

(7) Canteen Employees

(7. 1. 1) Sub: Ban on creation/filling up of posts in the non. Statutory registered departmental canteens/Tiffin

Rooms

In continuation of this office letter of even number dated 10- I- 1992, I am directed to state that as desired by the Department of Personnel & Training, Ministry of Personnel, Public Grievances and Pensions, it has been decided to freeze the present staff strength of the employees of non- statutory registered departmental canteens and Tiffin rooms located in all CSIR Labs./Instts. with immediate effect. This would mean complete ban on creation and filling up of posts as well as ban on filling up of vacancies due to retirement, death, resignation, dismissal, removal, etc. till further orders.

This issues with the approval of DG,CSIR.

(No. 17(202)/92-E.II(U-3), dated 17-2-1992)

Sub: Employees of non-statutory registered departmental canteens - treatment of - as regular

In pursuance of the approval accorded by Governing Body at its meeting held on 6-5-1992, the employees of the non-statutory registered departmental canteens/tiffin rooms in position as on 1-10-1991 in various Labs./Instts. of CSIR will be treated as regular non-technical employees of the Council w.e.f. 1-10-1991 entitled to all benefits which a Council employee of comparable status is normally entitled to except GPF, Pension, Group Insurance Scheme in respect of which separate communications will follow in due course. Copies of the following orders issued by Government of India in this regard are attached for information and implementation of the decisions contained therein so long as these are relevant to the CSIR system:

1) O.M.No.F.2(26)-B(CDN)/92 dated 24-1-1992 of Ministry of Finance, Deptt. of Economic, Affairs (Budget Division), New Delhi.

2) O.M.No. 12/5/91 -Dir(C) dated 29-1-1992 of Ministry of Personnel, Public Grievance & Pension (Deptt. of Personnel & Training), New Delhi.

3) O.M.No.3/1/92-Dir(C) dated 30-1-1992 of Ministry of Personnel, Public Grievances & Pension (Deptt. of Personnel & Training), New Delhi.

(Copies of the above orders not printed)

It may, however, be stipulated that these orders to treat them as Council employees are applicable only to the staff who were in position as on 1-10-1991 in the non- statutory departmental canteens/tiffin rooms which are centrally registered as on 1- 10- 1991 with the Director (Canteens) of the Department of Personnel & Training, New Delhi carrying valid registration number allotted to such Canteens/Tiffin Rooms by the above Department.

As per instructions contained in Department of Personnel & Training, O.M.No.12/5/91-Dir.(C) dated 9-4-1992 (NOT PRINTED), no financial support will be provided here-after in the form of Capital Grants/Replacement Grants, Grants for repairing of main equipment, loan or advance by CSIR as mentioned therein in respect of the registered canteens/tiffin rooms where 100% payment of pay & allowances of their employees is now to be borne by CSIR in pursuance of the above Governing Body decision. Sales proceeds of these Canteens/Tiffin Rooms may continue to be deposited in the Nationalised Bank as hitherto and accounts may be operated as per instructions contained in the Green Book and should not be mixed with CSIR accounts.

It is, however, reiterated that instructions contained in this office circular of even number dated 17-2-1992 with regard to freeze the present staff strength of non- statutory registered departmental/cooperative canteens/ tiffin rooms of CSIR as on 1- 10- 199 1, be followed scrupulously.

(No. 17(202)/92-E.II(U-3) dated 1-7-1992)

Sub : Employees of non-statutory registered departmental canteens-treatment of - as regular

In continuation of this office letter of even number dated 1-7-1992 on the above subject, I am directed to state that it has now been decided in consultation with LIC of India, Divisional Office-1, New Delhi that the employees of non-statutory departmental/co-operative canteens/tiffin rooms of CSIR Labs./Instts. registered with Director (Canteens) in the Deptt. of Personnel & Training, New Delhi who have been granted the status of Council employees w.e.f. 1-10-91 in pursuance of the approval accorded by Governing Body at its meeting held on 6-5-1992, may be extended the benefit of Revised Group Insurance Scheme w.e.f. 1-9-92. Such employees would contribute towards only risk coverage premium till December, 1992 i.e. saving fund element of the total premium will not be payable till 31-12-1992. From the next anniversary date of Master Policy, i.e. 1-1-1993, full amount of premium i.e. risk coverage premium plus savings fund element both will be payable by such employees.

The option in favour of joining the insurance scheme from the existing employees may be invited late t by 14th August, 1992. Option once exercised will be treated as final. Those employees who do not exercise any option by this date will be deemed to have opted for this scheme.

All other operational terms and conditions will be as per the existing scheme notified vide CSIR circular letters No.3(17)/Misc.184-E.II dated 18-12-86 and 14-12-89 respectively.

The contents of the above orders may kindly be brought to the notice of above canteen staff and the concerned LIC Divisional Office of your Lab./Instt. through which Revised Group Insurance Scheme is presently in operation for the existing regular employees of your Instt. for their information and record.

(No. 17(202)/92-E.II (U-3), dated 17120-7-92)

(7.

Ale proposal regarding regularisation of the employees of non-statutory departmental/cooperative canteen/Tiffin room of your Lab./Instt, but not registered with Director (Canteens), DFIT, New Delhi was placed before the Governing Body at its meeting held on 4-11-1992 along with proposals of such workers existing as on I- 10- 1991 in the unregistered non-statutory departmental/cooperative canteens/ Tiffin rooms of the other Laboratories/Institutes. In pursuance of the Governing Body's decision, as mentioned above, you are requested kindly to confirm whether the departmental/cooperative canteen/Tiffin room of your Laboratory/Institute fulfils the criteria of para 1.2 of the Green Book which is reproduced below :-

"Departmental Canteen is a canteen set up at Govt. cost, inside a Govt. Department/Office/Establishment to meet the refreshment needs of the employees, as a welfare measure, to prepare coffee, snacks, lunch etc. as per the local requirements, taste etc.. of the beneficiaries, at reasonable rates, at "No-Profit No- Loss" basis by employing the authorised number of canteen workers on salary subsidised by the Govt. whose affairs are controlled by a managing Committee constituted by the Department/ Office concerned and such a canteen/Tiffin Room is centrally registered with the Director of Canteens."

Also fulfilment of the following conditions as on I- 10- 1991 may be confirmed

- i. Whether grant of subsidy towards salary bills of the employees was met by your Institute;**
- ii. Whether Management Committee constituted as per Green Book, controls the affairs of the Canteen/Tiffin Room;**
- iii. Whether there are authorised number of canteen workers, as per status/type of Canteen/Tiffin Room in the prescribed pay scale, working on salary subsidised by your Laboratory, while indicating the type of your Canteen, as on 1- 10- 1991;**
- iv. Whether the canteen/tiffin room is running at " No Profit No Loss" basis.**

v. Whether the canteen/tiffin room is established inside the office premises;

vi. Whether the Director(Canteens), in the Deptt. of Personnel & Training was approached for registration of your Canteen/Tiffin Room. If so, copies of the correspondence exchanged may be attached.

The above information may kindly be provided immediately for enabling us to examine the proposal further.

(No. 17(202)1/92-E.II date 14-1-1993)

(7.1.

The competent authority, in consultation with Director (Canteens), Deptt. of Personnel & Training has been pleased to approve that the employees working in the registered Departmental Canteen/Tiffin Rooms who were in position as on I- 10- 1 991 and have been regularised with effect from I- 10- 1991 as per instructions contained in this office circular of even number dated 7-1-1992 in pursuance of the decision taken by the Governing Body at its meeting held on 4-11-92, shall continue to superannuate on attaining the age of 60 years as per provision of the Green Book, irrespective of their belonging to Group-C (Non- technical)/Group D (Non-technical) category. However, a person recruited in a registered departmental Canteen/Tiffin Room on or after 1-10-91 upto 17-2-1992, if any, shall retire on attaining the age of 58 years only in the case of a Group C (Non- technical) Canteen employees at par with an employee borne on the regular establishment of a Lab./Instts.

(No. 17(202)1192-E.II dated 21-5-1993)

(7.1.

In pursuance of the decision taken by the Governing Body at its meeting held 04.11.1992, DGSIR in consultation with Financial Adviser, CSIR has been pleased to accord approval to the

regularisation of the employees of unregistered Canteen/Tiffin Room of your Laboratory numbering 8 (eight) with effect from 04.11.1992, as per information provided vide your letter No. MC/17(1)-89 dated 17.05.1993 subject to fulfillment of the requirement of medical fitness and verification of character and antecedents under the rules. After regularisation, these employees shall be governed by the same terms and conditions as notified vide our letter of even number dated 01.07.1992 and subsequent instructions on service matters of these employees issued in this regard from time to time.

It may, however, be reiterated that the instructions contained in this office circular No. 17(202)/92-E.II dated 17.02.1992 be followed scrupulously. <![endif]>

(CSIR Letter No 17/202/1/CSIR Madras Complex/92-E.II, dated 08-06-1993).

(7.1.

In continuation of this office letter of even number dated 8~6-93 on the above subject, I am directed to state that it has been decided to extend the pensionary and GPF benefits as envisaged in the following GOI, Deptt. of Personnel & Training orders to the employees of unregistered canteen/tiffin room of your Lab./Instt. w.e.f. 4-11-92:-

(i) O.M.No. 12/3/92-Dir(C) dated 16-11-92

(ii) O.M.No. 12/3/92-Dir(C) dated 16-12-9

With the above decision, the date of 1-10-91 wherever mentioned in the above GOI. circulars, may be substituted by 4-11-92 while applying these orders in respect of the employees of unregistered canteen/Tiffin Room of your Lab./ Instt.

(No. 17(202)/1/92-E-II, dated 28-2-1994)

(7.1.8) Sub : Regularisation of the employees of non-statutory unregistered departmental Canteens/Tiffin (7.1.9) Sub: Alternative mechanism for providing staff or running Canteens.

Ref : CSIR letter No. 17(202)11/92-E-H dated 17-2-92

The decision of GOI to freeze the staff strength of Canteen employees with immediate effect, implying complete ban on creation and filling up of posts as well as ban on filling up of vacancies due to retirement, death, resignation, dismissal, removal etc. till further orders. Under the circumstances the Governing Body had decided at its meeting held on 4-11-92 that DG,CSIR may appoint a Committee for suggesting alternative mechanism to provide canteen facility to the staff, keeping in view that no additional financial burden be imposed on CSIR. Accordingly DG,CSIR appointed, a Committee under the Chairmanship of Dr.P.V.Sane, Director, NBRI, and the recommendations made by the above Committee were placed before the Governing Body at its meeting held on 28-4-1994

After considering the recommendations, the Governing Body has approved that no new posts should be created and no vacancy be filled up in the Departmental Canteens; work should be contracted out in the event of creation of new canteen facilities; vacancies arising due to resignation, death, retirement, dismissal and removal etc. should not be filled up. Wherever it becomes absolutely necessary, vacancies be filled up by redeployment of existing canteen staff in other CSIR Laboratories. If, however, such adjustment is not possible, Laboratories should give the work on contract while ensuring that existing canteen staff is not rendered redundant.

The above decision of Governing Body is brought to your kind notice for information, guidance and strict compliance.

(No. 17(202)/1/92-E.H. dated 4-7-1994)