



फा.सं./No.F.6-1/2018-सम/Cdn.

दिनांक/ Date: 06.09.2018

पृष्ठांकन/ENDORSEMENT

संस्थान में 04.09.2018 को 11.00 बजे आयोजित के.मा.प्रा.सं., कोचीन के संस्थान संयुक्त कर्मचारी परिषद के समीक्षा समिति की बैठक की कार्यवाही को पार्श्व सं.सं.क.प. के समीक्षा समिति की बैठक की कार्यवाही कृपया उनकी जानकारी एवं अवलोकन के लिए अपने प्रभाग / अनुभाग / अनुसंधान केन्द्र के सभी कर्मचारी सदस्यों के बीच वितरित किया जा सकता है। इसलिए, आपसे अनुरोध कर रहे हैं कि अपने अनुभाग / डिवीजन / केन्द्र से संबंधित बैठक में लिए गए निर्णयों के कार्यान्वयन के लिए सख्ती से उचित कार्यवाई करें। कार्यवाई रिपोर्ट 19.09.2018 को सकारात्मक से अधोहस्ताक्षरी को प्रस्तुत किया जाए।

Please find enclosed herewith the proceedings of the meeting of Review Committee of the Institute Joint Staff Council of CIFT, Cochin held on 04.09.2018 at 11.00 a.m. at this Institute. The proceedings of the meeting of the Review Committee of IJSC may kindly be circulated among all the staff members of your Division/Section/Research Centre for their information and perusal. You are, therefore, requested to please take necessary action for the implementation of the decisions pertaining to your Section/Division/Centre strictly. The action taken report may please be submitted to the undersigned by 19.09.2018 positively.

यह निदेशक, के.मा.प्रा.सं., कोचीन के अनुमोदन से जारी किया जाता है।/This issues with the approval of the Director, CIFT, Cochin.

Encl: As above.

सहा.प्रशा.अधिकारी/Asst. Administrative Officer (Cdn.)

सेवा में/To

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| 1. Dr. George Ninan, Principal Scientist | : Chairman |
| 2. Shri P.J. Davis, Sr. Administrative Officer | : Member |
| 4. Shri K.S. Sreekumaran, Finance & Accts. Officer | : Member |
| 5. Shri P.S. Nobi, Technical Officer | : Member |
| 6. Shri K. B. Sabukuttan, Asst. Administrative Officer | : Member |
| 7 Asst. Admn. Officer (Cdn.) | : Member Secretary |

प्रतिनिधि सेवा में/Copy to:-

1. HOD, FP.FT, B&N, EIS, MFB, QAM, Engg.,
2. SIC, Research Centre of CIFT, Veraval/Visakhapatnam/Mumbai
3. OIC, Lib./AKMU/PME Cell /CO(Vehicles)/ATIC
4. Chairman, Deptl. Canteen/Quarters Allotment Committee
5. Liaison Officer, CIFT Residential Complex, Thevara.
6. SAO/DD(OL)/FAO/AF & ACO/AAO(E)/AAO(B)/AAO(C)/AAO Store (Purchase) (Issue)/PA to Director.
7. Secretary, IJSC Staff Side/Official Side/Caretaker, CIFT, Cochin - 29.
8. Dr. C.G. Joshy, Scientist & In-Charge, AKMU, CIFT, Cochin - It is requested that these proceedings may be uploaded on CIFT Website www.cift.res.in.
9. Notice Board/Guard File.

सहा.प्रशा.अधिकारी/Asst. Administrative Officer (Cdn.)

**PROCEEDINGS OF THE MEETING OF REVIEW COMMITTEE OF IJSC
HELD ON 04.09.2018 AT 11.00 A.M. IN CIFT, COCHIN TO REVIEW THE ACTION
TAKEN ON THE DECISIONS TAKEN IN THE 97TH MEETING OF THE INSTITUTE
JOINT STAFF COUNCIL.**

The meeting of the Review Committee of the IJSC was held on 04.09.2018 at 11.00 A.M. in CIFT, Cochin to review the action on the decisions taken in the 97th meeting of the Institute Joint Staff Council held at Cochin on 27.07.2018. The following members were present in the meeting:

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| 1. Dr. George Ninan, Principal Scientist | : | Chairman |
| 2. Shri. P.J. Davis, Sr. Administrative Officer | : | Member |
| 3. Shri P.P. Anilkumar, AFACO | : | Member |
| 4. Shri P.S. Nobi, Technical Officer | : | Member |
| 5. Shri K.B. Sabukuttan, Asst. Administrative Officer | : | Member |
| 6. Shri Vinodh Kumar M.N., AAO(Cdn) | : | Member Secretary |

At the outset, the Chairman of the Review Committee welcomed all the members of the Committee. Then, the Chairman requested the Member Secretary to present the Action Taken Report for the Review by the Committee. The member Secretary presented the Action Taken Report on the decisions taken in the 97th meeting of the Institute Joint Staff Council held at Cochin on 27.07.2018.

ACTION TAKEN REPORT OF 97TH

Agenda Item No.	Item	Recommendation /Decision of the Review Committee
92.01	<p>1. Immediate action may be taken to procure a new bio--incinerator / incinerator at office at the earliest.</p> <p>2. The canteen committee will be asked the possibility to utilize the bio-gas of the plant at office and measures for not to dump the kitchen waste at the back water. It was decided</p> <ul style="list-style-type: none"> • It was decided by the Chairman that immediate action may be taken to procure a new bio--incinerator / incinerator at office at the earliest. The existing damaged funnel is to be dismantled at the earliest. • The canteen committee will be asked the possibility to utilize the bio-gas of the plant at office and measures for not to dump the kitchen waste at the back water. 	<p>1. Work order issued. Due to heavy rain, work is yet to start.</p> <p>2. After repair, instruction will be given regarding proper use of the biogas unit.</p> <p>Regarding incinerator, detailed specification is awaited.</p>

92.05	<p>Amendment of CIFT Quarters Allotment Rule- action reg:</p> <p>With reference to the ICAR letter, CIFT has formulated a Quarters Allotment Rule. By considering some practical difficulties, few amendments were made by the competent authority. To further streamline the rules, a committee was constituted by the competent authority under the Chairmanship of Dr. P. Pravin, then Chairman, QAC. But the action was not completed. Hence it is requested that the committee may be re constitute and formulate the CIFT Quarters Allotment Rule in a well-disciplined manner.</p> <p>It was decided by the Chairman that the member secretary of the Committee will submit the proceedings to the Director at the earliest.</p>	<p>Classification of Type IV Quarters in to two category is to be finalised.</p> <p>One more sitting of the Amendment Committee is required for finalising the case.</p>
93.01	<p>Renovation of Net fabrication hall - regarding.</p> <p>Every year lakhs of rupees are spending for replacing the damaged asbestos roofing sheets& glasses, cleaning the channels and for applying leak proof paints, but every monsoon, the hall is flooding. There is lot of electrical power lines inside the hall and the rain water leakage causes severe short circuits in the wiring cables. The recently constructed rooms floor are laid with plywood and roof are covered with ceramic sheets are fully flooded with water and it can be fall down at any time. Numbers of proposals were made for renovating the roof. No action has been taken so far. Hence staff side requests to take necessary steps to carried out the work urgently. After discussion it was decided by the Chairman that the HOD, FT may submit a reminder along with the proposal so that the work can be undertaken when the additional fund received from Council.</p>	<p>Due to non availability of sufficient tender, the due date is extended to 10.09.2018.</p>
93.06	<p>Residential Campus related issues:</p> <p>b. Provision of drainage in front of Type II new block at Residential Complex, Thevara-reg:</p>	<p>work completed</p> <p>Recommended to Drop</p>

	<p>The inmates of the Type II new block are struggling in the water logging on every rain. A complaint on this issue has not been attended by the office so far. Immediate action may be taken to solve the matter.</p> <p>It was decided by the Chairman that the maintenance cell may be instructed through the HOD, Engineering to look in to the matter.</p> <p>c. Replacement of Mosquito nets in the residential flats-reg:</p> <p>It is came to understand that the mosquito nets provided in the ventilations/doors in the residential flats are getting damaged and replaced by the individuals and got it reimbursed. It is a common facility provided to all occupants in the residential campus after many hurdles and ascertaining the serious complications of mosquito related diseases in Kochi. Hence it is requested that the replacement of mosquito nets may be made by the office to all flats after ascertaining the condition to reduce the expenditure and keeping the uniformity. It was decided by the Chairman that necessary proposal in this regard may be send by the Liaison officer to the office for execution of the work.</p> <p>d. Car Shed at Residential Campus-reg:</p> <p>Staff side request to construct one more car shed in the residential campus by considering the increase of cars.</p> <p>It was decided by the Chairman that necessary proposal in this regard may be send by the Liaison officer to the office for execution of the work.</p>	<p>work order issued.</p> <p>Proposal received from Liaison Officer. Estimate awaited.</p>
93.08	<p>External painting of Residential campus building-incompletion- reg:</p> <p>Complaints are received from the occupants that the recently held external painting of building.</p> <p>(a) The Liaison officer was not informed the details of work before execution.</p>	<p>Initial consultations are done. A meeting has been called with the AE, CPWD to discuss and resolve the issue. Recommended to give a copy of the work order with reference to future works to the Liaison Officer.</p>

	<p>(b) The painting work was very poor.</p> <p>(c) Door & other ventilation frames are not painted.</p> <p>(d) Patch works are not properly painted.</p> <p>It was decided by the Chairman that the Institute Works Committee may be asked to submit a report in this regard to the office for taking further action in this matter with CPWD.</p>	
94.03	<p>Any other matters with the permission of the Chair.</p> <p>3) Staff side proposes to convert the Type-I quarters in to Type-I V as there are no eligible staff for Type-I and shortage of Type-IV.</p> <p>After detailed discussion It was decided by the Chairman that the possibility will be explored. A proposal in this regard may be send to CPWD for their advice at the earliest.</p>	Reminder sent to CPWD. Waiting for estimate.
95.02	<p>b) Transfer of Welfare Fund share from different consultancy projects-reg:</p> <p>It was decided by the Chairman that the ITMU will work on it and take decision to transfer the fund immediately.</p>	ITMU has done the exercise of identifying cases from 2014-15 onwards and determine the share for Welfare fund from Consultancy projects.
97.01	<p>ICAR Welfare Fund- non Availability of Fund – reg:</p> <p>On IJSC agenda 71.01, the 85th meeting of IJSC held on 29.07.2015 has taken a decision to enhance the fee of analytical charges including the welfare fund component at institute level. Accordingly the rate has been revised w.e.f. 01.11.2015 and it was informed by the office in the 86th meeting held on 03.11.2015 that the welfare fund share will be transferred at the end of the financial year. Accordingly the item dropped in the 87th meeting. But till date no money is credited to welfare fund</p>	<p>The rate of analytical /testing charge was not revised. Hence transfer of fund is not possible.</p> <p>The issue will be re-examined in consultation with Price Fixation Committee.</p>

	from contract service. Action is solicited for crediting the welfare fund share from the enhanced amount collected from public.	
97.03	<p>Safety at main gate at opening and closing hours of office-reg:</p> <p>Very big load carriers of work contractors of Cochin Shipyard are frequently passing at CIFT main gate without any control. This causes casualties to our staff members riding with small vehicles in many occasions. Some arrangement is to be made for the safe movement of our staff at opening and closing hours of office.</p>	<p>The matter has been taken up with the General Manager (Infra Project) and the CPT. GM (Infra Project) of the CSL, Kochi has extended till co-operation and a joint meeting of all the stakeholders will be held soon to resolve the issue.</p>
97.04	<p>Short notice tour of lower staff of centres --reg:</p> <p>The lower grade staffs are asking to go for tour without paying TA advance is a regular phenomenon at sub centres. According to them, a fax/mail intimation is received by the SIC from the HQ HOD, EIS, before one or two days of the programme and the same is marked to the staff members by the SIC. With respect to the office order, all are rushed for the duties without availing the TA advance. But their advance request is pending with HQ due to various reasons. The issue may be addressed properly to settle the matter.</p>	<p>File may be put up from the Bills Section regarding this so as to process further.</p> <p>Recommended to drop</p>
97.05	<p>Request for peaceful atmosphere in the residential campus-reg:</p> <p>Complaints from the occupants of quarters at Visakhapatnam Research centre was consumed major part of the staff meeting held at that Centre. CMFRI shows their monopoly in all areas and least bothering about CIFT requests.</p> <p>Even though CIFT is sharing 50% of the maintenance cost of the Campus, it was witnessed that many of the CIFT quarters building are in very bad shape. Majority of the metal portions are seen rotten, very old GI pipes reduced the flow of water in taps, very old overhead</p>	<p>SIC of CMFRI informed that a wall would be constructed separating the two premises and submersible pumps will be installed to reduce noise.</p> <p>Recommended to drop</p>

	<p>tanks at each quarter, No parking space for CIFT staff. Etc. are few examples.</p> <p>Major complaint of the staff was the functioning of Fish hatchery of CMFRI in the campus. Many motors are running round the clock in the hatchery is disturbing the residents by means of sound pollution& disturbing smooth sleep in the night. The Hatchery tanks are threat to the kids of the campus due to the lack of safety measures. Without any respect to the requests, CMFRI is continuing more and more hatchery constructions. By running these hatcheries, 50% of an exaggerated electric bill is being shared by CIFT every month is also a big loss to the institute. Hence the issue is to be considered on to priority and do needful.</p>	
97.07	<p>Invalid circular -with drawl of request-reg: Vide IJSC Letter No.F.1-2/CIFT/IJSC(S)/2016 dated 27.10.2016, 06.12.2016, Secretary Staff side was submitted requests to withdraw the erroneous office circular (No.F.1-4/97 – Estt. dated 19.10.2016) issued to deny the constitutional right of an employee. The order is issued immediately after the judgement (29.09.2017) of Hon’ble High Court of Kerala. Instead of withdrawing the circular office has issued a memorandum to the secretary staff side. The Final judgement declared on the matter by the Hon’ble High Court of kerala on 01.12.2017, Court declared that “Article 19(1)(c)of the constitution of India confers on every citizen of this country the freedom to form themselves into associations or unions(the same was represented by the secretary staff side in his letter dated27.10.2016) . Further court declared that there can be no action against any of the members of Associations or Federation on the ground solely that they have formed themselves into unions or are members of a Service Association. Exhibit P-5(office circular (No.F.1-4/97 –Estt. dated 19.10.2016) 9and P-7(memorandum issued to Secretary Staff</p>	Reminders have been sent to Council in this regard.

	<p>side) are there for not sustainable and the same are set aside.)”</p> <p>On the basis of the final judgement, again Secretary Staff side has submitted a representation vide letter No.F.1-2/CIFT/IJSC(S)/2016 dated 27.12.2017 and a reminder letter vide F.1-2/CIFT/IJSC(S)/2018 dated 01.05.2018. Till date, neither any reply nor is any action seen taken in this regard. Hence the issue is to be addressed properly.</p>	
97.08	Fixing of dates for the follow-up action meeting and 98 th IJSC meeting.	
97.09	<p>Any other matter with the permission of Chair.</p> <ul style="list-style-type: none"> a) Complaint against the poor workmanship of CPWD in the referral lab at Veraval Research Centre of CIFT b) Complaint on the sinking of walls at labs of Mumbai Research Centre of CIFT. c) Complaint against the low quality workmanship in the toilet repair (1st batch). d) Request for ascertain the vacancy position of Technician post under 33.1/3% promotion quota for SSS. <p>e) Request for filling up the existing vacancy of LDC by compassionate appointment.</p> <p>f) Request for replacement of contractual staff after completion of a specific spell.</p>	<p>(i) As per the decision of the Governing Body of the ICAR Society vide letter No.F.No.TS-19(05)/2017-Estt.IV dated 13.07.2018 the positions in the grade of Technician(T-1) in all ICAR Institutes except for the functional group “Fabrication Staff” required for Agricultural Engineering and equivalent posts under “Fishing Vessel Crew” stand abolished.</p> <p>(ii) It is also mentioned that all the Skilled Staff shall be eligible for promotion to senior Technician(T-2) subject to certain eligibility criteria which will be notified in due course of time. Hence the vacancy position will be intimated after receiving the above criteria.</p> <p>Compassionate Appointment Committee meeting was held on 21.02.2018. But due to one Court case the compassionate appointment could not be made.</p>

Chairman IJSC, Review Committee