

Dissent Note - 2 : The Federation also did not agree to the Apex Committee's view that the employees in the scale of Rs.1400-2300 as on 1.1.96 will be placed in the parking scale of Rs.1400-2600) and should face an immediate assessment in order to go to Rs.1640-2900 scale. The AC intends to recommend Rs.1400-2600 (Rs.5000-8000) as a parking grade to the employees of Group-II who were in the grade of Rs.1400-2300 as on 1.1.96 whereas for the employees in the same grade at III(1) level Rs.1400-2300, it intends to recommend Rs.1640-2900 pay scale, which cannot be accepted by the Federation under any circumstances since the DGCSIR has already assured that the employees in the scale of Rs.1400-2300 of any group, shall be replaced with Rs.1640-2900 from 1.1.96. Furthermore, the qualification for Group-III(1) is either B.Sc or Diploma in 1st Class without any experience, whereas in Group-II an employee with ITI and SSC/SSLC has reached this scale of Rs.1400-2300 after 14 years of service and good record in CSIR. In the opinion of Federation, the 14 years of experience has more value than a new hand with 1st Class B.Sc/Diploma, and hence any injustice to Group-II employees by denying them the placement in pay scale of Rs.1640-2900 from 1.1.96 shall not be acceptable to the Federation. Therefore, the employees who were in the grade of **Rs.1350-2200 as on 31.12.95 be placed in the grade of Rs.1400-2300 from 1.1.96 and the period rendered by them in both this grade should be commuted for the next assessment. Similarly the employees who were in the scale of Rs.1400-2300 as on 31.12.95 be placed in the grade of Rs.1640-2900 from 1.1.96 and the period rendered by them in both the scales be commuted for next assessment.** By recommending this, the AC **will be reducing the anomalies to a considerable extent and also assurance of the DGCSIR will also be fulfilled.** Similarly the employees who were in the pay scale of **Rs.1640-2900 as on 31.12.95 be given a parking grade of Rs.2000-3500 from 1.1.96.** Similarly the employees who were in the pay scale of **Rs.2000-3500 as on 31.12.95 be given the parking grade of Rs.2375-3750 (Rs.7450-11500) from 1.1.96.**

Please Note : A number of anomalies are bound to arise if the employees in the scale of Rs.1400-2300 are not placed (without any assessments) in the scale of Rs.1640-2900. The same will be forwarded to the AC shortly.

Constitution of Assessment Committees :

Chairman (To be approved by Research Council)	-	Scientist-F (From sister Lab./Institute)
2 Scientists	-	1 Scientist (From inside the Lab./Instt.) 1 Scientist (From outside the Lab./Instt.)
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 :

Provision for lateral recruitment made – till 3rd level. Recruitment at the lateral level will be based on number of years of experience – to be decided by Apex Committee.

Induction of Drivers :

The provision for induction of Drivers (those who are in service as on 1.4.97) in Group-II will continue till 01.04.98 (possibility of extension by another 6 months is in the offing). New Drivers will not be entitled to avail this benefit, and they have to remain in Administration.

Group Change :

Group changeover **will be permitted** from Group-II to III after twelve years in Group-II (1 & 2) 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, 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. 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. The representatives requested for considering the provision of 2 years early assessment (as was applicable in Pre-revised MANAS) instead of two advance increments.

1. The Apex Committee agreed to recommend implementation of pay scales applicable in Central Secretariat Services to Sr. Assistants/Sr. Steno and Section Officers of CSIR.
2. Demergit of General Administration, Accounts & Finance, Stores & Purchase and Demographic cadres will be made. However, the AC agreed for extending a provision for Graduate Sr. Demographers to appear for Departmental exams of SO (General) as per FCPC recommendation.
3. AAO post as recommended by AC in its staff report abolished.

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1. The Apex Committee agreed to recommend implementation of pay scales applicable in Central Secretariat Services to the Assistant Lv5r, Steno and Section Officers of CSIR.
2. Donations of General Administration, Accounts & Finance, Stores & Purchase and Stenographic cadres will be made. However, the AG agreed for extending a provision for Graduate Sr. Stenographers to apply for Departmental exams of SO (General) as per FCPC recommendations.
3. AAO post as recommended by AG in its draft report abolished.

GROUP-D (Non-Technical)

Over a period of time, this category also will be phased out and hence recruitment to this category stands abolished, except recruitment under compassionate appointments and absorption of casual workers.

There will not be any change in the pay scales of this category of employees. The pay scales of Rs.750-940 (Rs.2550-3200) and Rs.800-1150 (Rs.2610-3540) will remain as it is since the entry level qualification is only 8th Standard pass. However, the present induction based on available vacancies in Group-I will continue. Further, the following is the induction process :

Induction

1. The existing provision of Induction in Group-I from non-technical to technical category will continue based on available vacancies.
2. As agreed by the AC in the last meeting, in addition to the existing provision of Induction against available vacancies in Group-I from non-technical category (Group-D) to technical category, a separate provision has been made for induction of 20% of the total strength of Group-D non-technical employees into Group-I (after imparting training and subject to passing in the trade test & interview), and on retirement/death the post will revert back to non-technical category. This ratio of 20% as on 1.1.96 will be maintained and whenever out of this 20% (in Group-I) any vacancy arises due to retirement/death, another Group-D (NT) employee will be inducted. This provision will be applicable only to those employees who were in service as on 1.1.96. The following marks have been apportioned for trade test and interview

Trade Test	-	60 %
Interview	-	40 %

ADMINISTRATIVE CATEGORY

Detailed deliberations were held and consensus was reached on the following points :

1. The Apex Committee **agreed to** recommend implementation of pay scales applicable in Central Secretariat Services to the Assistants/Sr.Stenos and Section Officers of CSIR.
2. Demerger of General Administration, Accounts & Finance, Stores & Purchase and Stenographic cadres will be made. However, the AC agreed for extending a provision for Graduate Sr. Stenographers to appear for Departmental exams of SO (General) as per FCPC recommendations.
3. AAO post as recommended by AC in its draft report abolished.

4. The AC agreed to bring uniformity in pay scales of Section Officers and Private Secretaries as the AC in its draft report recommended Rs.7000-11000 for SOs and Rs.6500-10500 for Private Secretaries.
5. The AC agreed to remove Rs.2200-4000 scale in Accounts & Finance cadre, and hence on completion of combined service of 7 years in the above scale and in Rs.2000-3500 scale, the incumbent will be promoted to Rs.3000-4500 subject to passing in DPC.
6. The AC agreed to take up the matter relating to 60 years retirement age to all the staff members, to the GB. It was strongly emphasized by the representatives that there should be uniform retirement age since the total non-technical staff (including Administration) in CSIR hardly numbers between 12-15%. In case the GB turns down this recommendation, the AC agreed to recommend continuing the present induction scheme from Administration to Group-II subject to vacancies available in Group-II. The representatives deliberated at length for relaxing the induction guidelines and suggested that the condition of **"below 50 years" should be removed and if need be, introduce the condition of "above 50 years"**, so that the concerned staff members could get the benefit of 60 years retirement age.
7. The representatives pointed out that the residency period for cadre review should be reduced and made equivalent to the residency period applicable to atleast Group-II employees. The Chairman agreed to reduce the same after examining the same.
8. The representatives further pointed out that the present system of cadre review promotions being held once in every 3 years, is a cumbersome process which require clearance of GB and upgradation/creation of suitable posts. Hence, the representatives suggested for bringing **Assured Career Progression Scheme (ACP Scheme)** in CSIR, as per the recommendation of FCPC. Though the Govt. is yet to gazette the above scheme, the representatives stressed that this scheme should be introduced in CSIR. Being an autonomous organization, the CSIR can evolve its own system of ACP which may be named as CSIR-ACP Scheme for Administrative Staff. This will undoubtedly reduce the administrative work and eliminate cadre review. The Chairman agreed to examine the same for consideration.
9. Proper consensus has not been reached whether to continue recruitment at LDC level itself or at UDC level. However, the representatives suggested for enhancing the pay scale of UDCs to Rs.1400-2600.
10. Uniformity to bring pay scales of LDC in Admn. and LDC in Stores & Purchase will be examined by the Apex Committee – Rs.975-1540.

11. The ratio of promotions by seniority, by Deptl. examinations and open recruitment will remain as it is for LDC to UDC, UDC/equivalent to Assistant/equivalent, Assistant/equivalent to Section Officer/equivalent, etc. subject to further relaxation by Apex Committee.

The residency period for eligibility to Departmental promotions and Departmental examinations for Group-D (NT) and Administration staff, and also suggested residency period for ACP will be as follows :

Pay Scales	Residency Period for DPC	Eligibility for appearing in Deptl. examinations	Suggested Residency Period for ACP Scheme
Rs. 750-940	7 Years	-	10 Years
Rs. 800-1150	7 Years	-	10 Years
Rs. 950-1500	3 Years	-	8 Years
Rs.1200-2040	4 Years (5 Years)*	3 Years (5 Years)*	8 Years
Rs.1640-2900	7 Years (8 Years)*	4 Years (5 Years)*	7 Years
Rs.2000-3500	3 Years(5 Years)*	100% DPC	7 Years
Rs.3000-4500	4 Years (5 Years)*	100% DPC	5 Years
Rs.3700-5000	3 Years (4 Years)*	100% DPC	4 Years
Rs.4500-5700	-	-	-

* Figures in brackets give the existing residency period.

The AC **agreed** to examine the possibility of recommending two advance increments, on par with that of S&T staff, for those who acquire higher qualifications, at the time of DPC or Cadre Review Promotions / ACP Scheme.

TEMPORARY STATUS EMPLOYEES

The pay scales of this category of employees will be on par with that of other regular employees.

CANTEEN STAFF

The Apex Committee **agreed** to implement the following pay scales for the Canteen Staff :

Designation	Existing Pay Scale	Revised Pay Scale
Wash Boy/Safaiwala	Rs. 750-940	Rs.2550-3200
Bearer/Tea/Coffee Maker	Rs.750-940	Rs.2610-3540
Cook/Assistant Halwai/Halwai	Rs.825-1200	Rs.3050-4590
Junior Clerk (Coupon, Kitchen, Sales, Accounts, Stores, etc.)	Rs.825-1200	Rs.3050-4590
Assistant Manager, etc.	Rs.950-1500	Rs.4000-6000
Manager – Grade I	Rs.1350-2200	Rs.5000-8000

The AC agreed to examine the suggestion of the representatives relating to placement of all canteen employees (who have completed 12 years of service as on 1.1.96, in their next grades from 1.1.96.

The AC agreed to make applicable the provisions of DPC/Cadre Review/ACP Scheme/service conditions, to the canteen employees on par with that of other employees.

ISOLATED POSTS

It was **agreed** by the AC to reduce the residency period from 11 to 8 years for this category of staff for promotions. However, the representatives argued for making atleast 7 years. The AC proposed training to this category of staff also before DPCs.

The pay scales of Jr.Hindi Translator and Sr.Hindi Translator and also of Jr.Cost Accountant and Sr.Cost Accountant have been merged.

TEMPORARY STATUS EMPLOYEES

The pay scales of this category of employees will be on par with that of other regular employees.