

# PANDIT JAWAHARLAL NEHRU COLLEGE OF AGRICULTURE (KARAIKAL) SOCIETY

## XLII (42<sup>nd</sup>) MEETING OF THE GOVERNING BODY (BOARD OF GOVERNORS)



**Date: 04.11.2014**

**Time: 03.00 pm**



सत्यमेव जयते

Government of Puducherry

## AGENDA NOTES



**PANDIT JAWAHARLAL NEHRU COLLEGE OF  
AGRICULTURE AND RESEARCH INSTITUTE,  
KARAIKAL**

(A Government of Puducherry Institution affiliated to TNAU, Coimbatore)

**XLII (42nd) MEETING OF THE GOVERNING BODY  
(BOARD OF GOVERNORS)**

**OF**

**PANDIT JAWAHARLAL NEHRU COLLEGE OF  
AGRICULTURE (KARAIKAL) SOCIETY**

Date: 04.11.2014

Time: 03.00 pm

**AGENDA NOTES**

**PANDIT JAWAHARLAL NEHRU COLLEGE OF  
AGRICULTURE AND RESEARCH INSTITUTE,  
KARAIKAL**

(A Government of Puducherry Institution affiliated to TNAU, Coimbatore)

## **CONTENTS**

<b>Agenda item No.</b>	<b>Particulars</b>	<b>Page No.</b>
<b>1.</b>	<b>TO CONFIRM THE MINUTES OF THE XLI (41<sup>ST</sup>) MEETING OF THE GOVERNING BODY</b>	<b>1</b>
<b>2.</b>	<b>TO REVIEW THE ACTION TAKEN ON THE MINUTES OF THE XLI (41<sup>ST</sup>) MEETING OF THE GOVERNING BODY</b>	<b>2</b>
<b>NEW AGENDA PLACED FOR 42<sup>nd</sup> GOVERNING BODY MEETING</b>		
<b>3.</b>	<b>TO RATIFY THE POSTING OF DR. K. OMAR HATTAB, PROFESSOR AS DEAN – IN CHARGE OF PAJANCOA &amp; RI AND REGULARIZED PERIOD OF CHARGE HELD BY DR. V. CHELLAMUTHU IN THE POST OF DEAN</b>	<b>10</b>
<b>4.</b>	<b>TO CONSIDER THE AFFILIATION OF PAJANCOA &amp; RI, KARAIKAL WITH PONDICHERRY CENTRAL UNIVERSITY</b>	<b>11</b>
<b>5.</b>	<b>TO CONSIDER THE UP-GRADATION OF PAJANCOA &amp; RI, KARAIKAL INTO A CENTRAL AGRICULTURAL UNIVERSITY</b>	<b>13</b>
<b>6.</b>	<b>TO CONSIDER AND APPROVE FIVE DAYS WORK IN A WEEK FOR FIELD STAFF</b>	<b>15</b>
<b>7.</b>	<b>ANY OTHER ITEMS</b>	<b>17</b>

***AGENDA ITEM NO. 1:***

**TO CONFIRM THE MINUTES OF THE XLI (41<sup>ST</sup>) MEETING OF THE GOVERNING BODY**

The minutes of the XLI (41<sup>st</sup>) meeting of the Governing Body held on 13.09.2013 was circulated among the members by the Dean - cum –Member Secretary vide D.O. letter No. Dean/PAJANCOA&RI / 2324/ Governing Body/ 2012-13, dated 7.10.2013.

No comments were received from the members. Hence, the Governing Body is requested to confirm the enclosed minutes of the XLI (41<sup>st</sup>) meeting.

**AGENDA ITEM NO. 2:**

**TO REVIEW THE ACTION TAKEN ON THE MINUTES OF THE XLI (41<sup>ST</sup>) MEETING OF THE GOVERNING BODY**

**2.1 AGENDA ITEM NO. 3 OF XLI MEETING: To ratify the increase in admission strength (sanctioned strength) of B. Sc. (Agriculture) from 60 to 80.**

No action is warranted

**2.2. AGENDA ITEM NO. 4 OF XLI MEETING: To ratify the upward revision of fees based on TNAU norms at PAJANCOA & RI.**

No action is warranted

**2.3. AGENDA ITEM NO. 5 OF XLI MEETING: To ratify collection of hostel utility charges**

No action is warranted

**2.4. AGENDA ITEM NO. 6 OF XLI MEETING: To consider and approve the proposal of admitting students into B.Sc. (Agriculture) programme at PAJANCOA & RI under the scheme of payment seat / management quota**

As per the decision of the Governing Body, 20 and 8 seats were filled under Payment and NRI category, respectively during the academic year 2014 – 15.

However, the TNAU to which this College is affiliated had intimated not to fill the vacant seats of NRI category, if any by payment category.

**2.5. AGENDA ITEM NO. 7 OF XLI MEETING: To ratify the revised guidelines to admit foreign / Non Resident Indians (NRI) in PAJANCOA & RI**

The decision of the Governing Body was communicated to the TNAU for its concurrence.

The TNAU had informed that the maximum age limit of 21 years as approved by its Academic Council should be uniform to all of its constituent and affiliated colleges and could not be relaxed. Hence, the same was implemented.

**2.6. AGENDA ITEM NO. 8 OF XLI MEETING: To apprise the governing body of the undergraduate and postgraduate admission at PAJANCOA & RI in the academic year 2013-2014.**

No action is warranted

**2.7. AGENDA ITEM NO. 9 OF XLI MEETING: To ratify the modification of the four lecture halls of B.Sc.(Agriculture) under graduate on par with the e-learning lecture halls of TNAU, Coimbatore.**

No action is warranted

**2.8. AGENDA ITEM NO. 10 OF XLI MEETING: To ratify the temporary suspension of postgraduate programme in Agricultural Entomology at PAJANCOA & RI**

As per the directions of the Governing Body, the Dean had addressed to TNAU, Annamalai University and Director of Agriculture, Government of Puducherry for deputation of Agricultural Entomologist to PAJANCOA & RI.

There was no response from any of the Institute/ Department till date. However, the Dean will continue to persuade this year for engaging teaching faculties on deputation from TNAU, Annamalai University and Directorate of Agriculture, Government. of Puducherry or engaging retired faculties or creating positions such as Post-Doctoral Fellow at PAJANCOA & RI with consolidated pay for reviving the Postgraduate programme in Agricultural Entomology during the academic year 2015 - 16.

**2.9. AGENDA ITEM NO.11 OF XLI MEETING: To ratify the recruitment of Assistant Professors at PAJANCOA & RI in 2012**

No action is warranted

**2.10. AGENDA ITEM NO.12 OF XLI MEETING: To consider and approve the implementation of the Career Advancement Scheme (CAS) for the teaching staff members of PAJANCOA & RI.**

Action will be initiated for the conduct of CAS.

**2.11. AGENDA ITEM NO.13 OF XLI MEETING: To consider the representation of Dr. A. Pouchepparadjou and Dr. R. Sankar for the Career Advancement Scheme (CAS).**

A file was submitted by the Dean in this regard to the Government and the Chief Secretariat (Agri. & Forests) had arranged to file an affidavit in the Supreme Court of India.

**2.12. AGENDA ITEM NO.14 OF XLI MEETING: To consider and give appropriate direction for the unauthorized absence from duty by Dr. A. Shaik Alauddin, Professor (Agrl Extension), PAJANCOA & RI.**

Dr. Sasikant Dash, Principal, Arignar Anna Government Arts College, Karaikal was appointed as Inquiry Authority on 17.03.2014. In the mean time, Dr. A. Shaik Alauddin reported to duty on 29.05.2014 and personally appeared before the inquiry scheduled on 20.06.2014 and submitted an interim Madras High Court order of stay against the Memorandum No.4859/ PJN/ Estt./ E1/ 2012-13 which directed him to join duty. Therefore, obeying the order of High Court, the Inquiry proceedings were stopped.

**2.13. AGENDA ITEM NO.15 OF XLI MEETING: To consider the court cases and suspension of Dr. S. Anandkumar, Associate Professor (Agrl. extension), PAJANCOA & RI.**

The Dr. A. Muthamma, I.A.S. Collector of Karaikal District was appointed as new Inquiry Authority on 30.09.2013 by the Chief Secretary–cum-Chairman. Dr. S. Anandkumar obtained an interim order of stay in the High Court of Chennai on 29.10.2013 (W.P.No.29292/2013) objecting the appointment of Dr. A. Muthamma, IAS as Inquiry Authority on the ground that she will be biased.

**2.14. AGENDA ITEM NO.16 OF XLI MEETING: To consider the court cases and suspension of Thiru S. Nagarajan, Agricultural mazdoor, PAJANCOA & RI**

Thiru S. Nagarajan was reinstated on 09.10.2013 by revoking the order of suspension. He has not submitted non-employment Certificate for the period from 12.04.2013 30.08.2013 and hence his subsistence allowance was not paid. Quoting this as a reason, he had obtained an interim order of stay against the inquiry process. Therefore, the inquiry was stopped obeying the

order of High Court. The Dean is taking action to vacate the interim order of stay to proceed further.

**2.15. AGENDA ITEM NO.17 OF XLI MEETING: To ratify the authorities competent to initiate disciplinary proceedings and impose penalties in respect of employees of PAJANCOA & RI**

No action is warranted.

**2.16. AGENDA ITEM NO.18 OF XLI MEETING: To consider and approve the constitution of review committee for reviewing the order of suspension of suspended employees of PAJANCOA & RI**

No action is warranted.

**2.17. AGENDA ITEM NO. 19 OF XLI MEETING: To ratify the action taken on the implementation of the Modified Assured Career Progression Scheme (MACPS) to the non-teaching employees of PAJANCOA & RI, Karaikal**

No action is warranted

**2.18. AGENDA ITEM NO. 20 OF XLI MEETING: To consider and approve the proposal for the grant of financial up gradation under the Modified Assured Career Progression Scheme (MACPS) to the non-teaching employees of PAJANCOA & RI, Karaikal who have completed 10, 20 and 30 years of continuous service as on date**

List of eligible non-teaching staff for the grant of MACP have been prepared and forwarded to the Under – Secretary to Government (Vigilance), Chief Secretariat, Puducherry for obtaining vigilance clearance. On receipt of the same, necessary proposal will be placed before the DPC for approval.

**2.19. AGENDA ITEM NO.21 OF XLI MEETING: To consider and approve the proposal for the filling up of one post of driver Grade (III) by promotion from the post of cleaner**

A file was submitted in this regard to the Govt. by the Dean on 09.06.2014 for approval and the file is under process of fixing rostrum. In the meantime, Thiru. R. Eniyarajan, Agriculture Mazdoor had approached High Court, Chennai and obtained an interim stay for the promotion.



**2.20. AGENDA ITEM NO.22 OF XLI MEETING: To ratify the action taken on the implementation of scheme on compassionate appointment of dependents of deceased employees of PAJANCOA & RI, Karaikal**

No action is warranted.

**2.21. AGENDA ITEM NO.23 OF XLI MEETING: To consider the request of some of the professors for release of withheld annual increments in view of pending case at the Hon'ble Supreme Court of India**

Action will be taken on the view of the pending SLP in the Supreme Court of India.

**2.22. AGENDA ITEM NO.24 OF XLI MEETING: To consider and ratify the action taken regarding withheld earned leave encashment of Dr. D. Adiroubane in view of excess payment made on promotion to the post of professor which was challenged by directly recruited professors**

A file was submitted by the Dean in this regard to the Government and the Chief Secretariat (Agri. & Forests) had arranged to file an affidavit in the Supreme Court of India.

**2.23. AGENDA ITEM NO.25 OF XLI MEETING: To appraise the court case in w.p.no.33325 of 2012 filed by Dr. D. Adiroubane regarding retiral benefits (Pensionary benefits)**

No action is warranted

**2.24. AGENDA ITEM NO.26 OF XLI MEETING: To consider and approve the proposal for pension to the staff of PAJANCOA & RI**

As directed by the Governing Body, a file with all the details was submitted to the DP&AR by the Dean through Secretary (Agriculture). The file is under process.

**2.25. AGENDA ITEM NO.27 OF XLI MEETING: To consider and approve the proposal for creation of 67 posts of multi tasking staff (Agricultural Mazdoor) and to absorb and regularize the full/ part time casual labourers against the same**

The file is under process

**2.26. AGENDA ITEM NO.28 OF XLI MEETING: To consider and approve the contributory provident fund scheme (CPF scheme) for the employees of PAJANCOA & RI who joined on or after 01.01.2004**

The decision of the Governing Body was communicated to the employees concerned. The employees and employee association have represented that they may be considered for the NPS/CPF scheme instead of EPF scheme as is not applicable to them and is only applicable for the industrial worker groups.

**2.27. AGENDA ITEM NO.29 OF XLI MEETING: To consider and approve the proposal for taking action against Dr. R. Hariharane, Associate Professor and Dr. N. Mahesh, Assistant Professor for termination from service**

The draft order for dismissal in respect of Dr. N. Mahesh, Assistant Professor and Dr. R. Hariharane, Associate Professor are sent for approval of the Chief Secretary cum Chairman and Disciplinary authority.

**2.28. AGENDA ITEM NO.30 OF XLI MEETING: To apprise the Governing Body of the action taken on generating income at PAJANCOA & RI**

No action is warranted

**2.29. AGENDA ITEM NO.31 OF XLI MEETING: To apprise the Governing Body of externally funded projects being operated in PAJANCOA & RI.**

No action is warranted

**2.30. AGENDA ITEM NO.32 OF XLI MEETING: To ratify the transfer of various accounts from State Bank of India (ADB) to Indian Bank, Karaikal**

No action is warranted

**2.31. AGENDA ITEM NO.33 OF XLI MEETING: To consider and approve the transfer of 20 acres of land to PKIET from PAJANCOA & RI**

The PAJANCOA & RI is ready to transfer ten acres of land from Agronomy farms where annual crops are cultivated. However, the PKIET is insisting on a particular portion of Horticultural Farm as well as Agronomy farm. The portion of Horticultural farm was long back

planted with perennial fruit tree plantations of 15-17 years old with various genetic stocks (mother plants) of Sapota, Mango and Amla brought from various parts of India and is very important for teaching and research as well as to start B.Sc., (Horticulture) degree programme in the near future.

A joint inspection of the lands of PAJANCOA & RI adjoining to the present PKIET campus was made on 23.06.2014 by the District Collector of Karaikal along with the Dean, PAJANCOA & RI, the Principal, PKIET, Additional Director of Agriculture and Principal, KVK, Karaikal to identify the ten acres of lands to be transferred. A final decision regarding the portion of lands to be transferred will be taken soon based on the report of the Collector which is awaited.

**2.32. AGENDA ITEM NO.34 OF XLI MEETING: To consider and approve special grant for silver jubilee celebration of PAJANCOA & RI**

Action is being taken to generate internal revenue.

**2.33. AGENDA ITEM NO.35 OF XLI MEETING: To apprise the Governing Body of the visit of standing committee to PAJANCOA & RI from Tamil Nadu Agricultural University, Coimbatore**

Actions are being taken to rectify the deficiencies pointed out by the Standing Committee.

**2.34. AGENDA ITEM NO.36 OF XLI MEETING: To consider and ratify the civil works undertaken by the engineering cell of PAJANCOA & RI**

No action is warranted.

**2.35. AGENDA ITEM NO.37 OF XLI MEETING: To consider and approve the audited accounts of PAJANCOA & RI and to ratify the appointment of the auditors.**

No action is warranted

**2.36. AGENDA ITEM NO.38 OF XLI MEETING: To consider and approve special grant for repair and maintenance of boys' and girls' hostels of PAJANCOA & RI.**

The Government was kind enough to release 1.07 crores under SC-SP component. Repair and maintenance works are being carried out in the Boys & Girls Hostels utilizing the above funds.

***AGENDA ITEM NO. 3:***

**TO RATIFY THE POSTING OF DR. K. OMAR HATTAB, PROFESSOR AS DEAN – IN CHARGE OF PAJANCOA & RI AND REGULARIZED PERIOD OF CHARGE HELD BY DR. V. CHELLAMUTHU IN THE POST OF DEAN**

Dr. V. CHELLAMUTHU was posted as Dean, PAJANCOA & RI for a fixed tenure period of three years with effect from 23.08.2011 and has completed his tenure on the afternoon of 22.08.2014.

Subsequently, Dr. K. OMAR HATTAB, Professor of Soil Science & Agricultural Chemistry has been posted as in-charge Dean, PAJANCOA & RI, Karaikal till the appointment of Dean on regular basis by order No. 24859/ CS (Agri)/ A1/ 2014 dated 15.10.2014 of the Chief Secretariat (Agriculture & Forests), Government of Puducherry. Dr. K. OMAR HATTAB has also assumed the charge of in-charge Dean from the afternoon of 15.10.2014.

The Governing body is kindly requested to ratify the posting of Dr. K. OMAR HATTAB, Professor as in-charge Dean of PAJANCOA & RI, Karaikal and also requested to ratify the regularized period of charge held by Dr. V. CHELLAMUTHU as DEAN in charge beyond his fixed tenure period of three years *i.e.* from the forenoon of 23.08.2014 to the forenoon of 15.10.2014.

***AGENDA ITEM NO. 4:***

**TO CONSIDER THE AFFILIATION OF PAJANCOA & RI, KARAİKAL WITH PONDICHERRY CENTRAL UNIVERSITY**

The Pandit Jawaharlal Nehru College of Agriculture (PAJANCOA) was started on 02.10.1997 at Karaikal as an Institution of Government of Puducherry under the governance of Society in the name of 'PAJANCOA (Karaikal) Society' under the chairmanship of the Chief Secretary, Government of Puducherry. The college is fully funded by the Government of Puducherry by providing grant – in – aid through the Department of Agriculture, Government of Puducherry.

This college is affiliated for all academic purposes to Tamil Nadu Agricultural University (TNAU), Coimbatore and for which the Government of Puducherry and TNAU had entered into a Memorandum of Understanding (MOU). Accordingly, curricula & syllabi, eligibility for admission of students, qualifications and academic standards of teaching staff and other academic matters as followed in TNAU are adopted at PAJANCOA. However, the procedure of admitting the students like reservation policy is followed in PAJANCOA as per the norms of Government of Puducherry.

Initially, this college offers B. Sc., (Agri.) undergraduate and subsequently from the year 2000, M. Sc., (Agri./ Hort.) post graduate programme was started in six disciplines. Before that, in 1996, this college was upgraded as Research Institute and renamed as Pandit Jawaharlal Nehru College of Agriculture and Research Institute (PAJANCOA & RI).

In the U. T. of Puducherry, except PAJANCOA & RI, all the other Government funded Professional Institutions like Medical college, Veterinary college, Para – medical colleges, Dental college and Engineering colleges are affiliated to Pondicherry University (A Central University). As a result, while CENTAC is doing admission for all these colleges, PAJANCOA & RI alone is conducting admission on its own as it is affiliated to TNAU. This creates lot of problems and confusions in the administration as well as among the public.

On the other hand, TNAU is insisting to allot 50 per cent of the sanctioned strength of students in undergraduate admission to TNAU counseling as followed in other private agricultural affiliated colleges of Tamil Nadu. Moreover, though PAJANCOA & RI is a Government College of U. T. of Puducherry, it is treated on par with other private agriculture affiliated colleges of Tamil Nadu by nominating exam invigilators/ Supervisors and creates lot of administrative

hardships and increases the financial burden to PAJANCOA & RI. Hence, the administration feels that PAJANCOA & RI may also be affiliated to Pondicherry University (A Central University) to have uniform admission and administrative policies at U. T. of Puducherry.

The Hon'ble Chief Minister had addressed the Chief Secretary, Government of Puducherry regarding the affiliation of PAJANCOA & RI with Pondicherry University (A Central University) vide Note No. 007/ CM/ Secy/ 2012 dated 10.12.2012 and the Chief Secretariat (Agri & Forests) forwarded this note to the Dean vide ID Note No. 49144/ CS (Agri)/ A1/ 2012 dated 28.12.2012. In this regard, a D.O. Lr. No. 2697/ CS (Agri)/ A1/ 2014 dated 20.08.2014 has been addressed by the Development Commissioner cum Secretary (Agri), Government of Puducherry to the Vice Chancellor of Pondicherry University to approve in principle the affiliation of PAJANCOA & RI, Karaikal with the Pondicherry University. The Registrar of Pondicherry University in his reply letter No. PU/ AW 3/ 6/ SRK/ 2014 – 15/ 296 dated 13.10.2014 communicated the in principle approval for affiliating the PAJANCOA & RI and also requested to apply for affiliation in the prescribed format available at the University website. Accordingly, the details sought by the Pondicherry University have been prepared in the prescribed format of application.

Now, the Governing Body is requested to consider all the above facts and to take a final decision to affiliate PAJANCOA & RI with the Pondicherry University (A Central University) so as to initiate action for disaffiliation with TNAU, the existing affiliating University.

**AGENDA ITEM NO. 5:**

**TO CONSIDER THE UP-GRADATION OF PAJANCOA & RI, KARAİKAL INTO A CENTRAL AGRICULTURAL UNIVERSITY (CAU)**

A Central Agricultural University integrating Agriculture and its allied subjects would pave way for the holistic development of agriculture in the Union territory of Puducherry. Already, the Union territory of Puducherry has four agricultural institutions *viz.*, Agricultural College (PAJANCOA & RI), Karaikal, Veterinary College (RIVER), Puducherry, Perunthalaivar Kamarajar Krishi Vigyan Kendra (PKKVK), Puducherry and Krishi Vigyan Kendra (KVK), Karaikal. Though these institutions are under the governance of different Societies, there is a possibility to integrate all these four institutions under the umbrella of a Central Agricultural University. Besides, under the aegis of this Central University, separate colleges for fisheries, forestry, food science, agricultural engineering *etc* could be established in future utilizing the infrastructural facilities created already in the above said four institutions. At present, Education policy of ICAR also promotes the establishment of CAU for a region and already one such CAU has been established at Imphal for the states of North East Region of India.

The Administration of U. T. of Puducherry has been contemplating the proposal of establishing such a Central Agricultural University at Karaikal by upgrading the present PAJANCOA & RI, Karaikal. The Hon'ble Chief Minister of Puducherry has announced this up-gradation in the Budget session of Legislative Assembly of 2013 and 2014. His Excellency the Lt. Governor of Puducherry during his visit to PAJANCOA & RI on 16.01.2014 after studying the various activities of the institute relating to education, research and infrastructural facilities announced to the press media that PAJANCOA & RI will be elevated to a CAU. As a follow up action, His Excellency the Lt. Governor addressed on 18.01.2014 to the Hon'ble Union Minister for Agriculture, Government of India regarding the establishment of CAU at Karaikal of U.T. of Puducherry utilizing sufficient lands, assets *etc* available at PAJANCOA & RI. In this aspect, the Chief Secretary, Government of Puducherry also addressed to Dr. S. Ayyappan, Secretary, Department of Agricultural Research and Education (DARE) cum Director General, ICAR, New Delhi and requested to consider the proposal of establishing a Central Agricultural University at U. T. of Puducherry and to arrange to depute an expert committee to study the feasibility of

declaring PAJANCOA & RI and KVK's in the U. T. of Puducherry as a Central Agricultural University.

The Dean of PAJANCOA & RI along with a senior faculty visited the Central University of Tamil Nadu at Thiruvarur on 30.01.2014 to obtain details for the preparation of formal proposal for the establishment of CAU at Karaikal. Further, the Dean also addressed a letter on 24.01.2014 to the Registrar of CAU, Imphal to get a copy of proposal/ proforma submitted for the establishment of CAU. The Dean also addressed the District Collector of Karaikal on 05.03.2014 to include the establishment of CAU at Karaikal in the District Action plan which is a preliminary mandatory requirement for sending the proposal to the Central planning commission.

As the matter concerned with the establishment / up-gradation of PAJANCOA & RI into a Central Agricultural University has so far not been brought to the notice of the Governing Body, now the above activities related to the up-gradation of PAJANCOA & RI, Karaikal into a CAU are placed for consideration of the Governing Body and also to take a decision in principle the proposal of upgrading this institute into a Central Agricultural University by integrating other allied institutions like Veterinary College, KVKs of Puducherry and Karaikal etc.

If accepted in principle, the Dean may be permitted to proceed further on this up-gradation of PAJANCOA & RI, Karaikal into a CAU.



**AGENDA ITEM NO. 6:**

**TO CONSIDER AND APPROVE FIVE DAYS WORK IN A WEEK FOR FIELD STAFF**

At the initial instant of PAJANCOA during 1987, agricultural labourers were engaged for farm activities on daily wages to cultivate/ bring into cultivation of about 110 acres in both east and western campuses. Subsequently, based on seniority, 85 labourers were absorbed and regularized as Agricultural Mazdoors / Mazdoors in 2001 and 2005 at two spells. The remaining 67 labourers are still to be regularized and they are working as Casual labourers (CLRs) on daily wage basis.

The Agricultural Mazdoors / Mazdoors are regular employees under pay roll. These Agricultural Mazdoors / Mazdoors are working from their regularization for six days in a week as per the following timings:

- I. From 7.30 am to 4.30 pm from **Monday to Friday** with one hour break for breakfast between 9.00 and 10.00 am and another one hour break for lunch between 1.00 and 2.00 pm (7 hours a day)
- II. From 7.30 am to 1.30 pm **on Saturday** with one hour break for breakfast between 9.00 and 10.00 am (5 hours a day)

Thus, they are working for 7 hours from Monday to Friday and for 5 hours on Saturday with a total of 40 hours per week. The same working hours is also followed for other regular field staffs like Gardner, Helpers, Sanitary Assistants and Field Assistants.

However, the Casual labourers who are daily rated non regular employees engaged in the same farm with same nature of duties; they are working for 8 hours work per day between the same (7.30am and 4.30 pm) timings, if needed even on Saturdays. This routinely creates lot of management confusions in the farm by maintaining double timings for the same nature of work.

The Agricultural Mazdoors / Mazdoors, Gardner, Helpers, Sanitary Assistants and Field Assistants are representing for a long period of time individually as well as through their Associations for five days work in a week with 8 hours duty per day as extended for other regular employees of the institution.

This institute is following five working days per week with 8 hours per day for regular non – teaching staff from its inception in 1987. As these Agricultural Mazdoors / Mazdoors, Gardner,

Helpers, Sanitary Assistants and Field Assistants are regular employees; the same five working days per week with 8 hours per day may be permitted as extended to other regular employees with slight modifications in timings suitable for farm activities.

The working hours may be fixed from 7.30 am to 4.30 pm with one hour break for lunch between 1.00 and 2.00 pm. Farm activities on Saturdays could be managed with the present non-regular daily rated Casual labourers or else under contingent situations, the services of required Agricultural Mazdoors / Mazdoors, Gardner, Helpers, Sanitary Assistants and Field Assistants could be engaged on need basis.

A Note file No. Dean/ PAJANCOA & RI/ Farms/ 2014/ 1147/ W.D dated 15.4.2014 for approval of five days work in a week was submitted by the Dean and in which the Development Commissioner cum Secretary (Agriculture) has directed the Dean to place this matter in the ensuing Governing Body for a decision.

The Governing Body is therefore requested to consider and approve the implementation of five working days in a week with 8 hours work per day for Agricultural Mazdoors / Mazdoors, Gardner, Helpers, Sanitary Assistants and Field Assistants as is being followed for all the other regular employees of PAJANCOA & RI, Karaikal in order to avoid double timings to different categories of persons for the same nature of work in the same farm and to effectively manage and extract the work from them.

***AGENDA ITEM NO. 7:***  
**ANY OTHER ITEMS**