



जयेश के. उन्नीकृष्णन्
विधि सलाहकार
JAYESH K. UNNIKRIISHNAN
LEGAL ADVISER

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
36-2(230)2005-Law
Dated 6th June, 2016

Sr.COA/COA/AO
of all the Labs./Instts.

Sub: **Mitigation in Litigation**

Sir,

Recently, in the meeting of Heads of Admn.in CSIR, held at Bangalore on 19-20 May, 2016, the matter relating to mitigation in litigation was discussed and it has been desired by the competent authority that the Sr./Controllers of Admn/Administrative Officers of all CSIR Labs./Instts., being the nodal officer, should analyse the legal cases pending before various Tribunals/Courts/Forums and suggest remedial action of such cases which can be decided by mediation/out of court.

Further, the grievances of the employees should be handled in such an efficient manner so that it does not lead to litigation and be resolved under the relevant rules, regulations, instructions on the subject. If it is not possible to resolve the issue, the representationist must be given interim reply by way of issuing a reasoned and speaking communication without delay

For this purpose, the cases which can be decided by mediation, should be examined firstly at the lab./Instt. level then Brief of such cases with proposed remedial action may please be sent to CSIR for further necessary action/consideration and approval of the competent authority.

As desired by JS(A), the above information may please be furnished at the earliest so as to reach the undersigned by email/by post latest by 24th June, 2016 positively.

Yours faithfully,

(JAYESH K. UNNIKRIISHNAN)

Copy to:- DS(CSIR) Complex } - with a request to obtain the above information
DS(CO) } from the concerned Sections and send to
} Legal Section