

Proceedings of the First Meeting of Committee for Review of Scientific Cadre of ICAR and ARS Disciplines held on 21.3.2017 at 3:00 PM at Krishi Bhawan, New Delhi

A Committee has been constituted by the Minister of Agriculture & Farmers Welfare and President, ICAR vide Office Order No. F. 21(1)/2017-Per.IV dated 16.3.2017 to carryout review of scientific cadre of ICAR and various ARS disciplines covering any other related/incidental issue. The composition of Committee is given as under:

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| 1. | Director General, ICAR & Secretary, DARE | - | Chairman |
| 2. | Secretary, ICAR & Additional Secretary, DARE | - | Member |
| 3. | All DDGs, ICAR | - | Members |
| 4. | Dr. H. Pathak, Director, NRRRI, Cuttack | - | Member |
| 5. | Dr. Kuldeep Singh, Director, NBPGR, New Delhi | - | Member |
| 6. | Director (Personnel), ICAR | - | Convener |

The first meeting of the Committee was held on 21.3.2017 at 3:00 pm in DG's Committee Room No. 104, Krishi Bhawan, New Delhi. The list of participants is enclosed.

The Chairman welcomed all the members and briefly discussed the issues need to be considered by the Cadre Review Committee. He emphasised to work out suitable paradigm to create a balanced and well-shaped scientific cadre in ICAR alongwith ARS disciplines comprehensively covering requirements of agricultural research keeping in view the national priorities and mandate of the ICAR as well as respective Institutes. It was further mentioned that all DDGs have been included in the Cadre Review Committee to ensure effective participation of all the SMDs to appropriately address the requirement of various ICAR Institutes.

Then Secretary, ICAR informed the Committee regarding background and need for formation of the Cadre Review Committee. He also explained how the partial implementation of the Dr. Paroda Committee report has created a situation of distortion in scientific cadre and a road block in the path of career progression of incumbents whose disciplines have been phased out in one stroke without keeping any provisions for in service candidates belonging to phased out disciplines/multi choice disciplines.

Thereafter, Director (Per.) briefly highlighted major recommendations of the previous Committee related to revamping of ARS disciplines and its implementation as stated below. It was informed that the said Committee was constituted in 2010 and the guideline based on the recommendation of the Committee was issued vide letter dated 15.03.2012.

- (i) Para 3.2 of the Committee report : Committee observed that disciplines of Engineering stream, such as Mechanical Engineering, Electrical Engineering, Chemical Engineering, Textile Chemistry, Textile Manufacture, Aquaculture Engineering, Electronics and Instrumentation etc., are not directly relevant to the mandate of the ICAR and have marginal presence in the ARS, and accordingly recommended for taking out these disciplines from the purview of the ARS Examination for making recruitment at the entry level. However, further recommended that requirements of appropriate personnel in these disciplines could be met either through lateral entry at Senior Scientist or Principal Scientist level or through outsourcing of services on need basis.

Similarly, the committee recommended for exclusion of 12 disciplines, as listed below, from the list of disciplines for making recruitment to ARS:

- a. Electrical Engineering
 - b. Mechanical Engineering
 - c. Chemical Engineering
 - d. Textile Manufacture
 - e. Textile Chemistry
 - f. Electronics and Instrumentations
 - g. Child Development
 - h. Textile and Clothing
 - i. Food and Nutrition
 - j. Agricultural Physics
 - k. Aquaculture Engineering
 - l. Computer Application in Agriculture
- (ii) Para 3.3 of the Committee report: In view of emerging new areas in the agriculture sciences, the Committee recommended to explore the possibility of introducing new disciplines such as Nano-technology, GIS, Remote Sensing, Genomics etc. for meeting future challenges.
- (iii) Para 3.6 of the Committee report: The Committee also noticed that there was a division of the discipline of Agricultural Extension into Veterinary Extension, Animal Science Extension, Dairy Extension, Fish Extension, Horticulture Extension and so on. This was creating hindrances in the optimum utilization of the existing manpower in this discipline. Therefore, the Committee recommended to remove these aberration to give an impetus to the efforts of all the institutions contributing to strengthening and development of agricultural research and education, and thus include all extension disciplines in Agriculture Extension
- (iv) Para 3.8 of the Committee report: The Committee noticed that there were four ARS disciplines of Soil Science viz. Pedology, Soil Chemistry/Fertility/Microbiology, Soil Physics, Soil and Water Conservation and Agricultural Chemistry and found that due to this division at the entry level there is a difficulty in finding suitable personnel. The Committee therefore suggested that only one ARS discipline i.e. 'Soil Science' should remain for making recruitment at entry level that would encompass all the above disciplines.

Dir. (Per.) also highlighted the gap between the recommendations and implementation of the same.

2. Against the above backdrop, the Chairman invited members of the present Cadre Review Committee to give their views in the matter. All the members were of the view that ICAR need to revisit the scientific cadre strength of different units of ICAR. It was emphasised that there is an urgent needs to review the ARS disciplines and the eligibility qualifications to address the need of present as well as future requirement of agricultural research.

3. Then Committee deliberated upon the broad parameters and highlighted following points for future deliberation :

3.1 Few ARS disciplines which were abolished in last cadre review need to be revived/restored as they are very much relevant in present scenario. After deliberation on the matter keeping in view the present perspective and mandate of research programmes the Committee in-principle agreed to revive/restore the following disciplines:

- (i) Agriculture Physics encompassing emerging disciplines like nanotechnology, remote sensing etc. as well as traditional disciplines/sub-disciplines coming under broad discipline of agricultural physics.
- (ii) Electronics and instrumentations encompassing emerging disciplines like Mechatonics, robotics etc. as well as traditional disciplines/sub-disciplines coming under broad discipline of electronics and instrumentations.
- (iii) Textile manufacturing and technology.

3.2 The Committee also observed that ARS disciplines are to be defined in such a broad manner that it may encompass closely related disciplines to avoid splitting of disciplines or narrowing down of eligibility qualifications.

3.3 If required, abolished ARS disciplines may be revived or new ARS disciplines could be created like the discipline of “Computer Application” has been revived recently and also the discipline of “Bio-informatics” has been created keeping in view of the present requirement at the Institutes.

4 Then the Committee deliberated upon the agenda items and after going through **Annex-I, II, III & IV**, observed as under:

4.1 The concerned SMDs will look into all the cases of distortion given under Annexure-I to IV in consultation with the Directors of the concerned Institutes and give their suggestions/recommendations on each case in following manner:

4.1.1 Whether the incumbent is to be retained at the present Institute or not. In case the incumbent is recommended for not to be retained the present Institute, then information may be furnished in the following format:

Annex. no.	S. no.	Name of Scientist	Discipline	SMD	Institute	If recommended for transfer please suggest the name of the Institute where to be posted based on availability of vacancy

4.1.2 (a) If any of the incumbents is required to be retained by the Institute then the incumbent has to be adjusted against a vacant position of any other ARS discipline available in the same category (Sci./Sr. Sci./Pr. Sci.) within the overall sanctioned strength of the concerned Institute. The vacancy so identified by the Institute will be earmarked and frozen to accommodate the said incumbent till his retirement or moving out of the Institute. In this case information may be furnished in following format:

Annex. no.	S. no.	Name of Scientist	Discipline	SMD	Institute	Indicate the vacant position along with the discipline against which the incumbent is proposed to be adjusted. or If proposed to be adjusted against a restored discipline then indicate the name of the proposed discipline and vacant position along with discipline against which proposed to be adjusted

(b) In case proposal involves retention with restoration of a phased out/abolished ARS discipline, then the following additional information may also be provided :

Name of the Institute:

ARS Discipline proposed to be restored	Justification for the same	Proposed Eligibility Qualifications	No. of Posts of Sci., Sr. Sci, Pr. Sci. Proposed in restored discipline	No. of Posts with Name & Discipline proposed to be surrendered for the purpose

4.1.3 The incumbents belonging to “Computer Application in Agriculture” discipline which was phased out earlier, but revived now as “Computer Applications & IT” could be proposed to be retained under this new discipline. In that case also it has to be suggested by the Institute against which particular vacancy in another discipline (within the overall sanctioned strength of the concerned Institute) the proposed position is to be created. The position so identified by the parent Institute will be then converted into the position of CA&IT discipline and said incumbent will be placed in such position. Similar proposal is to be made concerning other phased out disciplines which are recommended to be revived viz. Agricultural Physics etc. as stated in aforesaid paragraphs.

4.1.4 The Institutes should keep in view their research & academic requirement in the light of their respective mandates while recommending any retention as well as cadre strength of the particular cadre of scientists, namely, DR-Scientist, DR-Senior Scientist and DR-Principal Scientist.

4.1.5 Further, the vacancy should be identified within the overall cadre strength of the particular Institute and not beyond that; and if revision of cadre strength of an Institute is required the same could be proposed by the concerned SMD by proposing redeployment of vacant positions among the Institutes within the said SMD only, with full justification.

4.1.6 The SMD will provide above inputs/recommendations with full justification within 07 days to Director (Per.).

5 Thereafter the Committee further deliberated upon the issue of review and revamping of cadre strength of ICAR Institutes and recommended that the SMDs may examine in consultation with the Institutes whether the present structure of discipline-wise cadre strength of Scientist, Sr. Scientist and Pr. Scientist requires any revision. For this purpose following action plan has been chalk-out :

5.1 The concerned SMDs will discuss with the Directors of the Institutes regarding requirement of scientific manpower of respective Institutes including regional stations/research centres etc.

- 5.2 The discipline-wise and cadre-wise proposal for revised cadre strength of each Institute should be made within the existing overall strength of the particular Institute. However, in case the SMD proposes to increase/decrease the number of positions at a particular Institute, that can be proposed by the SMD within the overall sanctioned strength of that particular SMD with full justification.
- 5.3 While recommending revised cadre strength for the Institutes, the SMDs shall keep in view the requirement of the concerned Institute as per their respective mandates and would also provide justification for their recommendations, if any change is proposed in cadre strength or the ARS-disciplines.
- 5.4 After discussion with the Directors of the Institutes, the SMDs will submit discipline-wise and scientific cadre wise positions proposed for each of the Institute in the following format to the Cadre Review Committee. This should also include the proposed ARS disciplines if any mentioned in para 5.5:

Name of the SMD _____

Name of the Institute _____

Sl. No.	Name of Discipline	Existing Cadre Strength				Proposed Cadre Strength			
		S	SS	PS	Total	S	SS	PS	Total
	Sub Total								
Regional Station _____									
		Existing Cadre Strength				Proposed Cadre Strength			
	Sub Total								
Krishi Vigyan Kendra (If any)									
		Existing Cadre Strength				Proposed Cadre Strength			
	Sub Total								
	Grand Total								

- 5.5 New ARS disciplines can also be proposed keeping in view the requirement of

the concerned Institute as per their respective mandates with complete justification for proposing the same along with vacant positions identified to surrender for the same. Eligibility qualifications for new ARS discipline should also be proposed. In addition to giving the information in the format given under para 5.4 above, proposals for creating new ARS disciplines should be furnished in the following format as well:

Name of Institute:

New ARS discipline proposed	Justification for the same	Proposed no. of positions of Scientist, Senior Scientist & Principal Scientist in new ARS discipline	Proposed eligibility qualifications	No. of vacant positions proposed to be surrender for the purpose (with name & discipline)

5.6 The SMDs will submit their proposal within one month to Director (Per.) for consideration of the Cadre Review Committee.

The meeting ended with a vote of thanks.

List of Members/Officers present in the meeting of Cadre Review Committee held on 21.03.2017 at 3.00 pm at Krishi Bhawan, New Delhi

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| 1. | Dr Trilochan Mahapatra, Director General, ICAR | Chairman |
| 2. | Sh. Chhabilendra Roul, Secretary, ICAR | Member |
| 3. | Dr. Jeet Singh Sandhu, DDG (Crop Science) | Member |
| 4. | Dr. Joykrushna Jena, DDG (Fisheries Science) | Member |
| 5. | Dr. H. Rahman, DDG (Animal Science) | Member |
| 6. | Dr. A.K. Singh, DDG (Agril. Extn./Hort. Science) | Member |
| 7. | Dr. Narendra Singh Rathore, DDG (Agril. Edn.) | Member |
| 8. | Dr. H. Pathak, Director, NRRRI, Cuttack | Member |
| 9. | Dr. Kuldeep Singh, Director, NBPGR, New Delhi | Member |
| 10. | Sh. Sujit K Mitra, Director (P) | Convener |
| 11. | Dr. T. Janakiram, ADG (HS) | Special Invitee |
| 12. | Dr. Kanchank Singh, ADG (Engg.) | Special Invitee |
| 13. | Dr. S.N. Jha, ADG (PE) | Special Invitee |
| 14. | Dr. S. Bharkas, ADG (AFFFC), NRM | Special Invitee |

15. Dr. S.K. Dhyani, PS (AE), NRM

Special Invitee

