

PANDIT JAWAHARLAL NEHRU COLLEGE OF AGRICULTURE (KARAIKAL) SOCIETY

XLV (45th) MEETING OF THE GOVERNING BODY (BOARD OF GOVERNORS)



Date: 02.02.2016

Time: 12.00 noon



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Government of Puducherry

AGENDA NOTES



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

(A Government of Puducherry Institution affiliated to Pondicherry University, Puducherry)

**XLV (45th) MEETING OF THE GOVERNING BODY
(BOARD OF GOVERNORS)**

OF

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

Date: 02.02.2016

Time: 01.00 pm

AGENDA NOTES

**PANDIT JAWAHARLAL NEHRU COLLEGE OF AGRICULTURE
AND RESEARCH INSTITUTE, KARAIKAL**
(A Government of Puducherry Institution affiliated to Pondicherry University, Puducherry)

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AGENDA ITEM NO. 1:

TO CONFIRM THE MINUTES OF THE XLIV (44TH) MEETING OF THE GOVERNING BODY

The minutes of the XLIV (44th) meeting of the Governing Body held on 28.07.2015 was circulated among the members by the Dean - cum –Member Secretary vide D.O. letter No. Dean/ PJJN/ 2324/44th GB/ Minutes/ 2015-16 dated 08.10.2015.

No comments were received from the members. Hence, the Governing Body is requested to confirm the enclosed minutes of the XLIV (44th) meeting.

AGENDA ITEM NO. 2:

TO REVIEW THE ACTION TAKEN ON THE MINUTES OF THE PREVIOUS MEETING(S) OF THE GOVERNING BODY

2.1 AGENDA ITEM NO. 6 of the XLII (42nd) meeting: *To consider and approve five days work in a week for field staff*

As per the decision of the Governing Body, the report on the existing pattern of work timings, nature of duties and number of working days at all the farms of UT is being under preparation and will be placed in the subsequent Governing Body.

2.2 AGENDA ITEM NO. 3 of the XLIII (43rd) meeting: *To consider and approve the re-composition of recruitment committee for the post of Dean*

As per the decision and directions of the Governing Body held on 23.02.2015, the modified/ amended Recruitment Rule for the post of Dean has been sent to the Government of Puducherry vide Note No. Dean/ PJJN/ 2324/ XLIII (43rd) GB/ 2015 dated 22.07.2015 for approval and notification in the official gazette.

However, the Hon'ble High Court on 26.02.2015 while disposing the MP 1/ 15 in WP 1045 of 2015 has ordered as "***There shall be an interim order directing the parties to maintain status quo until further orders***". Hence, efforts are undertaken to vacate the interim order for further processing.

2.3 AGENDA ITEM NO. 3 of the XLIV (44th) meeting: *To consider ratification of assigning additional charges of Dean, PAJANCOA & RI, to the District Collector, Karaikal*

No action is warranted.

2.4 AGENDA ITEM NO. 4 of the XLIV (44th) meeting: *To consider and approve the fee structure for the undergraduate [B.Sc., (Agri)] course for the students admitted during the academic year 2015 – 16.*

As per the approved fee structure, the fees from the students admitted during the year 2015 -16 were collected.

2.5 AGENDA ITEM NO. 5 of the XLIV (44th) meeting: *To consider and approve the fee structure for the postgraduate [M.Sc., (Agri)/ Horti]] course for the students admitted during the academic year 2015 – 16.*

As per the approved fee structure, the fees from the students admitted during the year 2015 -16 were collected.

2.6 AGENDA ITEM NO. 6 of the XLIV (44th) meeting: *To consider ratification for payment of affiliation fund and inspection fees paid by PAJANCOA & RI to the Pondicherry University.*

No action warranted.

2.7 AGENDA ITEM NO. 7 of the XLIV (44th) meeting: *To consider the observations/ conditions of affiliation-cum-inspection Committee, Pondicherry University to be fulfilled by PAJANCOA & RI.*

No action warranted.

2.8 AGENDA ITEM NO. 8 of the XLIV (44th) meeting: *Any others*

(1) As per the advice of the Governing Body, the Advocate Mr. G. Masilamani, Anna Nagar, Chennai being assisted by Mr. Mani Sundargopal, Government Pleader (Writs) were appointed to look after the Dean appointment related cases in the Hon'ble High Court.

(2) As per the directions of the Governing Body, the affiliation related cases were monitored regularly by engaging the same advocate Mr. G. Masilamani and Mr. Mani Sundar Gopal for protecting the interest of the Society and the Government.

AGENDA ITEM NO. 3:

TO CONSIDER RATIFICATION OF DECISIONS/ APPROVAL TAKEN ON FILE

3 (A) TO CONSIDER RATIFICATION OF THE APPOINTMENT OF DR. V. KANTHASWAMY, PROFESSOR (HORTICULTURE) AS DEAN I/C TO PAJANCOA&I, KARAİKAL

Dr. K. Omar Hattab, Professor of Soil Science & Agricultural Chemistry was posted as in-charge Dean, PAJANCOA & RI, Karaikal purely as a stop gap arrangement 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 and he assumed the charge of in-charge Dean from the afternoon of 15.10.2014.

Dr. S. Anandkumar has filed a writ petition before the Hon'ble High Court of Madras challenging the above order by which Dr. K. Omar Hattab was given the Dean in-charge. And, the Hon'ble High Court granted interim stay on the operation of the impugned order. In this connection, Thiru E. Vallavan, Collector, Karaikal was given the additional charge of Dean, PAJANCOA&RI vide order No. 24859/ CS (Agri)/ 2014 dated 24.06.2015 of the Chief Secretariat (Agriculture and Forests), Government of Puducherry. He assumed the charge as Dean on the FN of 29.06.2015.

Dr. A. Baskar, Professor and Head (SS & AC), PAJANCOA & RI has filed a writ petition before the Hon'ble High Court of Madras challenging the order No. 24859/ CS (Agri)/ 2014 dated 24.06.2015 of the Chief Secretariat (Agriculture and Forests), Government of Puducherry that provide the additional charge of Dean, PAJANCOA&RI to Thiru E. Vallavan, Collector, Karaikal. And, the Hon'ble High Court granted interim injunction on the operation of the impugned order. In this connection, it is to state that two important issues viz. the affiliation process with Pondicherry University and the admission for undergraduate and postgraduate were at critical stage. Taking the above two issues into consideration in the best interest of students and the College, Dr. V. Kanthaswamy, Professor (Horticulture) was given the additional charge of Dean, PAJANCOA&RI vide order No. 22/ CS (Agri)/ 2015 dated 05.10.2015 of the Chief Secretariat (Agriculture and Forests), Government of Puducherry. He assumed the charge as Dean on the FN of 06.10.2015.

The Governing body may consider ratification of the additional charge of Dean, PAJANCOA & RI given to Dr. V. Kanthaswamy, Professor (Horticulture).

3 (B) TO CONSIDER RATIFICATION OF THE PAYMENT OF COURSE PROCESSING FEE TO THE PONDICHERRY UNIVERSITY

As per the resolution of the 42nd Governing Body meeting (Agenda item No.4), Pandit Jawaharlal Nehru College of Agriculture and Research Institute, Karaikal is affiliated to Pondicherry University, Puducherry from the academic year 2015-16. The Pondicherry University has granted provisional affiliation vide Affiliation order No. PU/AW-3/ PAJANCOA&RI /32/2015-16/34 dt. 18.06.2015 to the following seven courses offered at PAJANCOA&RI

- Undergraduate** - 1. B.Sc. (Agriculture)
- Postgraduate** - 2. M.Sc. (Agriculture) in Agricultural Economics
3. M.Sc. (Agriculture) in Agricultural Entomology
4. M.Sc. (Agriculture) in Agronomy
5. M.Sc. (Agriculture) in Soil Science and Agrl. Chemistry
6. M.Sc. (Agriculture) in Plant Breeding and Genetics
7. M.Sc. (Horticulture) in Vegetable Science

The Pondicherry University has constituted the necessary Boards of Studies for the above said degree programmes for framing and approving the syllabus, academic regulations and other academic related matters of above said degree programmes. Accordingly, the first meeting of the UG Board of Studies and the PG Boards of Studies were conducted at PAJANCOA&RI, Karaikal on 14.10.2015 and 15.10.2015, respectively.

The Dean (CDC) of Affiliation Wing, Pondicherry University vide letter No. PU/AW-3/ PAJANCOA&RI/32/2015-16/64 dt. 11.09.2015 has communicated that one time **processing fee of Rs. 14,00,000/- (Rupees fourteen lakhs only) should be paid to the Pondicherry University for approving the syllabi and curriculum** of the seven courses offered at PAJANCOA&RI, as per the Policy No 013 of Pondicherry University. The same was paid to the Pondicherry University with due approval of the Chief Secretary-cum-Chairman vide Note Order No. 4658/ CS dt. 02.11.2015.

The Governing Body is requested to ratify the action taken for payment of one time course processing fee of Rs. 14,00,000/- (Rupees fourteen lakhs only) to Pondicherry University, Puducherry.

3 (C) TO CONSIDER RATIFICATION OF ALLOCATION OF TWO SEATS TO IN-SERVICE CANDIDATES TO THE POSTGRADUATE DEGREE PROGRAMME AT PAJANCOA&RI FROM THE ACADEMIC YEAR 2016-17

The postgraduate (PG) degree programmes are offered at PAJANCOA&RI from the academic year 1999-2000. At present, the following six different PG degree programmes are offered at PAJANCOA&RI with an intake capacity of 5 students per year in each degree programme

Sl. No.	Degree programme	Intake per year
1.	M.Sc. (Agriculture) in Agricultural Economics	5
2.	M.Sc. (Agriculture) in Agricultural Entomology	5
3.	M.Sc. (Agriculture) in Agronomy	5
4.	M.Sc. (Agriculture) in SS&AC	5
5.	M.Sc. (Agriculture) in Plant Breeding and Genetics	5
6.	M.Sc. (Horticulture) in Vegetable Science	5
TOTAL		30

In each degree programme, four seats are reserved for the candidates from the U.T. of Puducherry and one seat is reserved for the candidates from Other States/Union Territories. During admission, the seats are filled up following the reservation policy/ norms of Government of Puducherry.

In the first meeting of the Board of Studies for Postgraduate degree programmes held on 15.10.2015, it was decided to reserve two seats for the in-service candidates from the Department of Agriculture, Government of Puducherry, as below:

“Out of the total sanctioned strength, irrespective of the discipline, TWO seats are reserved for the in-service candidates of Department of Agriculture, Government of Puducherry.”

In case, the in-service candidates from the Department of Agriculture do not apply for PG programme in a year, the two seats reserved for them will be filled up by the regular candidates. This admission policy has been sent for further approval of the Academic Council of the Pondicherry University and will come into force from the ensuing academic year 2016-17.

The Governing Body is requested to ratify the action taken by the Board of Studies in the Postgraduate admission policy of the Institute.

3 (D) TO CONSIDER RATIFICATION OF THE REGULARISATION OF SERVICE OF DR. L. ARUNA, ASSISTANT PROFESSOR (SS & AC)

Dr. R. Hariharane had proceeded on long leave and action under CCS (CCA) Rules, 1965 is constituted against him.

Dr. L. Aruna was appointed as Assistant Professor in the Scale of pay of Rs. 8000 – 275 – 13500 (Pre – revised) in PAJANCOA&RI, Karaikal against the leave vacancy of Dr. R. Hariharane through the direct recruitment process called for on all – India basis during 2004 – 2006.

She was appointed by the Competent Selection Committee constituted for appointment of Teaching Staff prescribed in the rules and regulations of the PAJANCOA (Karaikal) Society vide para 13(2)V and joined the institute on 17.08.2006 after being medically examined.

In the meantime, another regular vacancy in the same department *i.e.* Assistant Professor (Soil Science & Agricultural Chemistry) occurred consequent on the resignation of Dr. K. Saravanan, Assistant Professor with effect from 11.01.2010 under Unreserved Category.

Dr. L. Aruna, Assistant Professor (SS& AC) had represented to regularise her services in the post of Assistant Professor (Soil Science & Agricultural Chemistry) carrying the Pay Band of Rs. 15600-39100 (PB-3) (Revised Pay) with the Academic Grade Pay of Rs. 6000/- and the same was submitted to the Chief Secretary to Government – Cum – Chairman, PAJANCOA (Karaikal) Society vide Note No. 1010/PJN/E1/2010 dated 30.04.2010.

The services of Dr. L. Aruna, was regularised by the Chief Secretary to Government – Cum – Chairman, PAJANCOA (Karaikal) Society with effect from the date of occurring of regular vacancy *i.e.* 11.01.2010 subject to ratification by the Governing Body.

The Governing Body PAJANCOA (Karaikal) Society may consider ratification of the regularization of the services of Dr. L. Aruna, Assistant Professor (Soil Science & Agricultural Chemistry) with effect from the date of occurring of regular vacancy *i.e.* 11.01.2010 as approved by the Chief Secretary to Government – Cum – Chairman, PAJANCOA (Karaikal) Society.

3 (E) TO CONSIDER RATIFICATION OF THE APPOINTMENT OF THIRU C. AROUTSELVAM, ASSISTANT PROFESSOR (AGRICULTURAL ECONOMICS) AS PER THE ORDERS OF THE HON'BLE HIGH COURT OF MADRAS IN W.P. 8924/2006, DT. 27.06.2014

As per the norms prescribed by the University Grants Commission (UGC) and Indian Council for Agricultural Research (ICAR), Direct Recruitment Notification No.159/PJN/E1/Recruit/2004 dated 10.09.2004 was published in all leading dailies on 16.09.2004 for filling up of 15 posts of Assistant Professor in various disciplines of PAJANCOA &RI through open competition. The post of Assistant Professor (Agricultural Economics) along with other posts was notified for recruitment. Out of the notified posts of Assistant Professor (Agricultural Economics), one post was reserved for candidate belonging to "Other Backward Community (OBC).

In response to the Notification, Thiru C. Aroutselvam of Puducherry had applied for the post of Asst. Professor (Agricultural Economics) under the category of OBC. Pursuant to the call letter, Thiru C. Aroutselvam attended the personal interview on 25.02.2006 and was not selected on the basis of merit by the Selection Committee duly constituted under the Chairmanship of the Chief Secretary to Government/Chairman, PAJANCOA & RI.

In the interview held on 25.02.2006, the Selection Committee selected Thiru. Saravanakumar, Teaching Assistant, Tamil Nadu Agricultural University, Coimbatore under OBC category. In this regard, Thiru C. Aroutselvam challenged the selection of Thiru. Saravanakumar and filed Writ Petition No. 8924/2006 in the Hon'ble High Court at Madras. The High Court of Madras has issued an interim Injunction vide W.P.M.P. No.9877/2006 against the selection of Thiru. Saravanakumar. By obeying the interim orders of the Hon'ble High Court of Madras, the appointment order to Thiru. Saravanakumar was withheld in 2006.

In the final judgement Dt.27.06.2014 of W.P.8924/2006 and W.P. M.P. No. 9877/2006, the Hon'ble High Court of Madras ordered that the third respondent in the case, Mr. Saravanan, who belongs to Tamil Nadu cannot be conferred with the benefit of reservation of OBC in U.T. of Puducherry. As such, the selection of third respondent (Thiru. Saravanan) under OBC category is null and void and hence directed the PAJANCOA & RI Administration in their order dt.27.06.2014 that Thiru. C. Aroutselvam to be notionally appointed as Assistant Professor in the discipline of Agricultural Economics under OBC category in pursuance of the notification dated

10.09.2004 with consequential service and other monetary benefits including seniority and promotion etc. but without back wages and the said exercise shall be completed within 8 weeks from the date of receipt of the copy of the order.

As per the orders of the Hon'ble High Court of Madras in W.P.8924/2006 Dt.27.06.2014, the Chief Secretary to Government-cum-Chairman, PAJANCOA (Karaikal) Society has approved the appointment of Thiru. C. Aroutselvam as Assistant Professor in the PAJANCOA &RI, Karaikal, vide ID Note No.24862/CS (Agri)/2014/A1/PF Dt.13.02.2015.

Accordingly, offer of appointment was given to Thiru. C. Aroutselvam vide Memorandum Dt. 25.02.2015. In response to the Memorandum, Thiru C. Aroutselvam has accepted the offer of appointment and reported for duty on the forenoon 04.03.2015 along with Medical Fitness Certificate. Necessary posting order has also been issued to him for appointment as Assistant Professor (Agricultural Economics) in PAJANCOA & RI., Karaikal vide Office Order Dt.10.03.2015

The Governing Body of PAJANCOA (Karaikal) Society may consider ratification of the appointment of Thiru C. Aroutselvam as Assistant Professor in the discipline of Agricultural Economics under OBC category with consequential service and other monetary benefits including seniority and promotion etc. but without back wages as ordered by the Hon'ble High Court of Madras in the W.P.8924/2006 Dt.27.06.2014.

3 (F). TO CONSIDER RATIFICATION OF GRANT OF PROMOTION / PLACEMENT TO 27 TEACHING STAFF UNDER CAREER ADVANCEMENT SCHEME (CAS), NORMS, GUIDELINES AND ACADEMIC PERFORMANCE INDICATOR SCORES (APIS) ADOPTED

In addition to the sanctioned positions of higher cadres above the entry level of Assistant Professors, promotions/ placements are given to the teaching staff through Career Advancement Scheme (CAS) as per the recommendations of UGC/ ICAR and as followed in all Universities/ Colleges. After the conduct of last DPC on 26.05.2009 for promotion of teaching staff under CAS, the DPC for teaching faculties was conducted on 03.11.2015 at Chief Secretariat, Puducherry with due concurrence from the Chief Secretary to Government cum Chairman.

The stages of promotion, norms, guidelines, Academic Performance Indicator Scores (APIS) for Performance based Appraisal System (PBAS) and evaluation were adopted as suggested by the UGC, recommended by the ICAR and followed by the TNAU, Coimbatore. The stages of promotion, norms and APIS adopted are enclosed in **Annexure I** for ready reference.

After careful assessment of APIs, Confidential Report Score and performance in the personal interview, the Staff (Teaching) Selection committee decided and recommended the promotion/ placement of the following 27 teaching faculties.

The Chief Secretary-cum-Chairman had also approved the grant of retrospective promotion / placement in higher grade pay for the following teachers as per their date of eligibility vide Note approval No. 004846 dated 13.11.2015.

a) Associate Professors (Stage 4) to Professor (Stage 5):

Sl. No.	Name	Date of initial appointment at PAJANCOA & RI as Assistant Professor (Stage 1)	Date of promotion to Associate Professor (Stage 4)	Date of eligibility (Three years of service at Stage 4).
1.	Dr. A. Pouchepparadjou	05.11.1992	01.01.2006	01.01.2009
2.	Dr. K. Kumar	23.12.1999	23.12.2011	23.12.2014
3.	Dr. S. Sundaravarathan	19.01.2000	30.10.2010	30.10.2013
4.	Dr. R. Mohan	18.07.1995	06.09.2008	06.09.2011
5.	Dr. AL. Narayanan	18.07.1995	07.09.2007	07.09.2010
6.	Dr. R. Poonguzhalan	20.07.1995	20.07.2007	20.07.2010
7.	Dr. S. Mala	21.12.1999	31.12.2011	31.12.2014
8.	Dr. C. Susheela	15.12.1999	15.12.2011	15.12.2014
9.	Dr. S. George Paradis	19.07.1995	28.12.2008	28.12.2011
10.	Dr. A. Shanthi	06.03.1997	06.03.2009	06.03.2012

11.	Dr. V. Sundaram	22.12.1999	21.08.2009	21.08.2012
12.	Dr. V. Ramesh	05.03.1997	05.03.2009	05.03.2012
13.	Dr. V. Krishnan	20.07.1995	29.09.2007	29.09.2010
14.	Dr. C. Jayalakshmi	21.12.1999	21.12.2011	21.12.2014
15.	Dr. T. Ramanadane	17.07.1995	17.07.2007	17.07.2010
16.	Dr. R. Sankar	03.08.1992	01.01.2006	01.01.2009
17.	Dr. U. Bagavathiammal	21.12.1999	21.12.2011	21.12.2014

b) Assistant Professor (Stage 2) to Assistant Professor (Stage 3)

Sl. No.	Name	Date of initial appointment at PAJANCOA & RI as Assistant Professor (Stage 1)	Date of placement as Assistant Professor (Stage 2)	Date of eligibility for Stage 3 (Five years of service at Stage 2).
1.	Dr. L. Umamaheswari	11.09.2000	11.09.2004	11.09.2009
2.	Dr. N. Swaminathan	24.01.2003	24.01.2007	24.01.2012
3.	Mr. S. Saravanan	23.12.1999	23.12.2005	23.12.2010

c) Assistant Professor (Stage 1) to Assistant Professor (Stage 2)

Sl. No.	Name & Designation	Date of initial appointment at PAJANCOA & RI as Assistant Professor (Stage 1)	Date of eligibility (Four years of service at Stage 1 if entered with Ph.D (or) five years of service if entered with M. Sc. (Ag.)/ M.Phil
1.	Dr. S. Parthasarathi	22.01.2003	01.01.2009*
2.	Dr. M. Kandibane	17.08.2006	17.08.2010
3.	Dr. P. Saravanane	17.08.2006	17.08.2010
4.	Dr. S. Nadaradjan	07.09.2006	07.09.2010
5.	Dr. L. Aruna	17.08.2006	17.08.2010
6.	Dr. K. Coumaravel	25.08.2006	25.08.2011
7.	Dr. S. Jayasivajan	17.08.2006	17.08.2011

Hence, the Governing Body may consider ratification of

- a. the grant of retrospective promotion / placement to the next higher stage (s) under CAS of the above said 27 teaching faculties.**
- b. the norms, guidelines and APIS adopted by this Institute for the CAS which was developed based on the new UGC guidelines vide Lr. No. F. 3-1/ 2009 dated 30.06.2010 and published in Gazette of India, Part III, Sector 4.**

ANNEXURE - I
PANDIT JAWAHARLAL NEHRU COLLEGE OF AGRICULTURE AND RESEARCH INSTITUTE,
KARAIKAL

I. Norms/ Guidelines for CAS Promotion for Assistant Professors/ Associate Professors/ Professors

1. (i) Assistant Professors possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade - stage 2 (Rs.15600-39100 + AGP Rs.7000) after completion of **four years** of service as Assistant Professor
- (ii) Assistant Professors possessing M.Phil. Degree or post-graduate Degree in Professional courses shall be eligible for moving to the next higher grade -stage 2 (Rs.15600-39100 + AGP Rs.7000) after completion of **five years** of service as Assistant Professor
- (iii) Assistant Professors who do not have Ph.D. or M.Phil, shall be eligible for moving to the next higher grade - stage 2 (Rs.15600-39100 + AGP Rs.7000) only after completion of **six years** of service as Assistant Professor
2. Assistant Professors who have completed **five years** of service in stage 2 (Rs.15600-39100 + AGP Rs.7000) shall be eligible, for moving to the next higher grade -stage 3 (Rs.15600-39100 + AGP Rs.8000).
3. Assistant Professors who have completed **three years** of experience in teaching/ research/ extension in stage 3 (Rs.15600-39100+AGP Rs.8000) shall be eligible for promotion and appointment to the next higher grade – stage 4 (Rs.37400- 67000 + AGP Rs.9000) and to be designated as Associate Professor.
4. Associate Professors who have completed **three years** of experience in the teaching/ research/ extension in the concerned subject as Associate Professor in the AGP of Rs.9000 (Stage 4) and possessing Ph.D degree in the relevant discipline shall be eligible for promotion and appointment to the post of Professors-Stage 5 in the AGP of Rs.10000.

II. a. ACADEMIC PERFORMANCE INDICATORS FOR THE ALLOTMENT OF POINTS FOR THE CANDIDATES UNDER CAREER ADVANCEMENT SCHEME

(Guidelines formulated as per revised UGC norms)

(For teaching faculties)

I	Teaching & education related activities (maximum score from different activities = 30)		
		Points per activity	Max. Score
1.	Course teacher (UG/PG/PhD/Diploma/ODL)	2.0 Points for each course	20
	Course associate /group facilitator in any UG/PG/PhD/Diploma/ODL	1.0 Point for each course	

2.	Post-Graduate Guidance (MSc. or PhD. Degree awarded / thesis submitted)	1.0 Point for each student	5
3.	Co-ordinator/ Asst. Co-ordinator	1.0 Point per year	4
4.	Service in offices of the Dean/Director/Controller of Examinations / Special Officer	3.0 Points per year	9
5.	Educational tour more than a week duration	1.5 Points per tour	3
6.	Undergraduate students project guides	0.5 Point per batch	2
7.	Served in Admission Committee at University / College / Centre for UG/PG admissions	1.0 Point per year	4
8.	Institutional Responsibility as Additional Assignment, viz. Warden / Deputy Warden/Asst. warden/residential tutor / Staff advisor/ Deputy registrar/ Assistant Registrar/ PRO/ APRO/ Deputy Controller of Examinations etc.	2.0 Points per year	6
9.	Staff associates/ Library / NCC / NSS / Placement Cell / Education Cell / Technical officer/TPO/ Vice-President of Co-op. Stores / Cafeteria i/c /Security Officer etc.	1.0 Point per year	3
10.	e-courses offered/e-content developed	2 Points per course	4
II	Research & research related activities (maximum score from different activities = 30)		
1.	Farm manager/CCPC service/deputation/lend service	4.0 Points per year	12
	Yard manager/store manager	2.0 points per year	
	Sub-projects completed	1.0 points per project	
2.	Farm superintendent/Farm Professor	3.0 Points per year	9
3.	Nucleus/Breeder/TFL/Foundation seed production	3.0 Points per year	9
4.	Exhibition In-charge/duty	0.5 Point per activity	2
5.	Monitoring committees (All-India Co-ordinated programmes/seed monitoring/flood damage assessment/attending specific field problems)	0.5 Point per activity	2
6.	Involvement in infrastructure development (bore wells/buildings/laboratories/green house/ glasshouse/roads/fencing/vehicle and equipments purchase etc.)	1.0 Point per activity	3

III Extension & extension related activities (Maximum score from different activities = 30)			
1.	Demonstrations like FLD/ OFT/MLT/ART etc.	1.0 Point for each activity	25
2.	Mandatory trainings (on campus/off campus)		
3.	Inter Institutional HRD Programme / Trainings co-ordinated with Agri./horticultural departments) Training for extension functionaries		
4.	Farmers Interaction group /vocational training		
5.	Farming System Research / Extension activity		
6.	Participatory Technology / Farmers School programme		
7.	Extension Teaching Aid preparation (DVDs / CDs /short films/videos etc)		
8.	e-Extension and Mobile Advisory Services programme		
9.	Exhibition and Demonstration and monthly zonal workshops		
10.	Research-Extension-Farmers Interface programme		
11.	Innovation in Extension Technology Transfer	2.0 Points per innovation	5
12.	Radio / Television programme	0.5 Point per event	2
13.	NHM/ATMA/ Precision farming programmes	2.0 Points per year	6
14.	Farmers exposure visits/farmers day/farmers tour	1.0 Point each	2
IV Profession related contributions (Maximum score from different activities = 30)			
		Points per activity	Max. Score
1.	Participation in Training / Conference / Seminar / Symposium/workshops	1.0 Point each	5
2.	Organizing committee member /resource person in Seminar/training/conferences/workshops of the dept./college/directorate	0.5 Point per activity	5
	Organising committee – students seminar/symposium, sports/ cultural programmes, exhibitions, University organised functions, etc.		
	International training /Short course/Winter school/summer school/ CAS /CAFT/NAIP like sponsored training obtained/conducted	1.0 Point per activity	

3.	Award / Honour / Fellowship Received			3
	International	2.0 Points each		
	National	1.5 Points each		
	State / University /College / Local	1.0 Point each		
4.	Post-Doctoral Research programme / additional degree or diploma obtained with approval	1.0 Point per programme		2
5.	Membership in Professional Body / Organization	1.0 Point each		3
6.	Vehicle / generator / power supply in-charge	1.0 Point per year		3
7.	Custodian of dept./station main stocks (for a minimum period of one year) and condemned articles auctioning & write off	1.0 Point per year		2
8.	Externally funded Scheme obtained (govt./private)	for PI	for Co-PI	15
	Budget More than Rs, 10 lakhs	3.0 points	2.0 points	
	Budget less than Rs.10 lakhs but more than Rs.5 lakhs	2.0 Points	1.0 Point	
	Budget Less than Rupees 5 lakhs	1.0 Point	0.5 Point	
	Venture capital/revolving fund schemes/Part II plan schemes / ICAR 50 Crore/ Tata project/NADP etc.	1.0 Point	0.5 Point	
9.	Variety released / Patent/ Innovative Technology or Participatory Technology developed / Software developed / Product development etc.	3.0 Points each		12
10.	Research coordinator of the department/ college/ directorate/ station	1.0 Point for each year		3
	Editorial service (editor/sub-editor etc.) in Valarum Velanmai/MASU etc./ Press in-charge/ Community radio/ Office bearers in Professional Societies etc.	1.0 point each year		
11.	Publications			
	Research Paper -International	2.0 Points each		25
	Research Paper -National	1.0 Point each		
	Research Abstract (national/international)	0.5 Point each		
	Book (with ISBN)	2.0 Points each		
	Book (without ISBN)/Chapter in ISBN Books	1.0 Point each		
	Manuals – Teaching/training/ e-course	1.0 Point each		
	Chapter in Books without ISBN number	0.5 Point each		
	Popular Article/ Pamphlet / Leaflet	0.5 Point each		
	Paper presented (oral/poster) in Conference, Seminar, Symposium, etc	0.5 Point each		

V	Confidential report and personal file	10
	Grand Total (For Stage 2 and 3)	130
VI	Interview	20
	Grand total (For Stage 4 and 5)	150

NOTE:

1. A minimum score of 45 out of 130 will qualify a candidate to become eligible for elevation from stage 1 to stage 2 of higher academic grade pay (with Pay band Rs.15600-39100 and AGP of Rs.7000)
2. A minimum score of 50 out of 130 will qualify a candidate to become eligible for elevation from stage 2 to stage 3 of higher academic grade pay (with Pay band Rs.15600-39100 and AGP of Rs.8000).
3. A minimum score of 55 out of 150 will qualify a candidate to become eligible for promotion from stage 3 to stage 4 of higher academic grade pay (Associate professor in Pay band Rs 37400-67000 with AGP of Rs.9000).
4. A minimum score of 60 out of 150 will qualify a candidate to become eligible for promotion from stage 4 to stage 5 of higher academic grade pay (Professor in Pay band Rs 37400-67000 with AGP of Rs.10000).

II. b. ACADEMIC PERFORMANCE INDICATORS FOR THE ALLOTMENT OF POINTS FOR THE CANDIDATES UNDER CAREER ADVANCEMENT SCHEME

(Guidelines formulated as per revised UGC norms)

(For Physical Education Personnel)

I	Teaching & games related activities (maximum score from different activities = 30)		
		Points per activity	Max. Score
1.	Course teacher	2.0 Points for each course	20
	Course associate	1.0 Point for each course	
2.	Guidance (Swimming, games practice etc.,)	1.0 Point for each event	5
3.	Co-ordinator of students programme (College Day, Muthamil Vizha, Dramatics, Club Day etc)	1.0 Point per year	3
4.	Anti-Ragging Duty, Committee member – Convocation	1.0 Point per year	3
5.	Educational tour accompanying the student teams	2.0 Point per tour	6
6.	Conduct of Inter-collegiate meet	2.0 Point per Meet	6
7.	Conduct of Inter-university meet	2.5 Points per Meet	5
8.	Team selection activities (Campus/University)	1.0 Point per activity	3
9.	Institutional Responsibility as Additional Assignment, viz. selection under sports quota, services in admission cell	1.0 Points per year	3

10.	Conduct of student club activities	1.0 Point per year	3
11.	e-content developed/Physical Education Programme News issued	1.0 Point per news	3
II	Extra curriculum related activities (maximum score from different activities = 30)		
		Points per activity	Max. Score
1.	Infrastructure Development for sports and recreation (Indoor, Open stadium, courts, gym, flood lightings etc)	4.0 Points for each activity	20
2.	Sports camps arranged	1.0 Point for each year	10
3.	Maintenance of Play fields and repair work	4.0 Points per year	25
4.	Conduct of Intra Mural tournaments	2.0 points per year	
5.	Member in university/college committees	1.0 points per project	
6.	Exhibition duty	1.0 Point per activity	5
III	Extension & training related activities (maximum score from different activities = 30)		
		Points per activity	Max. Score
1.	Acted as Referee/Umpire within the Institute	2.0 Point for each Meet	10
2.	Acted as Referee/Umpire outside the Institute	1.0 Point for each Meet	6
3.	Trainings attended – International	3.0 Point for each Training	9
4.	Trainings attended – National	2.0 Point for each Training	8
5.	Trainings attended – State level	1.0 Point for each Training	5
6.	Seminars attended – International	3.0 Point per Seminar	9
7.	Seminars attended – National	2.0 Point per Seminar	8
8.	Seminars attended – State level	1.0 Point per Seminar	5
IV	Professional accomplishments (maximum score from different activities = 30)		
		Points per activity	Max. Score
1.	Innovations in physical training imparted	4.0 Point for each Innovation	12
2.	Teams winning Medals/Certificates in intercollegiate competitions.		8
	Gold Medal	2 Points per medal	
	Silver Medal	1 Point per medal	
	Bronze Medal	0.5 Point per medal	
	Championship	3 Points per Championship	

3.	Publications		
	Research Paper -International	2.0 Points each	25
	Research Paper -National	1.0 Point each	
	Research Abstract (national/international)	0.5 Point each	
	Book (with ISBN)	2.0 Points each	
	Book Chapter in ISBN Books	1.0 Point each	
	Manuals – Teaching/training/ e-course	1.0 Point each	
	Chapter in Books without ISBN number	0.5 Point each	
	Popular Article/ Pamphlet / Leaflet	0.5 Point each	
	Paper presented (oral/poster) in Conference, Seminar, Symposium, etc	0.5 Point each	
4.	Membership in Professional Bodies	1.0 Point per membership	5
5.	Awards Obtained	2.0 Points per Award	10
V	Confidential report and personal file	10	
	Grand total	130	

- Note:** 1. A minimum score of 45 out of 130 will qualify a candidate to become eligible for elevation from stage 1 to stage 2 of higher academic grade pay with Pay band of Rs.15600-39100 and AGP of Rs.7000)
2. A minimum score of 50 out of 130 will qualify a candidate to become eligible for elevation from stage 2 to stage 3 of higher academic grade pay with Pay band of Rs.15600-39100 and AGP of Rs.8000.

CONSOLIDATED APIS FOR CAS PROMOTION

Sl. No	Category	Asst. Prof. (Stage 1 to Stage 2)	Asst. Prof. (Stage 2 to Stage 3)	Asst. Prof. to Assoc. Prof. (Stage 3 to Stage 4)	Assoc. Prof. to Prof. (Stage 4 to Stage 5)
1	Teaching and education related activities	30	30	30	30
2	Research and research related activities	30	30	30	30
3	Extension and extension related activities	30	30	30	30
4	Profession related contributions	30	30	30	30
5	Confidential report and personal file	10	10	10	10
6	Interview	No interview	No interview	20	20
7	Minimum score required for promotion	45 out of 130	50 out of 130	55 out of 150	60 out of 150

3 (G). TO CONSIDER RATIFICATION OF THE GRANT OF HIGHER GRADE PAY UNDER MACP SCHEME TO NON-TEACHING STAFF

The Governing Body in its XXXVIII meeting held on 23-02-2010 approved the implementation of Modified Assured Career Progression Scheme (MACPS) to non-teaching employees of PAJANCOA & RI as per the GO. Ms. No. 84 dated 26-08-2009 of DP & AR, Puducherry with effect from 01.09.2008. The MACP scheme grants three financial up gradations to the employees on completion of 10, 20 and 30 years of continuous regular service.

As per the instructions contained in GO Ms. No. 84 of DP&AR dated 26.08.2009 and as approved by the Secretary (Agriculture) vide Note No. 1069/ PJN/ E2/MACP/ 2014-15 dated 04.12.2014, a screening Committee with the following members has been constituted and notified for the purpose of grant of financial up-gradation with respect to non-teaching staff of the Institute.

1. The DEAN, PAJANCOA & RI, Karaikal - Chairman
2. The Head/ Professor of Department, PAJANCOA & RI - Member
3. The SAO/ JAO, PAJANCOA & RI, Karaikal - Member

The screening committee for MACP had scrutinized individually the vigilance clearance, Performance report, No break in service, Integrity certificate, Certificate of declaration of probations and confidential reports in respect of the employees and recommended the grant of MACP to the following two batches of employees. The approval from the Chief Secretary cum Chairman for the grant of MACP to I and II batch of employees with retrospective effect from the date of eligibility were obtained **vide Note order No 005124/ CS dated 01.12.2015 and 002962/ CS dated 13.07.2015, respectively.**

(a) Staff eligible for the I MACP

Sl. No.	Name	Designation	Date of regular appointment	Date of eligibility for Grant of 1 st MACP
1.	M. Palanivel (Expired on 08.03.2015)	JE (Electrical)	16.09.2002	16.09.2012
2.	S. Ashokan	Electrician	16.09.2002	16.09.2012
3.	K. Anbuhezian	Mechanic	16.09.2002	16.09.2012
4.	C. Sridhar	DEO	16.09.2002	16.09.2012
5.	R. Pasupathy	MTS (Security)	11.09.1996	01.09.2008
6.	M. Kasper	Field Asst.	30.08.2001	30.08.2011
7.	K. Murugesan	Field Asst.	30.08.2001	30.08.2011

8.	K. Basakaran	Field Asst.	30.08.2001	30.08.2011
9.	A. Parthasarathy	Field Asst.	30.08.2001	30.08.2011
10.	A. Rajendiran	Field Asst.	30.08.2001	30.08.2011
11.	D. Gnanaselvi	Agri. Mazdoor	30.08.2001	30.08.2011
12.	A. Anandaraj	Agri. Mazdoor	30.08.2001	30.08.2011
13.	S. Natesan	Agri. Mazdoor	30.08.2001	30.08.2011
14.	N. Govindasamy	Agri. Mazdoor	30.08.2001	30.08.2011
15.	G. Selvamurugan	Agri. Mazdoor	30.08.2001	30.08.2011
16.	R. Marimuthu	Agri. Mazdoor	30.08.2001	30.08.2011
17.	V. Viswanathan	Agri. Mazdoor	30.08.2001	30.08.2011
18.	R. Amirthanathan	Agri. Mazdoor	30.08.2001	30.08.2011
19.	A. Idris Maraicar	Agri. Mazdoor	30.08.2001	30.08.2011
20.	R. Mahesh	Agri. Mazdoor	30.08.2001	30.08.2011
21.	P. Munusamy	Agri. Mazdoor	30.08.2001	30.08.2011
22.	P. Shanmugam	Agri. Mazdoor	30.08.2001	30.08.2011
23.	B. Lalitha	Agri. Mazdoor	30.08.2001	30.08.2011
24.	A. Rajamanickam	Agri. Mazdoor	30.08.2001	30.08.2011
25.	G. Ravi	Agri. Mazdoor	30.08.2001	30.08.2011

(b) Staff eligible for the II MACP

Sl. No.	Name & Designation	Date of regular appointment	Date of eligibility for Grant of 2 nd MACP
1	R. Chitra, UDC	13.06.1994	13.06.2014
2	S. Meenatchi Sundaram, UDC	13.06.1994	13.06.2014
3	S. Arumugam, Project Operator	13.06.1994	13.06.2014
4	S. Ganapathy, Attender	13.06.1994	13.06.2014
5	K. Gopalakrishnan, Attender	13.06.1994	13.06.2014
6	R. Jayakumar, Driver	13.06.1994	13.06.2014
7	K. Kaliaperumal, Attender	13.06.1994	13.06.2014
8	S. Paranthaman, Cleaner	13.06.1994	13.06.2014
9	S. Rajendiran, Attender	13.06.1994	13.06.2014
10	R. Samikkannu, Attender	13.06.1994	13.06.2014
11	G. Selvanathan, Attender	13.06.1994	13.06.2014
12	V. Selvaraj, Cleaner	13.06.1994	13.06.2014
13	S. Selvarasu, Attender	13.06.1994	13.06.2014
14	M. Alagesan, Field Man	13.06.1994	13.06.2014
15	S. Narayanan, Field Man	13.06.1994	13.06.2014
16	R. Rajendiran, Field Man	13.06.1994	13.06.2014
17	K. Ramalingam, Field Man	13.06.1994	13.06.2014

The Governing body may consider ratification of the following:

- a. The Screening committee constituted for the purpose of screening of MACP proposals
- b. The grant of I and II MACP to the above said 25 and 17 eligible employees on completion of 10 / 20 years of continuous regular service in the same grade pay.

3 (H). TO CONSIDER RATIFICATION OF ENGAGEMENT OF PRIVATE SECURITY AGENCY TO PAJANOA&RI KARAİKAL

The institute security is looked after by private security agencies appointed on competitive bidding basis from time to time. The contract period of the present security contractor **M/s. Karai Security Service, Karaikal** came to an end on **15-12-2015**. In order to finalize new security agency, e-tender was invited through e-tendering system, Government of Puducherry vide tender reference No. 632/PJN/EC/2015-16 published on 21-11-2015. The last date for tender closing was 02-12-2015. The same was opened on 03-12-2015 by the e-procurement committee of PAJANCOA & RI. Among the tenderers, **M/s. Sai Security Guard and Manpower Supplier, Karaikal** quoted the lowest rate as detailed below:-

Sl. No	Description	Quantity	Rate / Day
1.	Assistant Security Officer	1 person / shift	247.80
2.	Security Guard	1 person / shift	213.30

The financial implication for engagement of 24 Nos of Security Guards and 3 Nos. of Assistant Security Officer as per our requirement and as per the rate quoted by the lowest tenderer **M/s Sai Security Guard and Manpower Supplier, Karaikal** is furnished hereunder:

Sl. No	Description	Nos	Rate/ Day	Rate/ Person/ Month	Rate/Year
1.	Assistant Security Officer	3	247.80	7,434/-	2,67,624/-
2.	Security Guard	24	213.30	6,399/-	12,42,912/-
					21,10,536/-
(Rupees twenty one lakh ten thousand five hundred and thirty six only)					

The rate quoted by the lowest bidder satisfies the minimum rate of wages prescribed and published by the Labour Department, Puducherry vide G.O. Ms. No.3/Lab/AIL/G/2015 dt 24-02-15. Hence, the lowest bidder **M/s. Sai Security Guard and Manpower suppliers, Karaikal** was approved to undertake security contract service for a period of one year vide Note Order No 005277/CS/2015-16 dated 14-12-2015 of Chief Secretary cum Chairman, PAJANCOA (Karaikal) Society.

The Governing Body may consider ratification of the grant of campus security service to M/s. Sai Security Guard and Manpower suppliers, Karaikal for a period of one year from 16.12.2015.

3 (I). TO CONSIDER RATIFICATION OF EXPENDITURE INCURRED TOWARDS CREATION / STRENGTHENING OF NEW / EXISTING INFRASTRUCTURE FACILITIES AND OTHER EXPENDITURE INCURRED FROM THE GRANTS RECEIVED UNDER SCSP PLAN SCHEME DURING 2014-2015.

A sum of Rs. 1,41,50,000/- was received as Grant-in Aid under SCSP Plan Scheme vide G. O. RT. No. 61/Ag, Dt. 24.02.2015. The following expenditure was incurred from the fund received.

<i>Sl. No.</i>	<i>Description of expenditure</i>	<i>Beneficiary Department</i>	<i>Amount</i>
1	HT Energy consumption Bill	PAJANCOA& RI	2,15,184
2	HT Energy consumption Bill	PAJANCOA& RI	2,36,957
3	HT Energy consumption Bill	PAJANCOA& RI	2,15,110
4	HT Energy consumption Bill	PAJANCOA& RI	2,13,770
5	HT Energy consumption Bill	PAJANCOA& RI	2,10,039
6	HT Energy consumption Bill	PAJANCOA& RI	2,00,911
7	HT Energy consumption Bill	PAJANCOA& RI	2,35,282
8	HT Energy consumption Bill	PAJANCOA& RI	2,05,384
9	HT Energy consumption Bill	PAJANCOA& RI	2,13,952
10	HT Energy consumption Bill	PAJANCOA& RI	2,20,021
11	HT Energy consumption Bill	PAJANCOA& RI	1,75,833
12	HT Energy consumption Bill	PAJANCOA& RI	2,00,414
13	computer & printer	Agri Econ. & Extn	62,000
14	computer and printer	O/o the Dean	62,000
15	Purchase of UPS	Agri Econ. & Extn	1,740
16	Air conditioner	PBG	46,250
17	LED Projector	Agri Econ & Extn	45,000
18	LED Projector	Horticulture	45,000
19	Spectrophotometer	SS&AC	50,000
20	Air conditioner	O/o the Dean	92,500
21	Construction of compound wall	Engg Cell	49,000
22	Furniture	Education	42,000
23	Computer system	Seed Tech Lab	17,500
24	Microscopes	Microbiology	15,000
25	Construction of compound wall	Engg Cell	49,000
26	Construction of compound wall	Engg Cell	10,000
27	Notice Board	Staff Advisor	33,700
28	HT Energy consumption Bill	PAJANCOA& RI	2,11,881
29	Construction of compound wall	Engg Cell	15,000
30	HT Energy consumption Bill	PAJANCOA& RI	2,14,061
31	HT Energy consumption Bill	PAJANCOA& RI	2,32,945
32	HT Energy consumption Bill	PAJANCOA& RI	2,00,573

33	Repairs to Girls Hostel	Hostel	6,032
34	Supply of Furniture	Education	47,141
35	Installation of Toilet	PBG	8000
36	Tissue culture table	PBG	99,800
37	Construction of compound wall	Engg Cell	63,000
38	Lab equipments	SS&AC, Pl. Pathology	1,54,668
39	Lab equipments	PBG/ Agronomy	1,06,717
40	HT Energy consumption Bill	PAJANCOA& RI	2,11,686
41	Special Repairs to Girl's Hostel	Hostel	60,55,000
42	LCD Projector	Pl. Pathology	45,000
43	LCD Projector	Entomology	20,000
44	Lab equipments	SS& AC, Entomology	90,805
45	Hybrid Laptops	Computer Centre	4,68,660
46	Laboratory Equipments	Plant Pathology	49,496
47	Scanner cum Printer	Education	12,800
48	Desktop Computers	Computer Centre	9,78,795
49	Steel almirahs and racks	Education	90,300
50	CCTV System	Education	71,805
51	Examination Tables & Chairs	Education	4,34,700
52	250 KVA Generator	Engg. Cell	16,39,692
53	Lab equipments / LCD Projectors	SS&AC/ Entomology	1,77,475
Total			1,41,50,000

The Governing Body may consider ratification of the expenditure incurred under SCSP Scheme from the grant of Rs. 1,41,50,000/- received during 2014-15.

3 (J). TO CONSIDER RATIFICATION OF CARRYING OUT CIVIL WORKS AS DEPOSIT WORK WITH PWD, KARAİKAL FROM THE GRANTS RECEIVED UNDER SCSP PLAN SCHEME DURING 2013-2014 AND 2014-2015

An amount of Rs. 48.00 Lakhs was deposited with PWD, Karaikal for carrying out “**Special repairs to Boy’s Hostel**” under Deposit Work vide Note Order No: 5618/ CS dated 12.12.2014 from the grants received under SCSP Plan Scheme during 2013-14.

An amount of Rs. 60.55 Lakhs was deposited with PWD, Karaikal for carrying out the following civil works under Deposit Work vide Note Order No: 5012/ CS dated 25.11.2015 from the grants received under SCSP Plan Scheme during 2014-15.

<i>Sl. No.</i>	<i>Name of the work</i>	<i>Estimated Cost of work</i>
1.	Special repairs to Girl’s Hostel	39,00,000
2.	Repairs and Renovation of Seminar Hall	3,10,000
3.	Provision of air-conditioning to Seminar Hall	7,85,000
4.	Construction of Labour Shed in the Eastern Farm Yard	8,40,000
5.	Rectification of Local Area Network within the campus	2,20,000
Total		60,55,000
<i>(Rupees Six lakhs and fifty five thousands only)</i>		

The Governing Body may consider ratification of the above said deposit works with PWD, Karaikal.

3 (K) TO CONSIDER RATIFICATION OF THE RE-CONSTITUTION OF SUSPENSION REVIEW COMMITTEE

Dr. S. Anandkumar, Associate Professor, PAJANCOA & RI, Karaikal was suspended with effect from 22.05.2014 for a period of 90 days by the order of the Chief Secretary-cum-Chairman/ Disciplinary Authority for his various acts of omission and commission in the services of the Institution.

Before expiry of ninety days, the order of suspension was reviewed by the first Suspension Review Committee (SRC) meeting convened on 13.08.2014 at 12.00 noon in the chamber of the Chief Secretary and Chairman, PAJANCOA (Karaikal) Society. As per the proceedings of the **first** meeting of the SRC, the suspension period has been extended for a period of 180 days with effect from 20.08.2014. Similarly, as per the proceedings of the **second** SRC meeting held on 11.02.2015, the suspension period has been further extended for a period of 180 days with effect from 16.02.2015 and as per the proceedings of the **third** SRC meeting held on 12.08.2015, **the suspension of Dr. S. Anandkumar was extended for a further period of 180 days with effect from 15.08.2015** vide Order No. PJN/Estt/E1/Dr.S.A./2013-14, dt. 12.08.2015 *r/w* Corrigendum No. PJN/Estt/E1/Dr.S.A./2013-14, dt. 17.08.2015 of the Member Secretary - SRC.

Since the post of Dean was lying vacant during the third SRC meeting, the composition of committee was reconstituted as follows vide Order No. 22533/CS (Agri)/A1/2015, dt. 12.08.2015:

- | | | |
|---|---|--------------------------------------|
| (i) Chief Secretary to Govt.-cum-Chairman,
PAJANCOA (Karaikal) Society | : | Chairman of the Committee |
| (ii) Secretary to Govt. (Agriculture) | : | Member of the Committee |
| (iii) Director, Department of Agriculture,
Puducherry | : | Member-Secretary of the
Committee |

The Governing Body may consider ratification of the re-constitution of the Suspension Review Committee temporarily for the third SRC meeting held on 12.08.2015.

3 (L). TO CONSIDER RATIFICATION OF THE APPOINTMENT OF TEACHERS ON CONTRACT BASIS

The discipline of Agricultural Entomology offers post graduate programme since the academic year 2000-2001. However, the PG programme was temporarily suspended concurrently for two years from the academic year 2013-14 with the approval of the Chairman and Governing Body of the Institute due to the sudden decrease in the faculty strength.

Attempts were made earlier to get the teaching faculties/ qualified persons on deputation from Tamil Nadu Agricultural University, Coimbatore and/or from the Department of Agriculture, Puducherry to conduct under graduate and post graduate courses and/ or act as Chairman/ guide for the Post graduate students. This Institute was unable to get the recognized post graduate teachers on deputation. In this connection, the XLI (41st) Governing body held on 13.09.2013 (Agenda item No. 10) had suggested to explore the possibilities of engaging retired faculties or creating positions such as Post-doctoral fellow on consolidated pay so as to revive the Post graduate programme.

After getting due approval of the Chief Secretary cum Chairman vide Note order No. 3178 of Chief Secretary dated 28.07.2015, the following teachers on contract basis were engaged for a period of 179 days in order to run the ongoing undergraduate programme and to revive postgraduate programme in Agricultural Entomology from the academic year 2015-16.

Sl. No.	Name	Designation	Date of appointment
1.	Dr. D. Adiroubane, Professor (Retd)	Teacher (Contract basis)	26.10.2015
2.	Dr. K. Devarssou @ Tinehe Koumar	Teacher (Contract basis)	08.12.2015
3.	Dr. L. Ramazeame	Teacher (Contract basis)	11.12.2015

The Governing Body may consider ratification of the engagement of the above said three teachers in the discipline of Agricultural Entomology on contract basis for smooth conduct of the UG and PG programmes.

3 (M). TO CONSIDER RATIFICATION OF THE APPOINTMENT OF STATUTORY AUDITOR FOR THE YEAR 2014-15

The Governing Body of PAJANCOA (Karaikal) Society may consider ratification of the appointment M/s G. Suryanarayanan, Chartered Accountant, “Kamalam”, 2/27, Reddi Rao Tank South, Kumbakonam-1, who was approved to take-up the Statutory Audit of the institution for the Financial Year 2014-15 vide Note Order No: 002087, dt. 08.05.2015 of the Chief Secretary to Govt.-cum-Chairman, PAJANCOA & RI, Karaikal.

3 (N). TO CONSIDER RATIFICATION OF REGULARIZATION OF PROMOTIONS UNDER CAREER ADVANCEMENT SCHEME (CAS) AND THE RELEASE OF INCREMENTS TO DR. K. OMAR HATTAB AND DR. R. GOVINDARASU

Dr. K. Omar Hattab and Dr. R. Govindarasu have joined the Institute on 03.05.1988 and 11.08.1988, respectively as Assistant Professors initially on deputation basis from the Department of Agriculture, Government of Puducherry and subsequently both of them were permanently absorbed as Assistant Professors from their date of entry into the Institute vide Office Memorandum No. 33-A/E1/ 95 dated 11.09.1996 in consonance with the guidelines provided by the DoPT, New Delhi in this regard.

Thereafter, they were promoted to the post of Assistant Professor (Senior scale) on 01.01.1996 and again as Associate Professor on 05.11.1999 under the Career Advancement Scheme (CAS).

The Agriculture Department, Puducherry had based on the request from the Institute issued a G.O. Ms. No. 22/ Ag. Dated 10.10.2005 for counting of past services rendered as Agriculture Officers in the Agriculture Department, Puducherry by 14 of the teaching staff including Dr. K. Omar Hattab and Dr. R. Govindarasu for extending benefits under the CAS. Based on the said G.O., both of them along with 8 others were promoted by the Staff (Teaching) Selection Committee to the post of Professor on 04.09.2006 under CAS.

Four directly recruited Professors had filed cases against the said G.O. vide W.P. Nos. 5219/2006 and 6336/ 2006. And in the combined final order, the Hon'ble Single Judge had set aside the impugned GO. However, the Professors (CAS) made an appeal in W.A. No. 1467 and 1468/ 2009.

The division bench upheld the order of the Hon'ble Single Judge in its order dated 12.09.2011. Aggrieved by this, 7 of the Professors (CAS) made an appeal in the Apex Court in SLP No. 33338 – 33339/ 2011 and the Hon'ble Apex Court had passed an interim order "*In the mean time, status quo with regard to the present postings of the petitioners shall be maintained*".

In the meantime, Dr. K. Omar Hattab and Dr. R. Govindarasu had requested the PAJANCOA & RI administration to release the regular annual increments that were withheld since 2009 without assigning any reasons and also to regularize their services based on the services put up by them at PAJANCOA & RI alone.

The details of the Service of Dr. K. Omar Hattab and Dr. R. Govindarasu in PAJANCOA & RI are as follows:

Sl. No.	Particulars	Dr. K. Omar Hattab	Dr. R. Govindarasu
1.	Date of joining in PAJANCOA on deputation as Asst. Prof.	03.05.1988	11.08.1988
2.	Date of regularization in the post of Assistant Professor	03.05.1988	11.08.1988
3.	Date of completion of 9 years of eligible service for promotion to Assoc. Prof. as per RR	03.05.1997	11.08.1997
4.	Date of completion of 17 years of combined service in Asst. Prof. and Assoc. Prof. for promotion to Professor as per RR	03.05.2005	11.08.2005

Thus, it is observed that without invoking GO Ms. No. 22/ Ag. Dated 10.10.2005 and without counting the past services rendered in the Agriculture Department as Agriculture Officers both the officials have by virtue of their own continuous services in the PAJANCOA & RI itself are entitled for promotion as Associate Professor on 03.05.1997 and 11.08.1997 and Professor on 03.05.2005 and 11.08.2005, respectively as per the R.Rs under the CAS.

Hence, based on the individual request letters for regularization of their services as Associate Professor and Professor and to release the withheld annual increments since 2009, the Chief Secretary cum Chairman after taking views of the DP&AR and Law department had ordered the following vide Order No. 15098/CS(Agri)/A1/2015 dated 31.12.2015.

- a. Dr. K. Omar Hattab and Dr. R. Govindarasu may be regularized in the post of Associate Professor with effect from 03.05.1997 and 11.08.1997, respectively and in the post of Professor with effect from 03.05.2005 and 11.08.2005, respectively, the dates on which they became eligible for the post by virtue of their own service in the PAJANCOA & RI without counting the past services as Agriculture Officers in the Agriculture Department which was specifically challenged and is under consideration in the Hon'ble Supreme Court of India.
- b. The periodical increment of the above two officials withheld from the year 2009 without any valid orders or justifiable reason or any court direction may be released and regulate their pay accordingly in terms of the laid down procedures.

This order was issued without prejudice to the case (SLP 33338-33339/2011) pending before the Supreme Court of India and subject to be reviewed, if warranted, based on the final outcome of the Supreme Court of India.

The Governing Body may consider ratification of the action taken to release the periodical increments that were withheld since 2009 and to regularize Dr. K. Omar Hattab and Dr. R. Govindarasu in the post of Associate Professor and Professor from the date of their eligibility.

AGENDA ITEM NO. 4**TO CONSIDER AND APPROVE STARTING OF B.Sc. (HORTICULTURE) COURSE AT PAJANCOA&RI, KARAIKAL FROM THE ACADEMIC YEAR 2016-17**

Horticulture is taking a “Golden Revolution” at all India level as well as at global level and gaining a momentum in earning foreign exchange to the country. The Horticulture sector contributes around 28% of the GDP from about 13.09% of the area in India and 37% of the total export of agricultural commodities. The B.Sc. (Horticulture) degree programme, being a new course to be offered in the U.T. of Puducherry, will have lot of job opportunities as Horticultural Officer in the Government service, Horticulture Extension Officer in the banking sector, as an entrepreneur in Floriculture, landscaping, interior decoration etc. The graduates will also have bright job opportunities in the private sectors like nursery business, vegetable seed industries, medicinal and aromatic industries, orchard management, fruits and vegetable processing industries, coffee, tea, rubber and other plantation estates. The students can take up higher studies in M.Sc. (Horticulture) and Ph.D. in Horticulture/Biotechnology. The B.Sc. (Horticulture) is a recognized degree programme like B.Sc.(Agriculture) degree programme. The B.Sc. (Horticulture) graduates are eligible to write All India Service Exams like Civil services, Forest service, Agriculture Research Services (ARS) etc.

His Excellency the Lt. Governor and the Hon’ble Chief Minister of Union Territory of Puducherry have assured during the Budget Session 2015-16 that four year B.Sc. (Horticulture) course will be started in PAJANCOA&RI.

The additional financial requirement in starting the B.Sc. (Horticulture) Programme:

	Particular	Amount in lakh Rs.	Total Amount in lakh Rs.
Non-Recurring	Course processing fee (One-time payment)	2.00	27.00
	Purchase of furniture for class rooms (4 years)	20.00	
	Purchase of work tables for laboratories	5.00	
Recurring	Salary for the two additional Assistant Professors (per year)	12.00	12.00
	TOTAL AMOUNT (in Lakh Rupees)		39.00

This will add good value to the institute which was established long back in 1987. Many private colleges established later than PAJANCOA are already running multiple courses. We only require 2 new teaching posts at the entry level to be filled up. Other facilities like Class rooms,

fields, orchards, laboratories etc. could be used for this new course B.Sc. (Horticulture)

Hence, permission may kindly be accorded to start B.Sc.(Horticulture) degree programme at PAJANCOA&RI, Karaikal with an intake strength of 40 students per year (20 students under regular scheme + 20 students under payment scheme) from the ensuing academic year 2016-17.

Starting B.Sc. (Horticulture) course and admitting half-of the students under Payment Scheme will pave way for increasing the revenue generation in the Institute, as detailed below.

Scheme of Admission	No. of students	Fee per semester per student (Rs.)	Revenue per year (in lakhs)
Regular Scheme	20	11,000	4.40
Payment Scheme	20	55,000	22.00
TOTAL	40	--	26.40

Also, the revenue will be increasing 10 per cent every year since the fee to be paid by the students is revised upward by 10 per cent as per the ID Note. No. B13018/F2/2000(7) dated 03.07.2000

The Governing Body is requested to approve the start of B.Sc.(Horticulture) degree programme at PAJANCOA&RI, Karaikal from the ensuing academic year 2016-17 with an intake strength of 40 students per year (20 students under regular scheme + 20 students under payment scheme).

AGENDA ITEM NO. 5:**TO CONSIDER AND APPROVE INCREASING THE ADMISSION STRENGTH OF STUDENTS TO B. SC. (AGRICULTURE) COURSE AT PAJANCOA&RI, KARAİKAL FROM THE ACADEMIC YEAR 2016-17**

The B.Sc. (Agriculture) degree programme at PAJANCOA&RI was started during the academic year 1987-88 with an initial intake capacity of 50 students per year. Subsequently, the intake capacity was increased to 60 students per year from the academic year 1992-93. From the academic year 2012-13, the admission strength at PAJANCOA&RI was increased to 88 (80 under regular scheme + 8 under NRI scheme), as per the decision of 115th meeting of Academic Council meeting of TNAU held on 20.04.2012 which was subsequently ratified by the 41st meeting of the Governing Body of PAJANCOA (Karaikal) Society held on 13.09.2013 (Agenda item No. 3).

Further, as per the decision of the 41st meeting of the Governing Body of PAJANCOA (Karaikal) Society held on 13.09.2013 (Agenda item No. 6), from the academic year 2014-15, students were admitted to B.Sc. (Agriculture) under payment scheme. The intake capacity of students under different schemes at PAJANCOA&RI during the past two academic years (2014-15 and 2015-16) is furnished below.

State	Reservation %	Number of seats		
		Regular Scheme	Payment Scheme	Foreign National / NRI scheme
U.T. of Puducherry	85 %	51	17	8
Other States / UTs	15 %	9	3	
Total	100 %	60	20	8
GRAND TOTAL		88		

The demand for agricultural graduates at all India level is on the raising side for the past few years. Considering the demand for agricultural graduates, the Tamil Nadu Agricultural University has increased the number of agricultural colleges from four to seven within the last two years. Also, eleven private agricultural colleges have come up in the adjacent state of Tamil Nadu within the last two to three years. The competition for securing a seat for B.Sc. (Agriculture) in this Institute is on the raising side by

- a) virtue of the high teaching standard maintained in this Institute and
- b) the superior quality of agricultural graduates produced by PAJANCOA&RI.

The graduates produced by this Institute are excelling well at all India level competitive examinations and their performance in other Institutes while pursuing their higher studies is highly

appreciated.

The number of seats filled and the number of applications received during the past four years is given below to depict the level of competition for securing seat at PAJANCOA&RI.

Academic year	Intake capacity	Number of applications received
2012-13	88	565
2013-14	88	964
2014-15	88	1306
2015-16	88	1610

Considering the necessity to produce more agricultural graduates in the country in general and in the U.T. of Puducherry in particular and the level of competition among the students for getting admission into PAJANCOA&RI, the admission strength to B.Sc. (Agriculture) in this Institute may be increased. This will add good value to the institute which was established way back in 1987.

The admission strength could be increased from the present level of 88 to 120 students per year, utilizing the existing infrastructure facilities like fields, orchards, laboratories and staff strength. Only four additional lecture halls with furniture, black boards, LCD Projector, *etc.* need to be created in phased manner for the next four years in the existing academic blocks which is planned to take up from the SCSP funds. The proposed intake capacity of students to B.Sc. (Agriculture) is given below:

Scheme of admission	Intake per year	
	Existing	Proposed
Regular Scheme	60	70
Payment Scheme	20	40
Foreign National / NRI Scheme	8*	10*
TOTAL	88	120

[*Note: If the seats under Foreign national / NRI Scheme is not filled-up, the same will be filled-up under Payment scheme*]

The reservation policy in force will be adopted for the proposed intake of students also. This increase in seat under Payment Scheme and Foreign National / NRI Scheme will also pave way for increasing the revenue generation in the Institute.

The Governing Body is requested to approve the increase in the admission strength to B.Sc.(Agriculture) degree programme at PAJANCOA&RI, Karaikal from the present level of 88 per year to 120 per year from the ensuing academic year 2016-17.

AGENDA ITEM NO. 6:**TO CONSIDER AND APPROVE ADMITTING STUDENTS TO UNDERGRADUATE COURSES AT PAJANCOA&RI, KARAIKAL THROUGH CENTAC FROM THE ACADEMIC YEAR 2016-17**

The B.Sc. (Agriculture) degree programme at PAJANCOA&RI was started during the academic year 1987-88. From the academic year 2012-13, students were admitted under NRI scheme. Similarly, as per the decision of the 41st meeting of the Governing Body of PAJANCOA (Karaikal) Society held on 13.09.2013 (Agenda item No. 6), students are admitted under payment scheme from the academic year 2014-15.

This Institute was affiliated to Tamil Nadu Agricultural University (TNAU) until 2014-15. Hence, the admission to B.Sc. (Agri) was directly carried out by this Institute as the classes had to be commenced in line with TNAU. From the academic year 2015-16, as per the resolution of the 42nd Governing Body meeting (Agenda item No.4), this Institute is affiliated to Pondicherry University to which all the Professional Colleges in U.T. of Puducherry are affiliated.

The Centralized Admission Committee (CENTAC) is carrying out the process of admitting the students to all the Professional Colleges in the U.T. of Puducherry except PAJANCOA&RI. During the last academic year (2015-16) also, admission to B.Sc. (Agri) at PAJANCOA&RI was directly carried out by this Institute, since getting the affiliation order from the Pondicherry University could not be completed before May 2015, by which time CENTAC had already issued the admission notification.

Hence, from the ensuing academic year (2016-17), admission to UG degree programme at PAJANCOA&RI may be permitted to carry out through CENTAC for the following category of U.T. of Puducherry students except (i) the special allocations to UT of Puducherry candidates, (ii) other state candidates, (iii) Payment Scheme candidates and (iv) Foreign National/NRI seats:

Sl. No.	SEATS TO BE FILLED UP THROUGH CENTAC		No. of seats*
1	Seats allotted to General Category (OC)	50% of 45 seats	22
2	Seats allotted to Other Backward Class (OBC)	11% of 45 seats	5
3	Seats allotted to Most Backward Class (MBC)	18% of 45 seats	8
4	Seats allotted to Backward Class Muslim (BCM)	2% of 45 seats	1

5	Seats allotted to Extreme Backward Class (EBC)	2% of 45 seats	1
6	Seats allotted to Scheduled Caste (SC)	16% of 45 seats	7
7	Seats allotted to Backward Tribes (BT)	1% of 45 seats	1
	TOTAL	100%	45

** Subject to variation from time to time based on the intake strength of UG admission*

However, PAJANCOA&RI would continue to admit the students under the following categories/schemes as detailed below:

Scheme of Admission	SEATS TO BE FILLED BY PAJANCOA & RI	No. of seats*
Regular Scheme	Special allocation for U.T. of Puducherry candidates	6
	Other State/other UT candidates	9
Payment Scheme	All candidates	20
Foreign National / NRI Scheme	All candidates	8
	TOTAL	43

** Subject to variation from time to time based on the intake strength of UG admission*

After getting approval of the Governing Body of PAJANCOA (Karaikal) Society, the Chairman (CENTAC) will be requested to include PAJANCOA&RI in the list of colleges for which admission is carried out by CENTAC.

The Governing Body is requested to consider and approve from the ensuing academic year 2016-17 to

- a. admit the UT of Puducherry regular scheme students to B.Sc. (Agriculture) degree programme at PAJANCOA&RI through CENTAC and
- b. admit the UT of Puducherry special allocation, Payment and Foreign/ NRI scheme students to B.Sc. (Agriculture) degree programme at PAJANCOA&RI by the Institute itself.

AGENDA ITEM NO. 7

TO CONSIDER REVIEW OF FINANCIAL POWERS AND RE-DELEGATION OF FINANCIAL POWERS TO THE DEAN, PAJANCOA&RI, KARAİKAL FROM THE EXISTING RS. 1.00 LAKH TO RS. 5.00 LAKHS

The existing financial powers of Rs. 1,00,000/- for incurring expenditure by the Dean, PAJANCOA&RI, Karaikal was approved by the Decision of the Governing Body vide Agenda Item No. 3 (b) of XIX meeting held on 11.02.1998. This power was delegated taking into the circumstances prevailing at that time. However, the Budget allocation to PAJANCOA&RI, Karaikal has increased to a considerable extent over the years. But financial powers of the Dean has not been reviewed and enhanced accordingly for nearly 17 years. With a view to minimize the procedural delays and speed up the process of routine matters, the existing financial powers needs to be reviewed for granting of appropriate financial powers to the Dean, PAJANCOA&RI, Karaikal.

The Finance Department, Puducherry is re-delegating the financial powers of the Secretaries / Heads of Department / Heads of Offices often from time to time with a view to minimize the procedural delays and to speed up the process of disposing routine matters. The latest re-delegation of financial powers was issued by the Finance Department vide G. O. Ms. No. 47/ F3/ 2014 dated 09.12.2014.

As per the said G.O, the financial powers of Heads of Departments of Government of Puducherry has been re-delegated varying for various nature of expenditure starting from Rs. 2.00 Lakhs for execution of petty works (*Vide item II (12) of Annexure I of the said GO*) to Rs. 15.00 Lakhs for purchase of stores including instructions/ equipment's and apparatus (*Vide item II (22) of Annexure I of the said GO*). **Hence, in consonance with the said G.O, the financial powers of the Dean, PAJANCOA&RI, Karaikal may be re-delegated as follows:**

- (i) The existing financial powers of the Dean PAJANCOA&RI, Karaikal may be enhanced from existing Rs. 1.00 Lakh to Rs. 5.00 Lakhs in each case for purchase of stores and execution of projects / works required for running the institution and incurring all contingent, miscellaneous expenditure and temporary advances.**
- (ii) The local Purchase Committee may be delegated with powers to approve tenders / quotations for purchase of items / execution of works etc. from the existing Rs. 1.00 Lakh to Rs. 5.00 Lakhs.**

AGENDA ITEM NO. 8

TO CONSIDER AND APPROVE THE STATUTORY AUDIT REPORT FOR THE YEAR ENDING 31ST MARCH 2015

The Statutory Audit for the Financial Year ending 31st March 2015 has been completed by M/s G. Suryanarayanan, Chartered Accountant, “Kamalam”, 2/27, Reddi Rao Tank South, Kumbakonam-1 who was appointed as Statutory Auditor for the institution vide Note Order No: 2087/CS, dt. 11.05.2015.

The Governing Body may consider and approve the Statutory Audit Report for the year ending 31st March 2015.

AGENDA ITEM NO. 9

TO CONSIDER AND APPROVE INTERNAL / CONCURRENT AUDIT REPORT FOR THE FINANCIAL YEAR 2014-2015

The Internal / Concurrent Audit for the Financial Year ending 31st March 2015 has been completed by M/s G. Suryanarayanan, Chartered Accountant, “Kamalam”, 2/27, Reddi Rao Tank South, Kumbakonam-1 who was appointed as Internal Auditor for the Institution vide Note Order No: 5381/CS, dt. 27.11.2014. The Audit firm has submitted its report for the four Quarters of the Financial Year 2014-15.

The Governing Body may consider and approve the Internal Audit Report for the four quarters of the financial year ending 31st March 2015.

AGENDA ITEM NO. 10

TO CONSIDER AND APPROVE APPOINTMENT OF STATUTORY AUDITOR FOR THE FINANCIAL YEAR 2015-16

The Statutory Audit for the Financial Year ending 31st March 2015 has been completed by M/s G. Suryanarayanan, Chartered Accountant, “Kamalam”, 2/27, Reddi Rao Tank South, Kumbakonam-1 who was appointed as Statutory Auditor for the institution vide Note Order No: 2087/CS, dt. 11.05.2015. The firm has been engaged for the second year. As per the norms prescribed by RBI, an audit firm can be engaged for three consecutive years provided the firm conducts the Audit in a satisfactory manner. The performance of M/s G. Suryanarayanan, Chartered Accountant, “Kamalam”, 2/27, Reddi Rao Tank South, Kumbakonam-1 is satisfactory.

The Governing Body may consider and approve the appointment of of M/s G. Suryanarayanan, Chartered Accountant, “Kamalam”, 2/27, Reddi Rao Tank South, Kumbakonam-1 as Statutory Auditor for the Financial Year 2015-16.

AGENDA ITEM NO. 11

TO CONSIDER APPOINTMENT ON COMPASSIONATE GROUNDS

A. TO TMT. P. MANGALAMBAL W/O (LATE) THIRU M. PALANIVEL, JUNIOR ENGINEER, ENGINEERING CELL, PAJANCOA&RI, KARAIKAL

Thiru M. Palanivel, Junior Engineer (Electrical), aged 49 years who was a regular employee of PAJANCOA&RI, Karaikal had met with a road accident near his residence on 07.03.2015 and had died on 08.03.2015 due to head injury.

Thiru M. Palanivel, was recruited and appointed as Junior Engineer (Electrical) (PB2-Rs.9300-34800 + GP: Rs. 4200) on 16.09.2002. He was survived by his wife and one son and daughter. His wife is a home maker and his son studying 8th Std and his daughter studying 2nd Std and all of them are wholly dependent on the deceased Govt. servant.

Tmt. P. MANGALAMBAL W/o (Late) Thiru M. PALANIVEL, Junior Engineer (Electrical) had submitted the application seeking grant of appointment on compassionate grounds stating that the sudden and un-expected demise of her husband has left the family in penury and without any means of livelihood. Without Pension and Gratuity provision in PAJANCOA&RI, Karaikal she is left with no option except seeking grant of appointment on compassionate grounds to any one of the posts viz., Store Keeper Gr. III/ UDC / Data Entry Operator / LDC to sustain her life and raise her children vide her letter dated 06.04.2015. The applicant Tmt. P. MANGALAMBAL possess B. A., B. Ed., from a recognised University, Type Writing (English & Tamil) (both Senior Grade), Office Assistant Course (Office Automation).

The Tahsildar, Taluk Office, Thirunallar, has submitted the Financial Status of the deceased family. As per the report, the total annual income of the family is Rs. 24,000/- (Rupees Twenty four thousands only) and presently the applicant Tmt. T.Mangalambal, is being financially supported by her own brother vide Lr. No. 5041/ TLK/ TNR/ C3/ 2015-16, dated 10.12.2015.

B. TO TMT. NIRMALA DEVI W/O (LATE) DR. COUMAR, ASSISTANT PROFESSOR (ENTOMOLOGY), PAJANCOA&RI, KARAIKAL

Dr. Coumar, who was appointed as a regular employee of PAJANCOA&RI, Karaikal had died on 26.05.2013 by committing suicide.

Dr. Coumar, was recruited and appointed as Assistant Professor (Entomology) (PB2-Rs.9300-34800 + GP: Rs. 5400) on 03.04.2012. He was survived by his wife and two sons (4 years and 1 year old). His wife is a home maker and sons are kids and all of them are wholly dependent on the deceased Govt. servant.

Tmt. Nirmala Devi, W/o (Late) Dr. Coumar, Assistant Professor (Entomology) had submitted the application on 19.06.2013 seeking grant of appointment on compassionate grounds stating that the sudden and un-expected demise of her husband has left the family in penury and without any means of livelihood.

Without Pension and Gratuity provision in PAJANCOA&RI, Karaikal she is left with no option except seeking grant of appointment on compassionate to sustain her life and raise her children vide her letter dated 19.06.2013. The applicant Tmt. Nirmala Devi had declared herself as unemployed. She possesses B.C.A and M.B.A degree from a recognised University, Typewriting in English Lower Grade and Short Course on Data base designing in NIIT.

A letter seeking the present financial status of the deceased employee's family has been sent to Tahsildar, Taluk Office, Bahour, Puducherry and the same is yet to be received by this office.

The following are the vacant post position in the Institute of Group B and C:

Sl. No.	Name of the post	Sanctioned strength	Pay band (Rs.)	Grade Pay (Rs.)	No. of posts filled	No. of posts vacant
1.	Assistant Programmer	1	9300-34800	4200	0	1
2.	Stenographer- Grade3	1	5200-20200	2400	0	1
3.	Store Keeper – Grade2	1	5200-20200	2400	0	1
4.	Store Keeper – Grade3	3	5200-20200	1900	0	3
5.	MTS (General)	14	5200-20200	1800	12	2
6.	Mazdoor/Agri Mazdoor	85	5200-20200	1800	75	10

Hence, the Governing Body may consider and approve the grant of appointment on compassionate grounds to Tmt. P. Managalambal and Tmt. Nirmala Devi in any one of the vacant posts based on their educational / technical qualifications.

AGENDA ITEM NO. 12**TO CONSIDER AND APPROVE PROPOSAL FOR CONDEMNATION OF VEHICLES AND PURCHASE OF NEW VEHICLES AS REPLACEMENT**

The following Institute vehicles are off-road due to major repairs and are to be condemned and disposed off after observing the usual formalities. The AG Audit in its inspection of the accounts has also recommended condemning the off-road vehicles.

Sl. No	Particular of Vehicles	Regn. No.	Date of arrival at the post	Total run in Kms
1.	HML – Ambassador Model AMB 1800 MPFL	PY02 D 2772	01.12.2005	221000
2.	Mahindra & Mahindra Jeep Model: MM540 – DD/4 – WD/ FED	PYK 7700	25.01.1988	104424
3.	Tata Sumo DX	PY 02 B 1719	28.06.2000	273129
4.	Mahindra & Mahindra pick up Van Model: FJ – 460P/2WD	PYK 7426	11.04.1988	111913
5.	Tempo Trax Model: Town & Country	PY 02 7527	03.06.1994	140800
6.	Mitsubishi Canter – Mini bus	PYT 9212	30.05.1988	199258
7.	Swaraj Mazda – Mini bus Model: T3500 – WT50	PYT 9363	14.09.1988	224325

The above said vehicles had crossed more than 15 years and had run above One lakh kilometres.

It is also worth to take note of the fact that no spares for the above said models of vehicles are available and hence all the above said vehicles are kept idle without road worthy condition.

Hence, the Governing Body may consider and approve condemnation of these vehicles and may also approve to purchase new vehicles as replacement to condemned vehicles in a phased manner.

AGENDA ITEM NO. 13**TO CONSIDER AND APPROVE GRANT OF HIGHER GRADE PAY TO NON TEACHING STAFF UNDER MACP SCHEME**

The following Non-Teaching and Field staffs of PAJANCOA&RI have completed 10 years of service in the existing Grade Pay from the dates mentioned against each and are eligible for the grant of next Higher Grade pay in the Pay Band under MACP Scheme.

Sl. No	Name & Designation	Date of regular appointment	Date of eligibility for Grant of MACP	Present pay & GP	Pay & GP after MACP	Approx. Monthly financial commitment
1	M.Palanivel, Asst.Librarian	13.06.1994	13.06.2006	20060+4200	20790+4800	5130
2	R.Prabakaran, Asst.Librarian	13.06.1994	13.06.2006	20060+4200	20790+4800	5130
3	G.Sivakumar, Driver Gr.I	01.06.1990	01.09.2008	15710+2800	16270+4200	4292
4	M.Sivakesapandian, Driver Gr.I	01.06.1990	01.06.2015	14130+2800	14640+4200	4183
5	M.Gabriel,Driver Gr.I	01.06.1990	01.06.2015	14130+2800	14640+4200	4183
6	S.P.Siddarathan, Driver.Gr.III	13.06.1994	13.06.2014	10770+2000	11160+2400	1730
7	P.Sivaprakash, Work Assistant	07.12.2005	07.12.2015	10890+2400	11280+2800	1730
8	Djivanandam, Work Assistant	07.12.2005	07.12.2015	10890+2400	11280+2800	1730
9	Thirugnana Sambandam,WA	07.12.2005	07.12.2015	10890+2400	11280+2800	1730
10	B.Ravikumar, Attender	13.06.1994	13.06.2014	9260+1900	9600+2000	964
11	V.Albert, Gardener	13.06.1994	13.06.1994	9500+1900	9850+2000	986
12	R.Viswanathan, Helper	23.05.2003	23.05.2013	7880+1800	8170+1900	854
13	T.Pandian, Helper	23.05.2003	23.05.2013	7880+1800	8170+1900	854
14	K.Boopathy, Filed Asst.	20.10.2005	20.10.2015	7650+1800	7940+1900	854
15	T.Jayasamraj, Filed Asst.	20.10.2005	20.10.2015	7650+1800	7940+1900	854
16	M.Mahendiran, Filed Asst.	20.10.2005	20.10.2015	7650+1800	7940+1900	854
17	G.Vetrivelan, Filed Asst.	20.10.2005	20.10.2015	7650+1800	7940+1900	854
18	M.Karnan, Mazdoor	07.12.2005	20.12.2015	7650+1800	7940+1900	854
19	V.Kumar, Mazdoor	07.12.2005	20.12.2015	7650+1800	7940+1900	854
20	T.Mugunthan, Mazdoor	07.12.2005	20.12.2015	7650+1800	7940+1900	854
21	K.Nandagopal, Mazdoor	07.12.2005	20.12.2015	7650+1800	7940+1900	854
22	P.Raju, Mazdoor	07.12.2005	20.12.2015	7650+1800	7940+1900	854
23	M.Ramesh, Mazdoor	07.12.2005	20.12.2015	7650+1800	7940+1900	854
24	K.Thirumal, Mazdoor	07.12.2005	20.12.2015	7650+1800	7940+1900	854
25	S.Vaithinathan,Mazdoor	07.12.2005	20.12.2015	7650+1800	7940+1900	854
26	G.Baskaran, Mazdoor	07.12.2005	20.12.2015	7650+1800	7940+1900	854
27	N.Chandira, MTS	07.12.2005	20.12.2015	7650+1800	7940+1900	854
28	N.Maniammal, MTS	07.12.2005	20.12.2015	7650+1800	7940+1900	854
29	N.Rajaraman, MTS	07.12.2005	20.12.2015	7650+1800	7940+1900	854
30	R.Saraswathy MTS	07.12.2005	20.12.2015	7650+1800	7940+1900	854
31	A.Thamayandy, MTS	07.12.2005	20.12.2015	7650+1800	7940+1900	854
32	P.Selvarasu, MTS	07.12.2005	20.12.2015	7650+1800	7940+1900	854
33	P.Thangarasu, MTS	07.12.2005	20.12.2015	7650+1800	7940+1900	854
34	S.Nagarajan, Agrl.Mazdoor	30.08.2001	30.08.2011	8100+1800	8400+1900	876
35	K.Karnan, Agrl.Mazdoor	30.08.2001	30.08.2011	8100+1800	8400+1900	876

36	S.Ambalavanan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
37	R.Amutha, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
38	R.Andoniammal.Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
39	N.Anjutham,Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
40	P.Arangarajan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
41	A.Arockiasundaram, Agrl.Mazd	20.10.2005	20.10.2015	7650+1800	7940+1900	854
42	A.Aonraj, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
43	P.Babie, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
44	S.Chandira,Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
45	S.Eranitharan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
46	R.Eniyarajan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
47	M.Inthirachithan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
48	A.Jasinthamarie,Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
49	A.Kalaiarasy, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
50	R.Kalaivani, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
51	M.Kaliappan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
52	G.Kannan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
53	A.Kumadavally, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
54	S.Mahalakshmi, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
55	M.Malarvishy, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
56	R.Masilamarie, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
57	T.Mahiazhagan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
58	M.Mohan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
59	P.Murugan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
60	A.Nagappan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
61	S.Neelavathy, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
62	D.Palani, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
63	M.Pandithurai, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
64	A.Perinbam, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
65	K.Periyamayagi, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
66	K.Pushpa, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
67	M.Rajalakshmi, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
68	M.Rajendiran, Agrl.Mazdoor	20.10.2005	20.19.2915	7650+1800	7940+1900	854
69	S.Rajendiran, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
70	R.Ramachandiran, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
71	T.Ravi, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
72	S.Ravisankar, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
73	A.Saroja, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
74	K.Saroja, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
75	R.Saroja, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
76	T.Sebestiane, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
77	B.Sekar, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
78	B.Selvamurugan, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
79	A.Susai, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
80	A.Vasantha, Agrl.Mazdoor	20.10.2005	20.10.2015	7650+1800	7940+1900	854
					Total	90758

The Governing Body may consider and approve the grant of next higher Grade Pay to the above said 80 staff under MACP Scheme with effect from their date of eligibility.

AGENDA ITEM NO. 14**TO CONSIDER AND APPROVE FILLING-UP OF VACANT POSTS OF PAJANCOA&RI**

The following essential vacant posts are to be filled-up urgently for the smooth functioning of the institute as well as to fulfil the observations of the Pondicherry University Affiliation committee recommendations.

1. Assistant Professor (Agri Engineering) – Two (2)
2. Assistant Professor (Entomology) – Four (4)
3. Junior Engineer (Electrical) – One (1)

The approved and present staff strength of Agricultural Engineering and Agricultural Entomology disciplines to handle both UG and PG courses are as follows:

Sl. No.	Designation	Sanctioned strength	Present strength	Vacant
1.	Professor (Agriculture Ento.)	1	1	--
2.	Associate Professor (Agrl. Ento.)	2	--	2*
3.	Assistant Professor (Agrl. Ento.)	3	1	2
4.	Assistant Professor (Agrl. Engg.) Specialized in Farm machinery and power	1	--	1
5.	Assistant Professor (Agrl. Engg.) Specialized in Soil and Water conservation	1	--	1

* - The post shall revert back to the entry cadre (Asst. Prof.) as it will be filled by CAS promotion

Currently, the teaching vacancies are managed by engaging teachers on contract basis for a period of not exceeding 179 days. The Associate Professor and Professor vacancies will be naturally filled by the Career Advancement Scheme (CAS) from the incumbent Assistant Professors and hence, all the vacancies shall be filled in the entry cadre *ie.* Assistant Professor

The Junior Engineer (Electrical) vacancy that occurred due to the sudden demise of the incumbent was looked after as additional duty by the Junior Engineer (Civil) as it is an essential post to the Institute.

The Governing Body may consider and approve the filling-up of above said posts.

AGENDA ITEM NO. 15

TO CONSIDER AND APPROVE GRANT OF GRADE PAY TO ASSISTANT LIBRARIAN ON PAR WITH THE SCHOOL LIBRARIAN IN EDUCATION DEPARTMENT, GOVERNMENT OF PUDUCHERRY.

There are two posts of Assistant Librarian in the Pay Band of Rs. 9300-34800 with the Grade pay of Rs. 4200/-. The existing Assistant Librarians Thiru. M. Palanivel and Thiru. R. Prabakaran were initially engaged in this Institution as Daily Rated Library Helper and subsequently absorbed as Assistant Librarian with effect from 13.06.1994 on Temporary and Ad-hoc basis and their services were regularized with effect from 01.08.1994. Subsequently, they acquired M. Phil Degree in Library and Information Science.

Pay was fixed in the Scale of pay of Rs. 5500-175-9000 w.e.f. 01.01.1996 on the implementation of 5th CPC which was the Scale of Pay equivalent to the School Librarian post of Education Department, Puducherry/Assistant Library and Information Officer Post of Department of Art and Culture.

On implementation of 6th Central Pay Commission, the scale of Pay of School Librarian posts in the Education Department, Puducherry and the pay of Assistant Library and Information Officer posts in the Department of Art and Culture were upgraded **from Rs.5500-9000 (Pre-revised) to Rs.7450-11500 (Pre-revised) with effect from 01.01.2006 and hence the corresponding Grade Pay was also changed from Rs. 4200/- to Rs. 4600/- in the pay band of Rs.9300-34800 (PB-2)** vide G.O. Ms. No.120 Dt.14.11.2008 of the Chief Secretariat (Education), Puducherry and vide G.O. Ms. No.119 Dt.30.09.2010 of the Chief Secretariat (Art & Culture), Puducherry, respectively. **The Assistant Librarian in the adjoining PKIET institute was also fixed at the pay band of Rs.9300-34800 (PB-2) with the GP of Rs. 4600/- analogous to the above.**

In consonance with the same, the grade pay of the Assistant Librarian posts in PAJANCOA & RI, Karaikal **may also be revised to Rs. 4600 instead of Rs. 4200 in the pay band of Rs. 9300-34800 (PB 2).**

The financial implication for the two Assistant Librarians, if approved, will be as follows:

Name	Mr. R. Prabakaran, Assistant Librarian	M. Palanivel* Assistant Librarian
Pay Band and GP	PB: 9300-34800 + GP 4200	
Present pay in the pay band	20600 + GP: 4200	The official retired from service during May, 2015
Present Gross pay	Rs. 57,707	--
Proposed pay and GP	PB: 9300-34800 + GP 4600	
Gross pay on proposed pay and GP	Rs. 60,834	--
Additional financial implication per month	Rs. 3127	As such there is no immediate financial implication

* The financial benefits may be extended notionally to the working incumbent and the arrears of pay to both the Assistant librarians may be granted in due course subject to availability of funds.

The Governing Body may consider and approve the extension of revised grade pay to the Assistant Librarians of PAJANCOA&RI, Karaikal on par with the School Librarian of Govt. of Puducherry/ Assistant Library and Information Officer of Govt. of Puducherry/ Assistant Librarian of PKIET.

AGENDA ITEM NO. 16

TO CONSIDER AND APPROVE UPGRADATION OF MTS POSTS INTO LOWER DIVISION CLERKS AND STORE KEEPER GR. III AND PROMOTING ELIGIBLE CANDIDATES TO THE POSTS WITHOUT FINANCIAL IMPLICATION.

At present there are 32 posts of MTS (14 MTS General, 5 MTS Security and 13 MTS House Keeping) are available in this institute. The incumbents in these posts have put in more than 20 years of service and have been granted Higher Grade Pay (GP: 1900) under MACP Scheme and **are drawing pay equivalent to LDCs / Store Keeper. Gr. III.**

The present strength and vacancy position of the LDC and Store keeper are provided below:

Sl. No.	Designation	Sanctioned	Present	Vacant
1.	Lower Division Clerk	4	4	--
2.	Store Keeper (Grade III)	3	--	3
3.	Store Keeper (Grade II)	1	--	1

Consequent on up-gradation of the college as Research Institute and due to continuous expansion activities of PAJANCAO&RI, the work load of the Office of the Dean, Education section, Hostels and various departments have increased manifold and the existing ministerial staff strength is insufficient to cater the ever increasing work load.

As such, it is proposed to upgrade 12 posts of MTS into 6 posts of LDC (GP: 1900) and 6 posts of Store Keeper Gr. III (GP: 1900) to promote eligible and suitable in-service candidates satisfying the Recruitment Rules of the concerned posts.

This is purely a temporary one time measure and the promotion accorded may be treated as personal promotion to the incumbent MTS, holding a substantive sanctioned post. On superannuation / promotion / demise of the individual incumbent, the said post shall revert back to its original cadre *ie.* MTS.

There is **No financial implication** involved in this proposal as the incumbents have already reached the GP 1900.

The Governing Body may consider and approve the up-gradation of 12 posts of MTS into 6 posts of LDC (GP: 1900) and 6 posts of MTS into Store Keeper Gr. III (GP: 1900) to promote eligible and suitable in-service candidates to these posts as a temporary one time measure.

AGENDA ITEM NO. 17

TO CONSIDER AND APPROVE UPGRADATION OF DATA ENTRY OPERATOR INTO DATA PROCESSING ASSISTANT AND PROMOTING ELIGIBLE CANDIDATES TO THE POSTS.

At present there are **3 sanctioned posts** of Data Entry Operator (DEO) in this institute, of which **two are filled** and one of the incumbent is drawing GP: 4200 granted under MACP Scheme and the other is drawing GP: 2800 and awaiting MACP.

Consequent on up-gradation of the College as research institute and due to continuous expansion activities of PAJANCAO&RI, the work load of Office of the Dean, Education section and various departments have increased manifold. **After affiliation to Pondicherry University, the activities of Education section have increased dramatically and the volume of data processing and responsibility has increased. Moreover, it is proposed to increase the student's strength in B. Sc (Agri) and is also proposed to start B. Sc. (Horticulture) degree programme during the academic year 2016-17.**

As such, it is proposed to upgrade **two posts of Data Entry Operator (GP 2800) into two posts of Data Processing Assistants (DPO) (GP: 4600)**. Though, there is financial implication involved in this up-gradation, the posts are very much essential to cater to the increasing workload in computing and data processing. **This is purely a temporary one time measure and the promotion accorded may be treated as personal promotion to the incumbent Data Entry Operator** holding a substantive sanctioned post and on superannuation / promotion / demise of the individual incumbent, the said post shall revert back to its original cadre *ie.* DEO.

The financial implication for the up-gradation of two DEO as DPO, if approved, will be as follows:

Name	Mr. R. Sridhar DEO	Mrs. S. Malathy DEO
Pay Band and GP	9300-34800 + GP 4200	9300-34800 + GP 2800
Present pay in the pay band	13820 + GP: 4200	12080 + GP 2800
Present Gross pay	Rs. 43,268	Rs. 35,827
Proposed pay and GP	9300-34800 + GP 4600	The incumbent will be placed in the upgraded post after fulfilling the required service qualifications for DPO and as such there is no financial implication.
Gross pay on proposed pay and GP	Rs. 45,593	
Additional financial implication per month	Rs. 2325	

The Governing Body may consider and approve up-gradation of 2 posts of Data Entry Operator (GP: 2400) into two posts of Data Processing Assistants (GP: 4600) to promote eligible and suitable in-service candidates to these posts as a temporary one time measure.

AGENDA ITEM NO. 18
ANY OTHER ITEM(S)

TABLE AGENDA NO. 18 (1)

TO CONSIDER AND APPROVE VERTICAL ROTATION FOR HEAD OF THE DEPARTMENT AS IS FOLLOWED IN ALL HIGHER EDUCATION INSTITUTES/ COLLEGES/ UNIVERSITIES

Instances like submission of grievances/ claims to the Chief Secretary cum Chairman, and to the Secretary to Government (Agriculture) have roused from the teaching staff of Department of Agriculture Entomology to change the in-charge post of Head of the Department presently held by a faculty of minor discipline not specialized in the relevant subject since holding and guiding the department for quite longer period of time.

The Teacher's Association of the institution also consistently and persistently represented the issue of extending vertical rotation for Heads of Department in this Institution for growth and development of the Institute in wider and broader perspectives. They have also provided in support of their claim the letter (No. R3/1309/2011 dated 26.04.2012) received by them from the Registrar, TNAU which states that "*in TNAU normally the Heads of Department will be appointed for a period of three years*". The Teacher's Association has also submitted various orders of nomination of Heads of the Department for a period of only three years at the Pondicherry University to which this college is now affiliated.

In order to find harmonious and established solution to the above said persistent representations from the individual teaching faculties/ Associations, the **Heads of Department shall be nominated for a tenure period of three years from among the Professors of the Department as is in vogue in all higher educational Institutes/ Colleges/ Universities.**

Moreover, the heads of the department post is not a promotional post and does not have any separate pay scale or any other monetary benefits but helps to keep pace in the field of education and research.

All Central and State Universities/ Colleges/ Institutions including Pondicherry (Central) University are **nominating one among the available teaching faculty in the cadre of Professor and Associate Professor to guide the Department as Heads of that particular Department for a tenure period of only three years.** After completion of tenure, another eligible teaching faculty of the department is appointed as Head of the Department again for a tenure period of three years. This type of vertical rotation of Heads of Departments is followed to

have dynamism in the field of education and research and to utilize the expertise in different field of specialization of the faculty members of the same department. It also provides opportunities for all eligible faculties to get administrative experience by holding the Head of Department on rotation.

Also, as the present Professors are holding the Heads of Departments in PAJANCOA & RI for more than fifteen years, other Professors are deprived of their opportunities, create lack of enthusiasm and feel suppressed of their field of specialization.

Hence, analogous to other higher educational Institutes/ Colleges/ universities, vertical rotation from among the faculties (Professor/ Associate Professor) of the department shall be nominated as Head of the Department for tenure period of three years to have dynamic, broader growth and development. This would also bring in harmonious and established solution to the persistent representations from individuals and Association.

The Governing Body is requested to consider and approve the policy proposal of vertical rotation of Head of Department with powers conferred on the Dean to nominate the Heads of Department for a period of three years following the system of rotation.

TABLE AGENDA NO. 18 (2)
TO CONSIDER AND APPROVE UPGRADATION OF CLEANER INTO DRIVER
GR. III (LMV) AND PROMOTING ELIGIBLE CADIDATES TO THE POSTS
WITHOUT FINANCIAL IMPLICATION

At present there are 8 posts of Drivers (3 Driver Gr. I, 2 Driver Gr. II and 2 Driver Gr. III) of which one post is lying vacant. There are three posts of Cleaners in this institution.

This Institution is having the following 10 vehicles.

1. Bus	- 2 Nos.
2. Mini Bus	- 2 Nos.
3. Ambassador Car	- 1 No.
4. Toyota Qualis	- 1 No.
5. Jeep	- 1 No.
6. Tata Sumo	- 1 No.
7. Trax	- 1 No.
8. Pick-up Van	- 1 No.

Against the requirement of 10 drivers, there are only 7 drivers available. This Institution is located in the remote village of Serumavilangai, 10 kilometres away from Karaikal Town. The vehicles are daily utilized for official, extension activities and research purposes.

For most of the practical classes, field visits are important for Agriculture College students and hence, the buses are utilized regularly to take the students to villages connected to their extension activities. Buses are also utilized for short and long tours as a part of syllabus of UG/PG students to areas with diversity of crops which are not available in Karaikal Region. As the course structure is fully residential nature and all the students are made to stay in the hostels, drivers are also engaged on night duty on rotational basis to attend hostel students' emergency health care. However, due to dearth of drivers, it is highly difficult to post drivers on night duty as well as depute Drivers for long tours. Also, during long tours of one week duration, it is safer to send the vehicle with two Drivers to perform the duties on rotational basis.

In order to tide over such difficulty situations at times, Cleaners of this institution who are possessing valid driving licenses and ability to perform duty on par with regular Drivers are used to drive the LMV vehicles on emergency, local trips in addition to their regular duty.

The following are the three Cleaners possessing valid LMV Driving License with 20 years of experience in driving of LMV are working in the vehicle section. The inter se seniority list was also published.

Sl. No.	Name of the Cleaner	Date of Appointment
1	Thiru. V. Selvaraju	13.06.1994
2	Thiru. S. Parantahman	13.06.1994
3	Thiru. K. Sekar	11.03.1996

The incumbents in these posts have put up more than 20 years of service and have been granted Higher Grade Pay (GP: 1900) under MACP Scheme and are drawing pay equivalent to Driver Gr. III (LMV).

Consequent on up-gradation of the College as research institute and due to increased students strength and various other proposed continuous expansion activities of PAJANCAO&RI, the work load of the Vehicle Section shall increase manifold and the existing Drivers strength is insufficient to cater to the ever increasing work load.

As such, it is proposed to upgrade 3 posts of Cleaners into 3 posts of Driver Gr. III (LMV) (GP: 1900) to promote eligible and suitable in-service Cleaners to these posts. This is purely a temporary measure and the promotion accorded may be treated as personal promotion to the incumbent cleaners, holding a sanctioned post and on superannuation / promotion / demise of the individual incumbent, the said post shall revert back to its original cadre *i.e.* Cleaner.

There is **No financial implication** involved in this proposal as the incumbents have already reached the GP 1900.

The Governing Body may consider and approve extension of up-gradation of 3 posts of Cleaners into 3 posts of Driver Gr. III (LMV) (GP: 1900) to promote eligible and suitable in-service candidates to these posts as a temporary measure.

TABLE AGENDA NO. 18 (3)
TO CONSIDER AND APPROVE AMENDMENT IN MEMORANDUM OF ASSOCIATION (MOA) DUE TO CHANGE IN THE AFFILIATION

It is brought to the kind notice of the governing body members that the Memorandum of Association (MOA) was set out on 20.11.1987 for registering the PAJANCOA (Karaikal) Society under the Societies Registration Act, 1860 (Central Act No. 21 of 1860). As per the MOA, the composition of the General body and Governing Body is set out in point VI and VII as follows:

“VI. GENERAL BODY:

The General body of the members of the society shall consist of the following persons, namely:-

1. Chief Secretary to Government of Pondicherry - Ex-officio Chairman
2. Secretary to Government in-charge of Agriculture, Pondicherry- Member
3. Secretary to Government in-charge of Finance, Pondicherry - Member
4. Secretary to Government in-charge of Education, Pondicherry - Member
5. Director of Agriculture, Government of Pondicherry - Member
6. Officer on special duty, Agricultural college, Pondicherry - Member
7. Nominee of the Indian Council of Agricultural Research - Member
8. Two nominees of the teaching staff of the faculty of the college - Member
9. Director, Animal Husbandry Department, Pondicherry - Member
10. Director, Fisheries Department, Pondicherry - Member
11. Registrar, Tamil Nadu Agricultural University, Coimbatore - Member
12. Director, Education Department, Pondicherry - Member
13. Managing Director, PASIC, Pondicherry - Member
14. Dean of the College - Member Secretary
15. Visitor

VII. GOVERNING BODY:

The composition of the Governing Body of the Society is as follows:-

1. Chief Secretary to Government of Pondicherry - Ex-officio Chairman
2. Secretary to Government in-charge of Agriculture, Pondicherry - Member
3. Secretary to Government in-charge of Finance, Pondicherry - Member

4. *Secretary to Government in-charge of Education, Pondicherry* - Member
5. *Secretary to Government, Law Department, Pondicherry* - Member
6. *Director of Agriculture, Government of Pondicherry* - Member
7. *Officer on special duty, Agricultural college, Pondicherry* - Member
8. *Nominee of the Indian Council of Agricultural Research, New Delhi* - Member
9. *Nomine of the Vice-chancellor of the University to which the college is affiliated* - Member
10. *One Agricultural educationist of Karaikal region* - Member
11. *One Agriculturist from Pondicherry region* - Member
12. *Managing Director, PASIC, Pondicherry* - Member
13. *One Lady Social worker* - Member
14. *The Dean of the College* -Member Secretary”

In the above composition, both to General body and Governing Body, the Officer on special duty, Agriculture College, Pondicherry does not exist as on date and the nominee of Indian Council of Agricultural Research , New Delhi was not nominated for a long period of time. Similarly, as the academic affiliation was shifted from the erstwhile Tamil Nadu Agricultural University, Coimbatore to Pondicherry University, Puducherry from the academic year 2015-16 and as per the statutes 32(1)(i) of the Pondicherry University communicated by the Registrar, Pondicherry University vide their Lr. No. PU/ AW-3/A.C./PAJANCOA&RI/2016-17/2 dated 08.01.2016, their needs a change in the composition of both the Governing Body and General Body to go in line with the statutes of the affiliating University. The extract of the Statute 32(1)(i) of Pondicherry University communicated is given below:

“32 (I) Colleges and other Institutions situated within the jurisdiction of the University may be admitted to such privileges of the University as the Executive Council may decide, on the following conditions, namely:-

- (i) *Every such college or Institution shall have a regularly constituted Governing Body, consisting not more than fifteen persons approved by the Executive Council and including among others, two teachers of the University to be nominated by the*

Executive Council and three representatives of the teaching staff of whom the Principal of the College or Institution shall be one. The Procedure for appointment Provided that the said condition shall not apply in the case of Colleges and Institutions maintained by Government which shall, however, have an Advisory Committee consisting of not more than fifteen persons which shall consist of among others, three teachers including the Principal of the College or Institution and two teachers of the University nominated by the Executive Council.“

The amendment clause pertaining to the number of members in the Governing Body in the MOA is set out at point VIII as follows:

“VIII AMENDMENT OF MEMORANDUM OF ASSOCIATION

Any amendment to the memorandum of Association pertaining to the number of members in the Governing Body shall be subject to the approval of the State Government and be made also with the approval of General Body.”

Hence, considering all the above conditions, the following amendments in the composition of General Body and Governing Body is proposed to consider and approve and on approval of the same it will be placed in the General Body and sent to the Government for approval as per the amendment clause proviso of MOA.

“VI. GENERAL BODY:

The General body of the members of the society shall consist of the following persons, namely:-

1. *Chief Secretary to Government of Pondicherry* - *Ex-officio Chairman*
2. *Secretary to Government in-charge of Agriculture, Pondicherry* - *Member*
3. *Secretary to Government in-charge of Finance, Pondicherry* - *Member*
4. *Secretary to Government in-charge of Education, Pondicherry* - *Member*
5. *Director of Agriculture, Government of Pondicherry* - *Member*
6. *Two nominees of Pondicherry University* - *Member(s)*
7. *Nominee of the Vice Chancellor, TNAU, Coimbatore* - *Member*
8. *Two nominees of the teaching staff of the faculty of the college* - *Member(s)*
9. *Director, Animal Husbandry Department, Pondicherry* - *Member*
10. *Director, Fisheries Department, Pondicherry* - *Member*

- | | |
|---|--------------------|
| 11. Director, Education Department, Pondicherry | - Member |
| 12. Managing Director, PASIC, Pondicherry | - Member |
| 13. Dean of the College | - Member Secretary |
| 14. Visitor | |

VII. GOVERNING BODY:

The composition of the Governing Body of the Society is as follows:-

- | | |
|---|-----------------------|
| 1. Chief Secretary to Government of Pondicherry | - Ex-officio Chairman |
| 2. Secretary to Government in-charge of Agriculture, Pondicherry | - Member |
| 3. Secretary to Government in-charge of Finance, Pondicherry | - Member |
| 4. Secretary to Government in-charge of Education, Pondicherry | - Member |
| 5. Secretary to Government, Law Department, Pondicherry | - Member |
| 6. Director of Agriculture, Government of Pondicherry | - Member |
| 7. Two nominees of Pondicherry University | - Member(s) |
| 8. Nominee of the Vice Chancellor, TNAU, Coimbatore | - Member |
| 9. Two nominees of the teaching staff of the faculty of the college | - Member(s) |
| 10. Managing Director, PASIC, Pondicherry | - Member |
| 11. One Agricultural educationist of Karaikal region | - Member |
| 12. One Agriculturist from Pondicherry region | - Member |
| 13. One Lady Social worker | - Member |
| 14. The Dean of the College | -Member Secretary” |

The Governing Body may consider approval of the amendments in the composition of Governing Body and General Body of PAJANCOA (Karaikal) Society that is proposed based on the statutes of the Pondicherry University.