

**COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH  
ANUSANDHAN BHAWAN, 2, RAFI MARG, NEW DELHI - 110 001.**

**Establishment – I Section**

No. 3-3(b)/2022-E.I

Dated : 22.08.2022

**Sub Disposal of Representations received against Details of Vacancies and Eligibility List etc. for consideration for promotion to Group 'A' Common Cadre Posts for the Vacancy Year 2022 - reg.**

**Ref CSIR Web Notification of even number dated 11.07.2022**

**1.** Details of Vacancies and Eligibility Lists etc. for Group 'A' Common Cadre Posts for the Vacancy Year 2022 were notified on CSIR Website on 11.07.2022, with the direction that if anybody has any submission/representation, the same may be submitted latest by 18.07.2022. Representations received were considered by the Competent Authority in the light of extant rules and decisions taken thereon, are as under.

**2. Sh. Sachin Mehrotra, SO (S&P), CSMCRI** vide his representation dated 18.07.2022 has stated that:-

(i) His O-APAR for the Reporting Year 2019-20 has not been communicated to him. As per information available with him, the O-APAR is with the Reviewing Officer i.e. Director, NBRI. He has raised some other points with regard to his O-APARs.

(ii) Office of CMO, Lucknow vide certificate No. 1164/21 dated 15.11.2021 has declared him as visually disabled/impaired. Copy of the Certificate issued by CMO, Lucknow along with copies of E-Disability Certificate and E-UDID Card issued by the Department of Empowerment of Persons with the Disabilities, Ministry of Social Justice and Empowerment, Govt. of India have also been attached.

(iii) He had requested Office (CSIR-CSMCRI) to enter the same into his service records and inform CSIR subsequently. Till date the case is under process.

(iv) Meanwhile, DOPT vide OM No. 36012/1/2020-Estt.(Res.II) dated 17.05.2022 has notified grant of Reservation in Promotion to the Persons with Benchmark Disabilities (PwBD) which is applicable on promotion to the lowest rung of Group A. The DOPT OM has been endorsed by CSIR vide letter No. 5-1(139)/2008-PD dated 20.06.2022.

(v) He is informing this matter with the request to upgrade the records as he has already taken the timely action.

**2.1 Decision of the Competent Authority**

CSMCRI has sought certain documents from NBRI (where Sh. Mehrotra was posted earlier). NBRI inputs are awaited at CSMCRI. Matter reg. OAPARs is being dealt with separately as per rules. Further, CSIR has already endorsed DOPT OM No. 36012/1/2020-Estt.(Res.II) dated 17.05.2022 regarding reservation in promotion.

**3. Sh. Abhishek Chandra, SO (Gen), CSIO** vide his email dated 12.07.2022 has stated that disciplinary inquiry is pending against him since December, 2020 and the third DPC is going to be conducted. Even after 1.8 years there has been little progress in his case. He has requested that either the DPC be put on hold till the completion of



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disciplinary inquiry or to provide him Ad-hoc promotion as the cause of delay is not due to him.

### **3.1 Decision of the Competent Authority**

Being a Disciplinary Case, Sh. Abhishek Chandra's case is covered under DOPT OM No. 22011/4/91-Estt. (A) dated 14.09.1992 and action will be taken as per rules.

**4. Sh. S.C. Bhatt, PS, IIP** vide his application dated 12.07.2022 has stated that his juniors in the seniority list have been included in the ZOC for the post of PPS but his name has not been included in the ZOC. His joining the promoted post of PS had been delayed due to certain unavoidable circumstances. He has requested to consider him also for the post of PPS.

### **4.1 Decision of the Competent Authority**

Crucial date of eligibility for the Vacancy Year 2022 is 01.01.2022. Names of all the PSs who have completed 08/07 years' approved service as PS as on the crucial date of eligibility have been included in the ZOC. Sh. S.C. Bhatt had joined the post of PS on 12.05.2015. He does not complete even 07 years as on 01.01.2022. Therefore, he is not eligible for consideration for the Vacancy Year 2022. Thus his request cannot be acceded to.

### **5. From AOs**

S.No.	Name	Designation	Lab/Instt	Representation dated
(i)	Sh. Mahendra Singh	AO	CEERI	12.07.2022
(ii)	Smt. Purnima Arora	AO	IIP	12.07.2022
(iii)	Sh. S.D. Rishi	AO	CSIO	14.07.2022
(iv)	Sh. Avtar Singh	AO	CSIO	14.07.2022

(ii) All the above AOs have stated that posts of Sr. DS and DS have been lying vacant for want of eligible Officers in the respective feeder cadre. They and many other Officers had stagnated as SO (Gen) for 15 – 17 years. The Cadre Review also did not bring any relief to them. Delay of two years was also there due to non-holding of DPC Meetings in the Years 2017 & 2018. There are many other Officers who have also stagnated for about double the residency period.

(iii) They have further stated that as per UPSC Guidelines on 'Guidelines for examining proposals for relaxation of the Recruitment Rules' contained in File No. F.10/14/90-Aptt. (Coord), relaxation in qualifying service may be considered in cases where there is a delay in promotion to the feeder grade due to delay in finalization of recruitment rules, non-holding of DPCs in time, court cases and administrative delay etc. In such cases, combined regular service in the feeder grade and next below feeder grade should be not less than the total qualifying service required for promotion from the next below feeder grade to the post in question in normal course.

(iv) They have also stated that as per Rule 16 of Part-VII (General Notes) of CSIR ASRP Rules, 2020, if DG, CSIR is of the opinion that it is necessary or expedient to do so, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

(v) They have requested for relaxation in residency period as a special case keeping in view the fact and circumstances mentioned above. They have stated that such relaxation



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shall not only ensure filling up of all the posts of DS and Sr. DS but also address the issue of stagnation at the level of SOs and ASOs.

### **5.1 Decision of the Competent Authority**

These requests may attract many more demands from other Cadres also. It will also create demands for relaxation for at least 03 consecutive years and will create a wrong precedent. Therefore, these requests cannot be acceded to.

**6. Sh. Venkateswarlu Gadde, AO** vide his e-mail dated 15.07.2022 has stated that:-

(i) CSIR Officials did not implement Department of Expenditure, Ministry of Finance directives reg. grant of pay parity to PS cadre vis-a-vis SO (Gen) Cadre, only on the condition that CSIR revises recruitment and promotion rules at par with CSSS Rules (133<sup>rd</sup> GB meeting held on 12.01.1994.

(ii) DOPT OM No.35034/7/97-Estt(D), dated 08.02.2002 regarding "No Supersession" in promotion was implemented only up to the level of Assistant Section Officer despite strict instructions from DOPT to implement the same to the entire Administrative setup, circulated vide DOPT OM No. 35035/7/97-Estt(D) dated 16.02.2005 and OM No. 35034/7/97-Estt(D) dated 15.09.2005 and the said OMs were not implemented for Under Secretary and above posts despite CSIR having parity with CSS Cadre as stated by Hon'ble CAT, Lucknow Bench in Order dated 26.05.2015 in OA No.37/2011.

(iii) Officials working in CSIR Hqrs. have got undue benefits by superseding their seniors. Many officials from CSIR Labs also got this undue advantage who are having backing of one or other source and force.

(iv) The above supersession can be seen from the fact that Ms. Mangala and Sh. D Murmu, both superseded not only in their cadre but also him [SO (Gen) Cadre] at AO level with less service in PS post and they are now due for DS/COA post.

(v) Many of the General Administration Cadre SOs of 1997 CASE, 2004 CASE, 2003 and 2004 DTQ Exams are the worst affected because of all these manipulations. While SOs of S&P and F&A Cadres and Private Secretaries have become SPOs, FAOs and AOs immediately after completion of the residency period of 8 years and even some of them were promoted after 7 years by giving them one year service relaxation, many of the SO (Gen) of the above batches have become AOs after completion of 15 to 22 years and thus lost so much of service in a single post and the same has to be compensated in one way or other in the interest of justice and fairness. Due to this, ASOs (Gen) have stagnated for 20 to 25 years in a single post and some of them retired without getting SO (Gen) post and NFS benefit.

(vi) 2:1 Ratio fixed for SO (Gen) and PS Cadres for promotion to the post of US/AO was also not properly implemented from 2010 onwards and this also led to stagnation in SO (Gen) Cadre. PS Cadre was separated from Administrative Cadre in 2003 in CSS and CSIR GB also passed resolution in this regard in 2005 itself and had CSIR separated PS Cadre from General Administration Cadre in 2005, this situation wouldn't have been arisen but the same was not done again due to the vested interests of some of the officials who were working in CSIR Hqrs.

(vii) Had Cadre Review was done on par with CSS, this stagnation wouldn't have been happened but it was also not done. CSS has completed 3 Cadre Reviews and readying for the 4<sup>th</sup> one. But in CSIR, Cadre Review was done only once way back in 1994 that too up to ASO level and full Cadre Review was done only in 2020.



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(viii) PS Cadre was separated by this Cadre Review but the Private Secretaries who were holding the posts of AO and COA were given option and many of them opted for General Administration Cadre and to this extent also our Cadre prospects are effected negatively. In fact, when PS Cadre was separated from General Administration Cadre, they should not have been given the option but it was given for the reasons not made public.

(ix) Because of non-conducting Cadre Review periodically on par with CSS, F&A and S&P Cadres are also stagnated at Group A Level posts and they have to be also compensated along with ASOs (Gen) in one way or other by rectifying the 'wrongs' that have taken place in the past. All these 'wrongs' can be rectified by promoting those CCOs who have stagnated in a post beyond residency period like me by taking 'the stagnated service' into consideration. For example, some SOs got promotions immediately completing the 'residency' periods say they became Sr. DS/Sr. COA in 8+5+5 and even for 7+4+4 years i.e. for 18 or 15 years and many of the SOs (Gen) of 1997 CASE, 2004 CASE, 2003 and 2004 DTQ Exams like me only one promotion for 15 to 22 years and they can be promoted to at least to post of DS/COA after completion of one year service in US/AO post since there are many vacancies at DS/COA level by discontinuing interview method in DPC as per the above DOPT strict instructions.

(x) He has requested to withdraw CSIR OM No. 3-33(113)/2002-E.I dated 11.06.2002. He has further requested to redraw the seniority of the SOs (Gen) of the above said batches at least with that of their juniors in PS Cadre if not that of F&A and S&P cadres before the said DPC is held keeping in view the aforesaid DOPT OM on "No supersession" in promotion and the 133<sup>rd</sup> GB 1994 Item.

#### **6.1 Decision of the Competent Authority**

(i) Points reg. DOPT OM dated 08.02.2002, consequent CSIR OM dated 11.06.2002, non-implementation of 2:1 properly from 2010 onwards have already been raised many times by Sh. Gadde in the past before holding of Group A DPCs and these have already been replied to.

(ii) Allegations made against CSIR Officials without naming them and giving any proof against them, appear to be Sh. Gadde's own conjectures and surmises.

(iii) Transfer of posts from Stenographic Cadre to General Cadre will not help as at present there is no problem of vacancies of AO/DS/Sr. DS. Officers in the feeder cadre for promotion to the posts of DS and Sr. DS are short of the minimum residency period. Transfer of posts may also create resentment in Stenographic Cadre without benefitting others.

(iv) Other points raised by him stand replied to vide Para 5.1.

All the above representations stand disposed of accordingly. All concerned may kindly note.

  
(L.S. Negi)  
Sr. Deputy Secretary

To  
All Concerned  
(Through CSIR Website)

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