

**CSIR SCIENTIFIC WORKERS' ASSOCIATION, CFTRI BRANCH
and
CFTRI EMPLOYEES' UNION**

23.11.2001

To
The Director
C.F.T.R.I.
Mysore

Sir,

Sub : Conspicuous Lapses in the recently held Interviews -
Screening Procedures for the posts advertised vide
Advt. No. REC 1/2000

This refers to the meeting we had with you on 20.11.2001 regarding screening of applications for the posts advertised vide Advt. No. REC 1/2000. In the said meeting you had assured us that CVC directives with regard to transparency in recruitments will be immediately complied with. To be brief, the CVC directives with regard to recruitments are : (i) Publication of list of candidates (ii) Criteria adopted by Screening Committee for shortlisting of candidates (iii) List of candidates so shortlisted, specifically marking the Departmental Candidates and (iv) Details of relaxation, if any, provided to any candidate with proper justification therefor. As per FT-19(13)/77-E-I Dated 14.9.99, these are for strict compliance.

In the present instance, only the number of candidates called for each post has been displayed on the Notice Board - details of the candidates can be had only from the office of the CoA. Even in CoA's office which had been referred, it was noted that the criteria adopted by the Screening Committee was not available. Relaxation provided to any candidate was also not indicated. Further, this incomplete exercise was made only after our intervention, that too after the interviews for the posts of Group-III(1), Group-III(3) and Group-III(4) were completed and after three full days of the assurance of the Director. This is a clear violation of the CSIR Circular No. 6(83)98-O&M dated 2nd February 1999, which was circulated by CFTRI vide No. FT-19(13)/77.E.I dated 14th September 1999, which prima facie warrants quashing of all the interviews that have been held and are likely to be held.

In addition, serious discrepancies in the screening of candidates for the interviews have been brought to our notice. Following are just a few examples to prove the point :

1. A person has applied for 3-4 posts - His qualification is BE with 70.60% and Diploma with 66.00% having 126 months experience was not called for any of the posts - Group-III(1), Group-III(3), Group-III(4), Group-IV(2), whereas candidates with lesser marks and experience have been called for the above posts. For details, relevant applications Nos. may be referred -

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Group-III(4) - Application Nos. 40696, 40516, 40525, 40553, 40021, 40230.
Group-III(3) - Application Nos. 30811, 30160, 30487

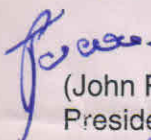
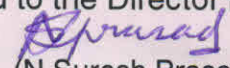
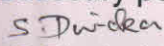
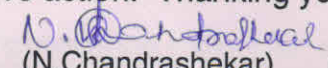
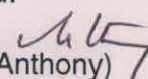
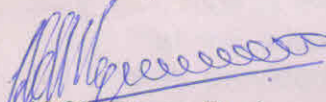
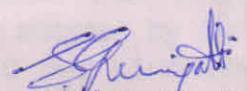


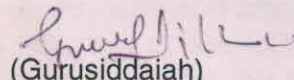
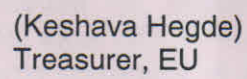
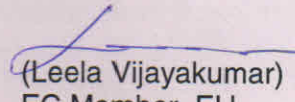
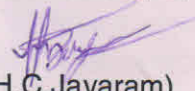

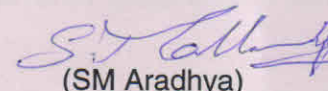
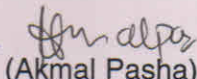
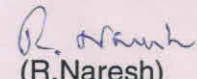

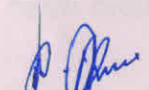
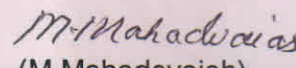

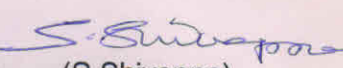
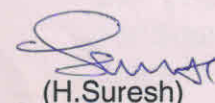
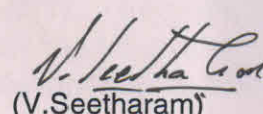
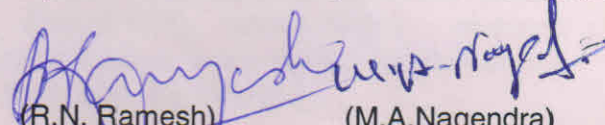
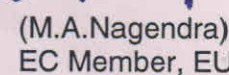
2. An applicant for Group-III(3) with BE 74.42%, Diploma 71.27% and 99 months experience was not called for interview, whereas those with lesser percentage and experience have been called - For eg. Refer Application Nos. 30636, 30935, 30631, 30811, 30160, 30898 and many more
3. An applicant for Group-III(3) with BE 81.52%, Diploma 74.64% (5th rank in Karnataka State) and 97 months experience was not called for interview, whereas those with lesser percentage and experience have been called - For eg. Refer Application Nos. 30642, 30631, 31011, 30818, 30898, 30383 and many others.
4. An applicant for Group-III(4) with Diploma in Mechanical Engineering having 92% marks and with an experience of nearly 13 years with pilot plant experience (A requirement vide Advertisement) has not been called for the interview. This candidate has also three publications in International journals and four papers presented in Seminars. Added to this, he had also contributed towards development of complete design drawing of dosa machine, parboiling plant, continuous bioplate casting machine, consultancy assignments, etc. Further, the most unfortunate part is that none of the candidates in the field of Mechanical Engineering have been called for the Interview although the advertisement carried this branch.
5. Another applicant with Diploma 75.40%, BE 73.94% and 113 months experience was not called for interview. A comparison may be made with the following application Nos. 40696, 40645, 40566, 40100, 40553 and many more, who have been called for the interview.
6. An application for Group-IV(1) with M.Sc. Zoology with 70.40% submitted thesis for Ph.D and with 114 Months experience was ignored for the interviews. A comparison may be made with the applicants bearing Sl.Nos. 20, 22, 36, 48, 49, 54, 66.
7. A candidate with Ph.D for the post of Group-IV(2) with 232 months of experience was not called for the Interview, whereas three external candidates without Ph.D were called for the Interview.
8. A staff member's son has been called for the interview for the post of Group-III(1), who has a Diploma in Tool and Die Making from GTTC, Mysore, while the Advertisement prescribes only Diploma in Mechanical, Electrical, Refrigeration, Electronics, Computer Science, Computer Applications of three years duration. This aspect has raised serious suspicions of favouritism and the grapevine has it that this candidate has also been selected for the post. It may not be out of place to mention that the parent of this candidate was transferred from CFTRI on promotion, and managed to return to CFTRI within a few months - very much against the CSIR policy of transferring the officers for a minimum period of 3-4 years.

9. Atleast two candidates who joined CFTRI and were on probation (just 2-4 months old to CFTRI) were called for the Interview.
10. The name of an internal candidate who had applied for Group-IV(2) does not even appear in the list of applicants, let alone calling for the interview. This shows how much concern is being shown to the higher qualified internal candidates in improving their careers.
11. A candidate with 65% in M.Sc Botany and Ph.D in Botany with 160 months experience was not called because the candidate was over-aged by two years. At the same time, candidates of similar over-age have been called for the interview. Does it not sound ridiculous? In CFTRI, the past precedences show that the age factor for the internal candidates have never been considered.

These are only a few examples which we have brought to your notice. There are many more that we are aware of, and we fear much more which we do not know.

In view of the above, the Joint Executive Committee of CFTRI-SWA and CFTRI Employees' Union, vide its meeting held on 23.11.2001, strongly DEMANDS that the proceedings of all the interviews already held be QUASHED and the interviews still to be held be CANCELLED.

Submitted to the Director for necessary positive action. Thanking you.

 (John Pereira) President, SWA	 (N. Suresh Prasad) President, EU	 (S. Divakar) Secretary, SWA	 (N. Chandrashekar) Gen. Secretary, EU	 (Anthony) VP, EU
 (GCP Ranga Rao) VP, SWA	 (SG Mummigatti) Treasurer, SWA	 (Muralidhara) Jt. Secretary, SWA	 (K. Udayasankar) EC Member, SWA	
 (Gurusiddaiah) EC Member, EU	 (Keshava Hegde) Treasurer, EU	 (Leela Vijayakumar) EC Member, EU	 (H.C. Jayaram) EC Member, EU	
 (S. Umesh Kumar) EC Member, SWA	 (SM Aradhya) EC Member, SWA	 (Akmal Pasha) EC Member, SWA	 (R. Naresh) EC Member, SWA	
 (K. Venkatesh) EC Member, EU	 (P. Raju) EC Member, EU	 (M. Mahadevaiah) EC Member, EU	 (Brahmalinga) EC Member, EU	 (S. Shivappa) EC Member, EU
 (H. Suresh) EC Member, EU	 (V. Seetharam) EC Member, EU	 (R.N. Ramesh) EC Member, EU	 (M.A. Nagendra) EC Member, EU	