



INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAWAN, NEW DELHI-110001

F.No.8(1)/2015-Cdn (Tech.)

Dated 9th June, 2015

Sub: Proceedings of the Meeting of Vice-Chancellors of AUs and ICAR Directors held on 15-16th May, 2015, at NASC Complex, Pusa, New Delhi

Dear Sir,

Kindly find enclosed herewith a copy of the proceedings of the above meeting duly approved by the Secretary, DARE and DG, ICAR for your kind information and necessary action.

With best regards,

Yours Sincerely

(S.P.Kimothi)

Asstt.Dir.General(Coord.)

Encl: As Above

Distribution:

1. Sr.PPS to Secretary, DARE & DG, ICAR
2. PPS to Additional Secretary, DARE & Secretary, ICAR
3. PS to Addl.Secretary & FA(DARE)/ICAR
4. PS to Chairman, ASRB
5. All Deputy Director Generals, ICAR
6. Directors of all ICAR Research Institutes/Project Directorates/NRCs/Bureaux/ZPDs
7. All ADGs(ICAR)
8. Project Director(DKMA)
9. Director(Admn. & Per.), Director(F), Director(CS) and Director(Works)
10. Deputy Secretaries, ICAR
11. All Officers/Scientists and Sections
12. Guard File

Proceedings of the Annual Conference of Directors of ICAR Institutes held on 15-16th May, 2015 at NASC Complex, New Delhi

The meeting of the Vice-Chancellors of Agricultural Universities and Directors of the ICAR Institutes was held at NASC Complex, New Delhi during 14-16th May, 2015. The first day of the conference i.e. 14th of May, 2015 was exclusively devoted to the Vice Chancellors of the Agricultural Universities wherein all the relevant academic, administrative and financial matters pertaining to the Agricultural Universities were deliberated upon in details. The conference was formally inaugurated by Shri Mohanbhai Kalyanjibhai Kundariya, Hon'ble Minister of State (Agriculture) on 15th May 2015. The Hon'ble MOS also presented the Rajbhasha Awards, Best Annual Report Awards and Best KVK Awards to the awardees. The meeting was attended by the Additional Secretary DARE & Secretary ICAR, Special Secretary (DARE) and FA, Chairman and Members of ASRB, Directors of all the ICAR Institutes, Bureaus, Project Directorates, NRCs/Zonal Project Directors/ Joint Directors, President IAUA and the Vice Chancellors of various Agricultural Universities.

After the inaugural session on 15th May, 2015 the meeting resumed under the Chairmanship of Dr. S. Ayyappan, Secretary DARE & DG, ICAR.

While welcoming the delegates, the Addl. Secretary DARE and Secretary ICAR dwelt in details regarding the necessity to follow the laid out rules and procedures and take adequate precautions in managing various administrative and financial aspects at the institutes to minimize the problems later on. He emphasized the need to keep in step with the latest developments in international agricultural research and requested that purposeful approach be adopted with regard to collaborative research projects keeping the national interests in mind.

The Chairman ASRB in his address informed the house about the measures being taken to attract better talent in Agricultural Services. He informed about the exercise being taken to modify the score card to address the concerns of all categories of the scientists. He also informed about the measures being taken to attract scientists from outside the country at senior positions.

The Secretary DARE and Director General, ICAR made a detailed presentation highlighting the major activities and developments, most significant achievements as well as the key initiatives taken by the DARE/ICAR in the areas of research, education and extension during the period since the previous director's conference held on 29-30th July, 2014 in New Delhi at the same venue. A brief account of the major issues and agenda items discussed in the meeting is given below.

Immediately after the presentation made by the Chairman, the joint session including both the Vice Chancellors of the Agricultural Universities and the Directors of the ICAR Institutes was held wherein various issues of common interest were taken up for discussion. Presentations were made on various important issues which involved; ICAR Vision Document (Vision 2050 by Dr. N.K. Tyagi, former member ASRB), Developing/strengthening contingency planning for climate change related issues by Dr. B. Venkateswarlu, Vice Chancellor, VNMKV Krishinagar Parvati and Dr. N. Srinivasa Rao, Director, CRIDA, E-Monitoring and Governance by Dr. Rameshwar Singh, PD DKMA, Strengthening PME cells in ICAR Institutes by Director NAARM, Commercialization of technologies, resource generation and related IPR issues by Dr S. Maurya, ADG IP&TM, Digital ICAR: ICAR Geoportal by Dr. A.K. Sikka DDG, NRM, Model Village Scheme and Skilling rural youth by Dr A.K. Singh, DDG Extension, Creation of database of training information about Scientific, Technical and Administrative staff of ICAR and Preparation of Annual Training Plan (ATP)

for all categories of ICAR staff by Dr. A.K. Vyas, ADG-HRM. All the presentations were followed by in-depth discussion.

After the presentations, various agenda items pertaining to various scientific, administrative and financial issues were taken up for discussion. After the two day long deliberations, following action points emerged.

1. With a view to developing/strengthening contingency planning for climate related issues, a task force under the Chairmanship of DDG NRM was formed by the Director General, ICAR. The other members include Dr. N. Srinivasa Rao, Director, CRIDA (Convenor), Dr. A.C. Varshney, Dr. B. Venkateswarlu, Dr. P.S. Minhas and Dr. T.H.K. Murthy. Specific mandate assigned to the task force is to develop and further strengthen the contingency plans to effectively tackle various emergent climate related situations like draughts, unseasonal rains, hailstorms, flash floods and other contingent situations. The Chairman assured that adequate fund from approved NICRA budget grant would be earmarked for research on these issues particularly the hailstorm management in agriculture. **(Action: DDG NRM; Director CRIDA)**
2. During the discussion it was stressed that component of livestock, diseases and feed and fodder may also be included while preparing contingency plans. Contingency plan for Andaman & Nicobar Islands may also be prepared. **(Action: Director CRIDA)**
3. The Chairman informed that CRIDA, Hyderabad is in the process of validation of developed contingency plans. Institutes were requested to provide continuous feedback on contingency plans so that they may be further updated and refined from time to time. **(Action: All Directors)**
4. The presentation on the ICAR Vision 2050 document generated a lot of discussion and a number of suggestions for further improvement followed. The Chairman assured that the important suggestions would be suitably incorporated in the final vision document. All the Directors of the ICAR Institutes were asked to contribute a thought provoking 3-4 page write up on the Vision 2050 document as an expert of their respective domains within next 3-4 weeks to finalise the vision document in a targeted time frame. It was also pointed out by the Chairman that the due attention must be given on the content as well as the language part of the document to make it more useful and an interesting reading for the broader clientele. **(Action: All Directors)**
5. The Chairman directed that the newly recruited scientists be posted on priority to those institutes where less than 50% cadre strength is currently filled. **(Action: Director (P))**
6. Newly appointed officers holding Research Management positions must undergo the Leadership Development Training Programme for RMPs being organised by NAARM, Hyderabad within 3-6 months of their joining these positions. **(Action: All Directors, Director [P])**
7. All the Directors of the various ICAR institutes will ensure complete implementation of MIS/FMS at their respective institutes. The Directors were requested to personally monitor the implementation of the scheme and in case of any difficulties contact the IBM personnel and their management to resolve them. **(Action: All Directors)**
8. In Institute Research Council (IRC) funded research projects, the overlapping projects are to be terminated immediately and the total number of institutional research projects are also be rationalised appropriately. Moreover, the long to very long duration research projects running in the institutes without substantial research or technological output may also be scrapped forthwith. **(Action: All Directors)**

9. Digitisation of the information available with the institutes should receive top priority to bring out very strong digital platform on the line of Rice Portal. Institutes may fix proper time frame for the completion of this important activity. Institutes may also ensure to review and update the content of website of their respective institutes frequently or at least once in a month. **(Action: All Directors, Director IASRI)**
10. Provision to provide links of all online resources from ICAR Institutions/ZPDs on KRISHI Portal may be made mandatory. Directors may ensure that data/technologies are updated frequently on the links of the Institute websites. Information regarding latitude-longitude of the Institute (including regional stations) in DDMMSS format e.g. Latitude: 28°61'23.5"N; Longitude: 78°12'09.2"E may be sent to DDG NRM. **(Action: All Directors)**
11. In order to have the availability of complete and comprehensive database of training information of employees provide a logical backup for assessing the training needs/gaps and help in planning future training programmes, all the Directors of ICAR Institutes/ZPDs are requested enter the information on training of scientists, Technical as well as administrative staff of the Institute since 1.1.2010 in the ICAR-ERP system through their individual Login no. Immediately. In case of difficulty, Director, IASRI, New Delhi may be contacted. The compliance report with regard to the entry of training information in the ICAR-ERP system may be sent to ADG (HRM), ICAR and Director, IASRI, New Delhi. **(Action: All Directors)**
12. Developing Annual Training Plan (ATP) based on training need assessment is necessary as per National Training Policy of Govt of India. The ADG (HRM) is to communicate the point of action immediately. The ATPs must be discussed in the IRC of the Institute for further refinement. Scientists may also be deputed to any Lab/Institute of repute in the Country for a period of 3-6 months. **(Action: All Directors)**
13. Director, NAARM informed that the final report about 145 scientists who have undergone the training at NAARM have not been submitted by the Institutes where they were posted for the FET. The Directors of the Institutes may personally look in to the matter and ensure submission of the training report to the Director, NAARM immediately. **(Action: All Directors)**
14. The issue of waste management should be addressed scientifically to keep the environment of institute/residential building etc. to make Swachh Bharat Abhiyan a grand success. **(Action: All Directors, ZPDs)**
15. Initiatives should also be taken on an urgent basis to switch over to energy efficient (LED) lights in the buildings and use automation to switch on/off the corridor lights, street lights etc. to reduce the expenditure on electricity bills. DDG NRM may also be apprised about the steps taken by the directors in this regard. **(Action: All Directors, Director Works)**
16. It has been observed that the extension of job contracts for providing contractual services is being dealt as a routine exercise by several institutes which violates the rules laid out for the purpose. It is therefore necessary that henceforth the exercise for inviting fresh job contracts is initiated by the Institutes well before the expiry of the ongoing job contract to avoid the need to have such job contracts extended. To the requests made by several Directors of the ICAR institutes to enhance the powers of their delegated powers upto 35 lakhs a year from existing limit of 25 lakhs/ year, it was resolved that this will depend on the justification of the work contract and the number of points to be manned in case of security contracts and the same would be decided on

case to case basis. A committee under Shri S.K. Mitra Director (CS) will examine the need for greater delegation of powers to the Institutes. **(Action: Dir (CS), All Directors, ZPDs)**

17. In order to streamline the recruitment procedures in respect the post of T-1 (Technician) for the functional groups of Field/Farm Technicians, Laboratory Technicians, Workshop Staff (including engineering working staff) and Library/Information/Documentation in ICAR Hqrs. and its Institutes, it was proposed that the recruitment of employees against the T-1 (Technician) grade may now be done by the ICAR institutes on the basis of a uniform written test conducted by the Institute followed by a one year on the job training. The selected candidate would be called as "Technical trainee" during the training period. Regular appointment against the post of T-1 (Technician) will be subject to the successful completion of the one year training at the concerned institute. A detailed presentation on this subject was made and the proposed recruitment procedure was adopted by the house after thorough discussion. It was also decided that a letter providing detailed guidelines in this regard will be issued to the institutes by ICAR to initiate recruitment process of Technician grade T-1 at their respective institutes. **(All Directors, DS Technical Services)**
18. In response to requests received from various institutes regarding posting of Official Language staff in the institutes, it was decided that the work related to Hindi translation and all the other similar work of technical nature may be out sourced or got done on contract. **(Action: All Directors)**
19. Rates of remuneration for young professionals also need to be revised suitably. Director (F) may initiate appropriate action in the matter. **(Director Finance)**
20. A need to revise the fee of empanelled advocates in High Court/CAT and Supreme Court was strongly felt. It was also decided that the fee structure for the advocates dealing in lower courts also needs to be revised suitably. Legal Advisor was asked to get a high powered committee approved to resolve this issue. **(Legal Advisor)**
21. The issue of remuneration paid to the contractual medical doctors also came up for discussion in the meeting. After in depth discussion, it was felt that the remuneration being paid to the doctors being hired by the dispensaries is very inadequate and needs to be revised suitably to attract competent medical doctors. The change of designation of the medical doctors posted in the dispensaries of the ICAR Institutes also came up for discussion in the meeting. It was decided that a 3 member committee consisting of DDG (AS), Dir (P) and Dir (F) may be constituted for making recommendations in this regard. **(Director P/A)**
22. During the discussion on orientation training for ARS Scientists on Gender in agriculture, it was decided that Director CIWA may prepare modules for foundation course and other courses to Director NAARM. It was also decided that the Director CIWA would also develop training programmes (Summer/Winter/Short courses) under which capacity building activities may be taken up. **(Director CIWA)**
23. To a point pertaining to the sharing of information on germ plasm accessions and their national accessioning maintained by State Agriculture Universities and ICAR Institutes, the Chairman desired that there should be no problem in this regard and the Director NBPGR may discuss the modalities in this regard with the universities and the institutes concerned. **(Action: All Directors, VC's, Director NBPGR)**

24. Regarding the request for filling up of the posts of AFAO/AO/AAO lying vacant at the institutes for a long time, it was informed that due to the court stay in this matter the recruitment process has been delayed a bit and as soon as the matter is decided the staff will be posted to the concerned institutes on priority. **(Action: Director (P&A))**
25. The chairman emphasised that all the institutes may give due priority to the assets register and ensure that the annual accounts of previous and current year match perfectly. This will be a prerequisite towards the proper implementation of the FMS/MIS system at the institutes. **(Action: All Directors, ZPDs)**
26. In response to the point on developing policy guidelines for licensing technology to foreign countries, it was decided to have an expert committee in place under the chairmanship of a senior DDG to make recommendations in this regard. **(Action: Director Administration)**
27. Old pending outstanding advances should be settled on priority. **(Action: All Directors, ZPDs)**
28. The delays in the reconciliation of the bank accounts by various institutes were viewed seriously. The Chairman desired that it may be done diligently every month on priority to avoid any problems. **(Action: All Directors, ZPDs)**
29. The practice of weeding out old records should be continued keeping in view the laid out GFR provisions in this regard. **(Action: All Directors, ZPDs)**
30. The chairman impressed upon the Directors that the guidelines for utilizing the TSP funds may strictly be followed. **(Action: All Directors, ZPDs)**

ANNEXURE – 'A'

List of participants of the Meeting of Vice-Chancellors of AUs and ICAR Directors held on 15-16 May, 2015, at NASC Complex, DPSM, New Delhi-110012.

1. Shri Mohanbhai Kalyanjibhai Kundariya, Hon'ble Minister of State (Agriculture)
2. Dr. S. Ayyappan, Secretary, DARE and DG, ICAR
3. Dr. Gurbachan Singh, Chairman ASRB
4. Shri R. Rajagopal, Addl. Secretary, DARE and Secretary, ICAR
5. Shri P.K. Pujari, Spl. Secretary & F.A. (DARE/ICAR)
6. Dr. V.N. Sharda, Member ASRB
7. Dr. S.K. Bandyopadhyay, Member ASRB
8. Deputy Director Generals, ICAR
9. Assistant Director Generals, ICAR
10. Project Director (DKMA)
11. All Directors of ICAR Research Institutes/NRCs/Bureaux
12. Vice Chancellors of Agrl. Universities
13. Zonal Project Directors, ICAR
14. National Coordinators, NAIP
15. Project Coordinators, AICRPs
16. Principal Scientists, ICAR
17. Director (Admn. & Per.), ICAR
18. Director (Finance), ICAR
19. Deputy Secretaries, ICAR
20. All Senior Officers, ICAR
