of Rs.1400-2300 as on 1.1.96, on completion of normal residency period of 6 years (combined service in both the grades of Rs.1350-2200 and Rs.1400-2300), they will be assessed for the next grade of Rs. 1640-2900 (Rs.5500-9000). The effective dates of promotion will be 01.04.97 (Date of implementation of the new scheme). By this, the existing personnel in the scale of Rs.1350-2200 will get the benefit of 2 years early assessment :

The promotion for next grade ie. to Rs.2000-3500 will be after 6 years.

Please Note 1. : It was suggested that the Group-I(2) pay scale should be Rs.975-1540 in order to bring parity with Group-II.

2. The Federation agreed for inclusion of the pay scale of Rs.2000-3500 in this group only as the last scale in place of Rs.2375-3750, as this grade was not existing in this group earlier.

3. A number of anomalies are bound to arise if the employees in the scale of Rs.800-1150 are not placed (without any assessments) in the scale of Rs.950-1400. The same will be forwarded to the AC shortly.

Constitution of Assessment Committees :

Chairman	-	Scientist-F (From the same Lab./Institute)
		Term : 2 or 3 years
2 Scientists	-	1 Scientist (From the same Dept. within the Lab./Instit.)
		1 Scientist (From outside the Dept. within the Lab./Instit.)
Director's nominee	-	1

[Chairman and Director's nominee are common for all grades]

Apportioning of Marks for Assessments :

Trade Test	-	40 %
APAR	-	30 %
Interview	-	30 %

Recruitment :

No open advertisement in future, since this Group-I over a period of time will be completely phased out.

Entry will be made to the first grade from Compassionate Appointments and absorption of casual workers.

Induction :

Provision for induction into Group-II made. The incumbents will be sent for training and after passing in the Trade Test and Interview, they will be inducted into Group-II in the respective grades. The incumbents will be selected based on his/her CR, work output and on the recommendation of the Technical Training Committee. The norms for passing in the Trade Test and Interview will be evolved by the Committee itself. For becoming eligible for induction, the incumbents should serve in this group for a minimum of two levels (ie. 12 years).

Group Change :

Group changeover **will be permitted** from Group-I to II after six years in the entry level pay scale and on acquiring entry level qualification of the next higher Group (without relaxation in percentage of marks) through the Assessment Committee constituted for the next higher group. **Three** such chances will be given to the employee at the next assessment stage, and even then if he/she fails, he/she shall remain in the same group and will continue to be assessed in his/her own group.

For those employees who have acquired the qualification of next higher group but with lesser percentage of marks than prescribed for the entry level of the next higher group, he/she will be given **TWO Advance Increments** as an incentive for acquiring higher qualification during his/her next assessment and along with others, these incumbents will get preference for induction into Group-II. Those employees who have already acquired the entry level qualification of next group (whether securing next group's entry level percentage of marks or otherwise) and have joined the service, they are not entitled for group change because they have already got the benefit of preference and weightage at the time of recruitment itself. However, they are eligible for two advance increments.

Group and Grade	Pay Scales where Consensus Reached	Residency Period Recommended	Thresholds Recommended	Designations
II(1)	Rs.975-1540 (Rs.3200-4900)	6, 7, 8 & 10 Years	65	Technician Grade I
II(2)	Rs.1400-2300 (Rs.4500-7000)	6, 7, 8 & 10 Years	70	Technician Grade II
II(3)	Rs.1640-2900 (Rs.5500-9000)	6, 7, 8 & 10 Years	75	Technician Grade III
II(4)	Rs.2000-3500 (Rs.6500-10500)	6, 7, 8 & 10 Years	75	Sr.Technician Grade I
II(5)	Rs.2200-4000 (Rs.8000-13500)	6, 7, 8 & 10 Years	80	Sr.Technician Grade II
II(6)	Rs.3000-4500 (Rs.10000-15200)	-	-	Sr.Technician Grade III

Bonus Marks : Withdrawn

For Existing Staff :

All those who were in the scale of Rs.950-1400 as on 1.1.96, shall be placed in the scale of Rs.975-1540 (Rs.3200-4900) w.e.f. 1.1.96.

Rs.1350-2200 scale merged with Rs.1400-2300 from 1.1.96.

All those who were in the scale of Rs.1400-2300 (Rs.4500-7000) as on 1.1.96, shall be placed in the Parking Scale (Temporary Scale) of Rs.1400-2600 (Rs.5000-8000) w.e.f. 1.1.96, and will be assessed for the next grade, ie. Rs.1640-2900 (Rs.5500-9000) **2 years early**, ie. after 4 years. For those who were not in the scale of Rs.1400-2300 as on 1.1.96, on completion of normal residency period of 6 years (combined service in both the grades of Rs.1350-2200 and Rs.1400-2300 will be taken into account), they will be assessed for the next grade of Rs. 1640-2900 (Rs.5500-9000). Their effective date of promotion will be 01.04.97 (Date of implementation of the new scheme). By this, the existing personnel in the scale of Rs.1400-2300 will get the following benefits :

1. 2 years early assessment to the next grade of Rs.1640-2900 (Rs.5500-9000).
2. 2 Fixation benefits – One at parking scale of Rs.1400-2600 (Rs.5000-8000) and another at the promoted grade of Rs. 1640-2900 (Rs.5500-9000).

The representatives argued at length with the Chairman for replacing the scale of Rs.1400-2300 with Rs.1640-2900 to those incumbents who were in this scale as on 1.1.96 without any assessments. They further argued for atleast granting two advance increments if automatic replacement is not possible. While automatic replacement was ruled out, the AC assured that granting of two advance increments along with the benefit of parking scale and immediate assessment, will be examined for consideration keeping in view the financial implications on CSIR due to this.

Similarly for those employees who were in the scale of Rs. 1640-2900 (Rs.5500-9000) as on 1.1.96, they will be assessed **2 years early**, ie. after 4 years. Their effective date of promotion will be 01.04.97 (Date of implementation of the new scheme). For those who were not in the scale of Rs. 1640-2900 (Rs.5500-9000) as on 1.1.96 they will be assessed after completion of the prescribed residency period of 6 years.

Dissent Note - 1 :

The Federation did not agree for the inclusion of Rs.2000-3500 pay scale at Group-II(4) and Group-III(2) levels as the Federation has been demanding CSIR for removal of this pay scale since the year 1978. The CSIR also time and again assured the Federation to remove this scale at an appropriate time, and hence no direct recruitment was made in this grade from 1978. The Apex Committee point of view to include this grade was that there is very wide gap between II(3) (Rs.1640-2900) and II(4) (Rs.2200-4000) and according to new pay scales the gap (Rs.5500-9000 and Rs.8000-13500) between the earlier overlapping scales of Rs.2000-3500 and Rs.2200-4000 stands removed. The Federation submitted that for assessment promotion after 6 years from the new pay scale of Rs.5500-175-9000 to Rs.6500-10500 an employee will already be reaching the basic pay of Rs.6550 (after adding 6 increments of Rs.175 each), and hence the employee will not be getting any financial benefit. Hence, it was urged that inclusion of the pay scale of Rs.2000-3500 is totally unjustified. Moreover, in Administration the employee from the pay scale of Rs.2000-3500 (Rs.6500-10500) is being promoted to the pay scale of Rs.3000-4500 (Rs.10000-15200), which is also a wide gap, and hence the Apex Committee should not apply two yardsticks to justify its recommendations.