



सत्यमेव जयते

डा. के. जयकुमार, आईएएस
संयुक्त सचिव

Dr. K. JAYAKUMAR, IAS
Joint Secretary



वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
अनुसंधान भवन, 2, रफी मार्ग, नई दिल्ली-110001
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH
Anusandhan Bhawan, 2, Rafi Marg, New Delhi-110001

D.O.No.2/70/2013-JS(A)
11 October 2013

Dear Sir,

Sub: Zero tolerance for non-implementation of ERP- Notification thereof.

Instances have been pointed out by Project Leader Dr. G. Radhakrishnan on the laid back approach of the Common Cadre Officers in various Laboratories such as CSIR-CBRI, Roorkee, CSIR-CCMB, Hyderabad, CSIR-IICT, Hyderabad, CSIR-CDRI, Lucknow, CSIR-IITR, Lucknow, CSIR-CGCRI, Kolkata, CSIR-IICB, Kolkata, CSIR-CIMFR, Dhanbad, CSIR-IGIB, Delhi, CSIR-IIIM, Jammu, CSIR-NEERI, Nagpur, CSIR-NIO, Goa and CSIR-NISCAIR, New Delhi in the non-implementation of ERP with respect to HR and/or Finance Module. It is absolutely important that all Laboratories progressively and rigorously take measures to implement ERP solution, discovering appropriate resolution for all challenges that may be encountered in the course of implementation.

2. The fact that at least dozen Laboratories or more have already successfully demonstrated the implementation of ERP solution in their respective Laboratories and are moving on to automate more and more processes, goes to show that with sustained efforts being taken, the ERP implementation would progress as envisaged.

3. Training/Workshops, reference manuals and online support as also assistance from the Core Team have been made available to support the efforts of Lab Level Implementation Teams. The help of resource persons from progressive Labs can also be taken to ensure clarity on various prerequisite steps or for resolution of issues encountered.

4. The CoFAs/FAOs/Sr.CoAs/CoAs/AOs and SPOs of Laboratories are primarily responsible for the implementation of ERP in their Laboratories. Any lack of progress will directly be attributed as dereliction of duty and negligence in discharging responsibilities entrusted. Inability to demonstrate progress and lack of efforts to ensure success in ERP implementation will not be tolerated. A review by the end of Nov 2013 will be taken to identify Senior Common Cadre Officers in all the three cadres who have not been driving the ERP implementation satisfactorily in their respective Laboratories. Such Officers would be (i) relieved of their line responsibilities (ii) placed on compulsory wait (iii) made liable to face disciplinary proceedings and (iv) made to undergo rigorous evaluation of competence, performance benchmarking before being declared as fit to resume active responsibilities.

2/-

5. Directors may kindly review the progress and ensure that their Officers do not fall short of the expected levels of performances that may warrant strict action and consequences as detailed above.

Regards,

Sincerely,

Sd/-
(K Jayakumar)

To

All CoFAs/FAOs/Sr.CoAs/CoAs/AOs and SPOs of
CSIR- National Laboratories/Institutes:

Copy for information to:

Dr. G. Radhakrishnan, Project Leader, ERP
Financial Adviser, CSIR
Sr.Dy. Financial Adviser, CSIR
US to DG, CSIR



5/

(K Jayakumar)