



CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY (C-DIT)

Chitranjali Hills, Thiruvallam P.O., Thiruvananthapuram – 695 027

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No. 246/A1/Admn/2011/C-DIT

09.12.2011

PROCEEDINGS

Sub : C-DIT – Regularization of employees– Rectification of grievances regarding anomalies –Assessment promotion– Orders issued

Ref : 1. G.O.(Rt).No. 196/08/I&PRD dated 18.08.2008
 2. G.O.(Rt).No. 222/08/I&PRD dated 29.09.2008
 3. G.O.(MS).No. 06/2010/I&PRD dated 08.09.2010
 4. G.O.(MS).No. 02/2011/I&PRD dated 08.02.2011
 5. Proceedings No. 7626-B/Admn/A1/2010/C-DIT dated 11.01.2011
 6. Note No. 271/A1/Admn/2011/C-DIT approved by Director dated 28.11.2011

1. Director had convened a meeting of the employees drawing CSIR/Central Scales and those drawing State Scales of pay separately on 02.11.2011. The following issues regarding grievances with respect to the regularization of employees, promotions and pay fixation were discussed and decisions were taken.
2. a) Government have approved the regularization of employees w.e.f 01.10.2000 only, without considering the service prior to this date for any service benefits Government have also stipulated in the order cited 3rd above that those employees who have got one or more promotions in their career in C-DIT will have to forego further promotions for corresponding number of years/grades. It was decided to request the Government to waive this condition and to consider the entire service of all the regularized employees from their respective dates of joining in C-DIT, which were already approved by the Government vide G.O. 2nd and 3rd cited. It will be requested to the Government that the temporary service prior to 01.10.2000 may also be reckoned for service benefits like grade, promotion, increment etc, but with monetary benefit in cash w.e.f 01.10.2008 only, as ordered in Government order cited 3rd above.
- b) The employees who were reverted to the previous grades (Scientist B) on regularization of service w.e.f 01.10.2000 as per the condition in the Government Order cited (3)rd above may be promoted and given placement in the Scientist C grade as per rules.
- c) 7 employees in the Scientist or equivalent grade who had not been given any promotion after entering C-DIT service in their respective entry post had gone through the process of performance Assessment for promotion in May 2009. However, they have not been promoted so far since the minutes of the assessment committee is not available in the files. It was decided that a re-assessment of their performance would be done by conducting personal interview by an Assessment committee duly constituted by the Director, C-DIT as per C-DIT Service Rules/Assessment Promotion Rules.
- d) It was also decided that the grievance regarding anomalies in sanctioning of scales of pay/pay fixation with respect to individual cases of the regularized employees will be examined separately, and orders issued later.

3. Based on the above decisions taken in the meeting, detailed proposals were put up to the Director for approval vide ref.(6) above. The proposals were examined and Director has now ordered as follows.

3.1 Smt. Deepa. N, Scientist B is promoted and given placement in the Scientist C grade in the pay band 15600-39100 w.e.f 01.10.2005. Her basic pay shall be fixed in the higher grade as follows:

Grade & Scale of pay as on 1.10.2000	Grade & Scale of pay sanctioned as per regularization order no. 7626-B/ Admn/ A1/ 2010/C-DIT dt: 11.1.11	Higher grade pay due as on 01.10.2005 on promotion	Pay in the pre-revised scale as on 1.10.2005	Basic pay fixed in the Scientist C grade on promotion	Revised pay band and Grade pay w.e.f 1.1.2006	Pay in the revised pay band w.e.f 1.1.2006 as per fitment table and grade pay	Pay fixation after increment			
							Date	Pay	GP	Revised Basic pay
Scientist B 8000-275-13,500	Scientist B 8000-275-13,500	Scientist C 10,000-325-15,200	₹.9375/-	₹.10,000/-	15,600-39,100 GP 6600/-	18,600 GP 6600	1.1.06 1.7.06 1.7.07 1.7.08 1.7.09 1.7.10 1.7.11	18600 19360 20140 20950 21780 22640 23520	6600 6600 6600 6600 6600 6600 6600	25200 25960 26740 27550 28380 29240 30120

3.2 Shri. Ramesh V, Editor (Producer/Scientist B grade) is promoted and given placement in the Scientist C grade in the pay band 15600-39100 w.e.f 01.10.2005. His basic pay shall be fixed in the higher grade as follows:

Grade & Scale of pay as on 1.10.2000	Grade & Scale of pay sanctioned as per regularization order no. 7626-B/ Admn/ A1/ 2010/C-DIT dt: 11.1.11	Higher grade pay due as on 01.10.2005 on promotion	Pay in the pre-revised scale as on 1.10.2005	Basic pay fixed in the Scientist C grade on promotion	Revised pay band and Grade pay w.e.f 1.1.2006	Pay in the revised pay band w.e.f 1.1.2006 as per fitment table and grade pay	Pay fixation after increment			
							Date	Pay	GP	Revised Basic pay
Scientist B 8000-275-13,500	Scientist B 8000-275-13,500	Scientist C 10,000-325-15,200	₹.9375/-	₹.10,000/-	15,600-39,100 GP 6600/-	18,600 GP 6600	1.1.06 1.7.06 1.7.07 1.7.08 1.7.09 1.7.10 1.7.11	18600 19360 20140 20950 21780 22640 23520	6600 6600 6600 6600 6600 6600 6600	25200 25960 26740 27550 28380 29240 30120

3.3 The sanctioning of higher grade on promotion as in 3.1 and 3.2 above will be on notional basis till 30.09.2008 and they will be granted monetary benefit with arrears in cash from 01.10.2008.

4. The following 7 employees in the Scientist or equivalent posts, who have not been given any promotion in their entry post, will be re-assessed for giving Assessment Promotion to the next higher grade.

(i) Dr. Govindaru – from Scientist C to Scientist E1 grade.

(ii) Shri. N. Jayaraj and Shri. Biju S.B, Scientist B (Software) – from Scientist B to Scientist C grade.

- (iii) Shri. Damodar Prasad, Shri. Manoj Krishnan. P and Shri. Renjith K.S, Programme Co-ordinators – from Scientist B to Scientist C grade.
- (iv) Shri. Jacob George, Project Associate – from Scientist B to Scientist C grade.

Orders regarding date and venue of the interview by the Assessment committee will be issued separately.

- 5. With respect to other employees in Scientist or equivalent grades the following status has been ordered.

- (i) Shri. K.M. Shajahan, Scientist B (Social Sciences):- He has joined in C-DIT services on 03.08.1990 as Research Associate in the scale of pay ₹.1400-2600. He was appointed to the higher post of Scientific Officer in the Scientist B grade with the scale of pay of ₹.2200-4000 w.e.f 01.08.1996. Shri. K.M. Shajahan was on leave from C-DIT from 16.09.1996 till 01.06.2001 and was appointed as Technical Assistant and later as Special Private Secretary to the Vice Chairman, State Planning Board during this period. His period of service in State Planning Board upto 01.06.2001 was approved as Leave without Allowance. He has not applied for any other eligible leave for the period. Hence this period from 16.09.1996 to 01.06.2001 will not be eligible for consideration for Assessment Promotion to higher grade.

Subsequently he was appointed by the Government as Additional Private Secretary to the Leader of Opposition w.e.f 19.06.2001 vide G.O.(Rt).No. 4954/2001/GAD dated 19.06.2001. He was relieved from this post on 28.04.2006. He was readmitted for duty in C-DIT from 26.08.2006, by treating his absence from 01.06.2001 to 18.06.2001 and from 29.04.2006 to 25.08.2006 as Leave Without Allowance. The 14th meeting of the Governing Body of C-DIT held on 07.12.2007 has approved the decision of Executive Committee to treat the period of service of Shri. K.M. Shajahan from 19.06.2001 to 28.04.2006 as Additional Private Secretary to the then Leader of Opposition, as deputation, subject to the approval of Government. Accordingly the matter has been taken up with Government for approval of his above service as deputation. Once the approval of Government is obtained, the above period can be considered for service benefits in C-DIT as per rules including for promotion. Government approval in this regard is awaited.

As per G.O. cited 3rd above, by which 55 employees in C-DIT were regularized, if any Scientific Staff was allowed one or more irregular placement (Promotion) prior to 01.10.2000, he/she shall be eligible only for second or higher placement from 01.10.2000 and so on. That is, one promotion will be foregone for every placement granted prior to 01.10.2000. Since Shri. K.M. Shajahan was appointed in the higher post of Scientific Officer in the Scientist B grade (2200-4000), as compared to the entry post of Research Associate (₹.1400-2600), this has to be considered as promotion by transfer/selection from the entry post in C-DIT. Sri. Shajahan has completed 5 years of service after rejoining in C-DIT on 26.8.2006. Under the above circumstances, he can be considered for further promotions, after obtaining Government approval for waiver of the conditions imposed by the Government for giving future promotions in such cases and for reckoning of service in C-DIT from the date of joining till the date of regularization,

Considering this as a special case, Sri. K.M. Shajahan is sanctioned special pay equal to one increment in his current scale of pay (@ ₹. 730/-), with effect from 1.8.2011, which will be adjusted against increases in pay due to promotions/pay revision in future subject to ratification of Executive Committee/Governing Body.

- (ii) Shri. M.R. Mohanachandran, Scientist C (Civil) and Shri. Saji Narayanan, Engineer C (Electrical):- Both of them were appointed in C-DIT as Scientific Officer in the scale of ₹.2000-3500 w.e.f 07.06.1991. Subsequently their post was upgraded to Scientist B grade (₹.2200-4000) and later they were promoted to Scientist C grade in the scale of pay ₹.3000-4500 w.e.f 01.08.1996. Further, the date of sanctioning of Scientist C grade in both cases, was advanced to 07.06.1995 by giving weightage of 2 years for their prior- C-DIT service also. Accordingly they were given placement to Scientist E1 grade (₹.3700-5000) w.e.f 01.06.2000 and later regularized in this grade as on 1.10.2000. Thus it can be seen that the above officers were given placement in 3 higher grades prior to 01.10.2000, compared to their entry post in C-DIT. They have been regularized w.e.f 01.10.2000 by protecting their promotions/higher grade as on 01.10.2000. Hence they can be considered for further promotion only after approval of Government is obtained for waiver of the conditions imposed by the Government for giving future promotions and for treating prior service from the date of joining.
- (iii) Smt. Bina Paul Venugopal, Sr. Editor and Shri. K.G. Jayan, Sr. Camera man:- Smt. Bina Paul Venugopal joined C-DIT on 17.08.1990 and Shri. K.G. Jayan joined on 28.08.1990, both of them in the scale of pay of ₹.2000-3500. Subsequently the post was upgraded to Scientist B grade (₹.2200-4000) and they were given placement in 3 higher grades upto Scientist E1 grade, prior to 01.10.2000, compared to their entry posts. They have been regularized w.e.f 01.10.2000 by protecting their promotions/higher grade as on 01.10.2000. Hence they can be considered for further promotions after obtaining Government approval for treating their prior service from the date of joining and for waiving the condition imposed by the Government on giving future promotions.
- (iv) Shri. T.P. Sudhakaran:- He was appointed as Field Officer in C-DIT on contract basis in Scientist B grade (₹.2200-4000) w.e.f 28.09.1998. He has been regularized as Field Officer vide G.O. dated 08.09.2010. As per the CSIR rules for recruitment the minimum qualification for appointment in Scientist-B grade is BE, B.Tech or M.Sc or MBA with first class marks. When Shri. T.P. Sudhakaran was appointed in C-DIT service in 1998 on contract basis, he was working as Project Co-ordinator (DPEP). He did not possess Post Graduate qualifications. However he was appointed to the post in the Scientist-B grade by relaxing the qualifications, considering his long experience of over 13 years in Science and Development Communication activities. Subsequently he was regularized in the Scientist-B grade as per decision of the Executive Committee/Governing Body of C-DIT in March 2000. His regularization has been approved by the Government w.e.f 01.10.2000 by protecting his pay. However for placement in the higher grade of Scientist-C also, the minimum qualification fixed is the same as above for Scientist-B grade. The equivalent qualification as per UGC Scheme is MA with 60% marks in the concerned subject. It is seen that Shri. T.P. Sudhakaran does not possess the minimum qualification of Post Graduation with 60% marks as required for placement in the Scientist-C grade, although he has completed the residency period of 5 years in Scientist-B grade in October 2005 itself. Under the above circumstances, it

has been decided to place the matter before the Executive Committee/Governing Body of C-DIT for consideration and suitable decision.

6. As regards the eligibility of staff drawing CSIR/Central scales of pay for promotions, Government have ordered vide G.O.(MS) No.25.03/CAD dated 9.7.03 that; “*for the posts and promotion posts and grades in the C-DIT having CSIR/UGC scale of pay, the norms and qualifications prescribed by CSIR/UGC are applicable.*” This implies that the categorization of Scientist posts including those in scientific administration should strictly comply with the norms whether the job functions performed by the staff will lead to ‘creation of new knowledge’. Hence, it is felt that a review of the norms/rules, now approved for the Assessment promotion of Scientific and equivalent posts in C-DIT, drawing CSIR/Central scales will be required in order to take an informed decision whether all the posts currently enjoying the CSIR scales are strictly eligible for the same or whether to exclude any post from its purview or whether to change the eligibility threshold/residency period etc. Suitable Key Result Areas will be formulated for performance assessment of the Scientists and equivalent category posts. A committee will be appointed to study and give recommendations on this matter urgently before proceeding further on the promotions of Scientific and equivalent posts in C-DIT. However, the first time assessment promotions ordered as per para and 3 & 4 above will proceed as approved.

Orders are issued accordingly.

Sd/-
REGISTRAR

To

Employees Concerned

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Director's Office
Registrar's Office
Joint Director
Deputy Director (Projects)
Administrative Officer
Sr. Manager (F&A)
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