PANDIT JAWAHARLAL NEHRU COLLEGE OF AGRICULTURE AND RESEARCH INSTITUTE, KARAIKAL – 609 603

Minutes of the LII (52nd) Meeting of the Governing Body of Pandit Jawaharlal Nehru College of Agriculture (Karaikal) Society held on 27.01.2023 at 11.00 am at Chief Secretariat, Puducherry.

Members Present

	Shri. Rajeev Verma, IAS	Chairman
1.	Chief Secretary to Government	
	Shri. M. Raju, IAS	Member
2.	Commissioner cum Secretary to Government	
	(Finance)	
	Shri. P. Jawahar, IAS	Member
3.	Commissioner cum Secretary to Government	
	(Education)	
4.	Shri. L. Kumar, IAS	Member
4.	Secretary to Government (Agriculture)	
5.	Shri. G. Sendil kumar	Member
٥.	Secretary to Government (Law)	
6.	Dr. B. Ramakichenin @ Balagandhi	Member
0.	Director of Agriculture and Farmers' Welfare	
	Dr. Promod Singh	Member
7.	Professor, Department of Earth Science,	
	Pondicherry University	
8.	Shri. K. Sivashanmugam	Member
0.	Managing Director, PASIC	* * * * * * * * * * * * * * * * * * * *
9.	Dr. A. Pouchepparadjou	Member Secretary
9.	Dean	

1. AGENGA ITEM NO. 1 OF LII MEETING:

DECISION: The Governing Body Confirmed the minutes of the previous (51st) Governing Body Meeting.

2. AGENGA ITEM NO. 2 OF LII MEETING:

DECISION: Governing Body took note on the action taken report and with respect to Agenda 11 of LI meeting the following is decided.

AGENDA ITEM NO.11 OF LI MEETING: Modification in the Recruitment Rules for the post of Dean, PAJANCOA & RI, Karaikal.

DECISION: The GB advised the Dean PAJANCOA & RI to consider and dispose the objections as per the provisions of existing Recruitment Rules.

3. AGENDA ITEM No. 3 OF LII MEETING: Proposal submitted to ratify the starting of Ph.D., programme in subjects Horticulture and Soil Science.

1 | Page

DECISION: The GB ratified the starting of Ph.D., in Horticulture and Soil Science and also noted the approval of Pondicherry University to start Ph.D., in Agricultural Economics, Agronomy, Horticulture, Plant Breeding and Genetics and Soil Science. The Governing Body also sanctioned an amount of Rs.70,000/- per student per year as Research fellowship (Rs.5,000/- per month as Research Fellowship for each student and a contingent grant of Rs.10,000/student/year for purchase of books, journals, chemicals etc.), for the Ph.D. scholars, to be met out from the tuition fees collected from the Ph.D. students.

4. AGENDA ITEM No. 4 OF LII MEETING: To consider and ratify the grant of promotion / placement to the following 16 teaching staff under Career Advancement Scheme (CAS) held on 24.02.2022.

DECISION: The GB ratified the promotion of the following staff under career Advance Scheme held on 24.02.2022.

SI. No.	Name	Dt. of Joining	Cadre Designation	Cadre Promoted	Original Date of promotion	Date of promotion with prospective effect
1	Dr.L.Umamaheswari (Agrl.Economics)	11.09.2000	Associate Prof. (Stage 4)	Professor (Stage 5)	11.09.2015	24.02.2022
2	Dr.N. Swaminathan (Agrl. Economics)	24.01.2003	Associate Prof. (Stage 4)	Professor (Stage 5)	24.01.2018	24.02.2022
.3	Dr.S.Parthasarathi (Agrl. Extension)	22.01.2003	Associate Prof. (Stage 4)	Professor (Stage 5)	01.01.2020	24.02.2022
4	Dr. L. Aruna (Soil Science and Agrl. Chemistry)	17.08.2006	Associate Professor (Stage 4)	Professor (Stage 5)	17.08.2021	24.02.2022
5	Dr.M. Kandibane (Agrl. Entomology)	17.08.2006	Associate Professor (Stage 4)	Professor (Stage 5)	17.08.2021	24.02.2022
6	Dr.P. Saravanane (Agronomy)	17.08.2006	Associate Professor (Stage 4)	Professor (Stage 5)	17.08.2021	24.02.2022
7	Dr.S. Nadarajan (Crop Physiology)	07.09.2006	Associate Professor (Stage 4)	Professor (Stage 5)	07.09.2021	24.02.2022
8	Dr.K.Coumaravel (Soil Science & Agrl.Chem)	25.08.2006	Asst. Prof (Stage 3)	Associate Professor (Stage 4)	25.08.2019	24.02.2022
9.	Dr.S.Jayasivarajan (Physical Education)	17.08.2006	Asst.Prof (Stage 3)	Associate Professor (Stage 4)	17.08.2019	24.02.2022
10.	Dr.K.S.Kumaravel (Agrl. Economics)	05.10.2006	Asst.Prof (Stage 3)	Associate Professor (Stage 4)	05.03.2020	24.02.2022
11.	Thiru.C.Aroutselvam (Agrl. Economics)	04.03.2015	Asst.Prof (Stage 1)	Asst.Prof (Stage 2)	04.03.2020	24.02.2022

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12.	Dr.V. Sridevi (Agronomy)	22.03.2012	Asst. Prof. (Stage 2)	Asst. Prof. (Stage 3)	22.03.2021	24.02.2022
13.	Dr.T. Sivasakthidevi (Agrl. Economics)	27.03.2012	Asst. Prof. (Stage 2)	Asst. Prof. (Stage 3)	27.03.2021	24.02.2022
14.	Dr.J. Sherly (Horticulture)	27.03.2012	Asst. Prof. (Stage 2)	Asst. Prof. (Stage 3)	27.03.2021	24.02.2022
15.	Dr.V. Vengadesan (PBG)	04.05.2012	Asst. Prof. (Stage 2)	Asst. Prof. (Stage 3)	04.05.2021	24.02.2022
16.	Dr. M.S. Marichamy (Horticulture)	03.08.2012	Asst. Prof. (Stage 2)	Asst. Prof. (Stage 3)	03.08.2021	24.02.2022

AGENDA ITEM No. 5 OF LII MEETING: Proposal submitted for approval to purchase new Scorpio to institute

DECISION: The Governing Body approved the proposal to purchase of vehicle for the institute which is essential for field visits and students movement. Further, it also advised the Dean to purchase only one vehicle and that too out of internal revenue only.

AGENDA ITEM No. 6 OF LII MEETING: Proposal for Approving draft guidelines and to approve committee to spend and monitor the contributions received from PAJANCOA Alumni

DECISION: The Governing Body recommended and approved the constitution of Alumini Contribution Advisory Committee, guidelines to spend and monitor the contributions received from the PAJANCOA Alumni. Alumini Contribution Advisory Committee is recommendatory in nature which has to be approved by Governing Body. Annual Plan to be finalized and got approved in the GB and thereafter expenditure sanction to be obtained.

Alumni Contribution Advisory Committee

Chairman		Dean
Member : Senior Head of Departmen		Senior Head of Department
Member : One Alumni (N		One Alumni (Nominated by the Dean)
Member	<u>:</u>	Junior Accounts Officer
Member Secretary	<u>:</u>	Co-ordinator, PAJANCOA Alumni Cell

Guidelines for fund management

All finances/ money received on behalf of the Alumni cell shall be placed in the name of the
PAJANCOA & RI Alumni Association in an account to be maintained in a bank.
Dean and the Alumni coordinator will sign all the cheques.
All expenditures shall have the prior approval of the Dean.
Any expenses more than Rs.50,000 should be approved by the committee.
The committee after discussion will finalise the expenditure based on the need of the
institutional development.
Prioritization for fund management by Alumni cell

Commission 3/Pag

Alumni fund will be utilised for <u>Infrastructural augmentation</u> : As there is paucity of fund,
from the Government, these funds will be utilised to maintain the infrastructure facilities of
the college
Fund will be used to support academic departments and inter disciplinary programs: These
funds will be utilized for various academic activities of the department based on the need to
augment educational and research activities.
An endowment fund will be created with the donated amount and all the expenditure
incurred for organizing the lectures will be reimbursed from the interest accrued out of this
endowment fund.
The funds collected under this head will be utilized to support students to provide travel
support to PG students to attend national conferences.
Students' activities &development: Fund will be utilised for other co-curricular and
extracurricular activities of students of this institute.

AGENDA ITEM No. 7 OF LII MEETING: Proposal to undertake repairing work in the roof of admin building and placing GI sheets on the top of the Admin building:

DECISION: The Governing Body approved the proposal to undertake placing GI sheet in the roof of admin building, repairing and colour wash the admin and academic blocks from the internal resources of the institute. Further, it recommended to carry out the work through PWD or other suitable agencies as per CPWD norms.

AGENDA ITEM No. 8 OF LII MEETING: To Consider and Approve Outsourcing of Contractual Labourers for Undertaking Cultivation of Crops (other than research) in the Farms of Agronomy and Horticulture.

DECISION: The Governing Body approved the proposal for outsourcing 15 men contractual labourers for 75 days per year and 30 women contractual labourers for 60 days per year for Undertaking Cultivation of Crops (other than research) in the Farms of Agronomy and Horticulture. The entire cost for outsourcing of contractual labourers should be met only from the internal resources. It also recommended that the outsourcing should be made only through GEM portal.

AGENDA ITEM No. 9 OF LII MEETING: To consider and approve the proposal for implementing Revolving Fund project to teaching staff of PAJANCOA & RI, for income generation

DECISION: The Governing Body approved the proposal for implementing Revolving Fund project to teaching staff of PAJANCOA & RI, for income generation. It also suggested to increase the seed money under revolving fund project from Rs.50,000/- up to Rs.1,00,000/- for viable income generating projects and the amount should be met only from the internal resources.

AGENDA ITEM No. 10 OF LII MEETING: Proposal to change of nomenclature of posts permanent Agricultural Mazdoor and Permanent Mazdoor as Agricultural Mazdoor.

DECISION: The Governing Body deferred the proposal and directed the Dean to submit a detailed comprehensive proposal on file to the Government to process.

AGENDA ITEM No. 11 OF LII MEETING: To consider and approve the proposal to host 84th Annual Conference of Indian Society of Agricultural Economics at PAJANCOA & RI during Nov- Dec 2024.

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DECISION: The Governing Body approved the proposal to host 84th Annual Conference of Indian Society of Agricultural Economics at PAJANCOA & RI during Nov- Dec 2024 and sanctioned the requested amount of Rs.10,00,000/- from the internal revenue for conduct of the conference.

AGENDA ITEM No. 12 OF LII MEETING: To consider and ratify the funds allotted in the Budget for the year 2022- 23

DECISION: The Governing Body ratified the funds allotted in the Budget for the year 2022-23

AGENDA ITEM No. 13 OF LII MEETING: To Approve the Audit for the year 2020-21 and 2021-22

DECISION: The Governing Body advised the Dean to present the Audit Report along with auditor, so as to enable the Governing Body to get clarifications about audit observations, if any.

ANY OTHERS:

AGENDA ITEM No. 14 OF LII MEETING: Proposal submitted for approval to start M.Sc. in Agricultural Extension, Seed Technology, Agricultural Microbiology and Plant Physiology

DECISION: The Governing Body deferred the proposal since the unavailability of required staff to run the PG programmes in the above disciplines, which would also reflect in the affiliation and accreditation process.

AGENDA ITEM No. 15 OF LII MEETING: Proposal submitted for the in principle approval of GB to purchase instruments, implements and for new establishments to strengthen the infrastructure facilities for UG, PG and Ph.D., programmes

DECISION: The Governing Body approved the proposal in view of the justification provided and directed the Dean to follow GEM/e tender procedure to purchase the following equipments/ instruments/ journals.

SI.	Implements/ Instruments	Present Status	Justification		
No	/ New establishment				
1.	Farm Tractors (2 Nos.) - Ap	proximate Cost Rs. 20,00,000 /-			
	The Two farm tractors are	<u>Horticulture</u>	Highly essential for daily farm		
	to be purchased one each	The tractor was purchased on	operations viz. ploughing,		
	for Agronomy farm	31.05.2000 (22 years) and the	intercultural operation, transport of		
	Horticulture farm of the	tractor often requires service.	inputs etc., of agronomy and		
	institute	Agronomy	Horticulture department.		
		This department is cultivating			
		72.20 acres of land. Out of four	With respect to the Department of		
		tractors purchased during	Agronomy courses in Agricultural		
		various occasion and the three	Engineering is also offered which		
		were obsolete and to be	need Tractor for classes. Hence, at		
		condemned. At present only one	least one tractor is essential for class		
	t	tractor is under running	purpose apart from farm operations		
	W.	condition.			
2.	Lining of irrigation channels cum drainage channels in the East farms - Approximate Cost				
	Rs. 68,13,000/-				
	This proposal is submitted	It is very essential to conserve	PAJANCOA&RI Eastern farm		
	by Department of	the water as much as possible to	comprises of 72.20 ac of agricultural		
	Agronomy	avoid water scarcity during	lands allotted exclusively for		

Resource

essential to have quicker drainage at times of floods for saving the crop. The channel lining by adding an impermeable layer to the edges of the trench is the best way to overcome the above said problem and can result in conservation of 30 to 50 per cent of irrigation water from channels. Canal lining are also used to prevent weed growth and can also prevent water logging around low lying areas of the canal. 3. Higher Performance Liquid Chromatography - Approximate cost Rs. 60,00,000/- To purchase HPLC is The existing Model of HPLC LC submitted by Agricultural Entomology 3. Higher Performance Liquid Chromatography - Approximate cost Rs. 60,00,000/- To purchase HPLC is The existing Model of HPLC LC submitted by Agricultural Entomology 4. Polymerase Chain Reaction - Approximate Cost Rs. 12,00,000/- Proposed by the Instrument is not working condition. 4. Polymerase Chain Reaction - Approximate Cost Rs. 12,00,000/- Proposed by the Instrument is not Available in the department of Horticulture by Facility is not Available at Department of Horticulture by Education unit, Agricultural Extension unit and Agricultural Extension unit and Computer science unit and Computer scie				
To purchase HPLC is submitted by Agricultural Entomology Agricultural Entomology Agricultural Entomology Approximate Cost Rs. 12,00,000/- Proposed by the Department of Horticulture Cost Rs. 15,00,000/- This proposal is submitted by Education unit Agricultural Extension unit and Computer science unit and Computer science unit and Computer science unit and Computer science unit by Department of Multi Media Center - Approximate Cost Rs. 5,00,000/- This proposal is submitted by Education unit Agricultural Extension unit and Computer science unit and Computer science unit Agricultural Extension unit and Computer science unit Agricultural Extension unit and Computer science unit Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and the proposal is submitted by Department of Agricultural Extension and			essential to have quicker drainage at times of floods for saving the crop. The channel lining by adding an impermeable layer to the edges of the trench is the best way to overcome the above said problem and can result in conservation of 30 to 50 per cent of irrigation water from channels. Canal lining are also used to prevent weed growth and can also prevent water logging around low lying areas of the canal.	
To purchase HPLC is submitted by Agricultural Entomology The existing Model of HPLC IC-10ATVP Shimadzu Liquid Chromatograph was purchased during 2004 from Spinco Lab Pvt. Ltd, Chennai The existing unit is not in working condition. 4. Polymerase Chain Reaction - Approximate Cost Rs.12,00,000/- Proposed by the Department of Horticulture The department since Available in the department since Available in the department since Available at Department of Horticulture The Proposed by the Department of Horticulture The Cost Rs.7,00,000/- This proposal is submitted by Education unit, Agricultural Extension unit and Computer science unit The existing up of Multi Media Center - Approximate Cost Rs.7,00,000/- This proposal is submitted by Department of Agricultural Extension and State of Extension and State of Extension unit and Computer Science unit of Agricultural Extension and State of Extension	3.	Higher Performance Liquid C	hromatography - Approximate cos	t Rs.60,00,000/-
Proposed by the Department of Horticulture Proposed by the Department of Horticulture Solution Storage Unit - Approximate Cost Rs.7,00,000/- Proposed by the Department of Horticulture Proposed by the Department Cost Rs.7,00,000/- This proposal is submitted by Department of Agricultural Economics and Proposition Available at present at the department varieties in the department varieties in the genotype and will varieties as well varieties as		To purchase HPLC is submitted by Agricultural Entomology	The existing Model of HPLC LC-10ATVP Shimadzu Liquid Chromatograph was purchased during 2004 from Spinco Lab Pvt. Ltd, Chennai The existing unit is not in working condition.	chemistry related analysis, like amino acids, proteins, carbohydrates, phenols, pesticides, growth modifiers and secondary metabolites from plants.
Proposed by the Department of Horticulture Proposed by Department of Agricultural Economics and Proposition the department Proposition and State Propo	4.	Polymerase Chain Reaction	- Approximate Cost Rs.12,00,000/-	
Proposed by the Department of Horticulture Proposed by the Department of Horticulture Present Proposed by the Department of Horticulture Present Present Present Facility is not Available at present Establishing cold storage mandatory for the posthary technology laboratory as denoted the ICAR - V Dean's Commit Report. Purchase of interactive Flat Panels for the Lecture halls, AV lab and Computer center - Approximate Cost Rs. 15,00,000/- This proposal is submitted and Computer science unit and Computer science the models are outdated (purchased during the year 2015-16) and the spares are not available. To handle classes in the computer science the models are outdated (purchased during the year 2015-16) and the spares are not available. To handle classes in the computer science the models are outdated (purchased during the year 2015-16) and the spares are not available. To handle classes in the computer science the models are outdate	7.	Proposed by the	Instrument is not Available in	varietal characters as well as variations among the genotype and
Proposed by the Department of Horticulture Present Pre	5.	Cold Storage Unit - Approxi	mate Cost Rs.7,00,000/-	
Cost Rs. 15,00,000/- This proposal is submitted by Education unit, Agricultural Extension unit and Computer science unit and Computer science unit The LCD projectors fitted in the lecture halls are not working and also unable to service since the models are outdated (purchased during the year 2015-16) and the spares are not available. To handle classes in the computer center this would be highly useful instead of existing white board with marker. 7. Setting up of Multi Media Center - Approximate Cost Rs.5,00,000/- This proposal is submitted by Department of Agricultural Economics and		Proposed by the Department of Horticulture	Facility is not Available at present	mandatory for the postharvest technology laboratory as denoted by the ICAR - V Dean's Committee Report.
This proposal is submitted by Education unit, Agricultural Extension unit and Computer science unit also unable to service since the models are outdated (purchased during the year 2015-16) and the spares are not available. To handle classes in the computer center this would be highly useful instead of existing white board with marker. 7. Setting up of Multi Media Center - Approximate Cost Rs.5,00,000/- This proposal is submitted by Department of Agricultural Economics and At present this facility does not exist.	6.		Panels for the Lecture halls, AV la	
This proposal is submitted by Department of Agricultural Economics and At present this facility does hands on experience to students in video productions.		This proposal is submitted by Education unit, Agricultural Extension unit and Computer science unit	lecture halls are not working and also unable to service since the models are outdated (purchased during the year 2015-16) and the spares are not available. To handle classes in the computer center this would be highly useful instead of existing white board with marker.	environment of the student in the AV lab fixing of IFPs are essential. It would be highly useful for providing better learning atmosphere to the student
by Department of Agricultural Economics and Agri	7.		enter - Approximate Cost Rs.5,00,0	UU/-
conferencing etc.		This proposal is submitted by Department of	At present this facility does	hands on experience to the students in video production, online teaching, video

lesson.

8.	All in one touch screen comp	outers (6 Nos.) - Approximate Cost	Rs.6,30,000/-
	This proposal is submitted Department of Agricultural Economics and Extension	At present 28 Computers/ laptops (nine All in One computes, eight laptops, and eleven hybrid laptops) are available for taking classes to a batch 40 students and strength of a M.Sc. practical computer class for common computer course is thirty.	It is essential to provide computes for the UG and PG/Ph.D., students for their Computer Practical classes. Hence it is highly essential to purchase six All in One Touch Screen computers for computer center with higher specification.
9.	Poly Green House - Approxi	mate Cost Rs. 15,00,000 /-	
	This proposal is submitted by the Department of Plant Pathology	This facility is not available in the department as on date	Poly green houses are to be created for the purpose of conducting controlled conditional Plant Pathology experiments.
10.	Stereozoom binocular micro	scope Approximate Cost Rs.3,00,0	000/-
	This proposal is submitted by the Department of Plant Pathology	At present only one microscope is available in the UG lab that doesn't fulfill the requirement of 40 students per batch.	Stereo microscopes are used for identifying and assessing the mycoflora growth on the seeds detection and diagnosis of seed borne pathogens.
11.	Gel Electrophoresis unit App	proximate Cost Rs. 5,00,000 /-	
	This proposal is submitted by the Department of Plant Pathology	This instrument is not available in the department as on date	Used in molecular plant pathological studies to identify quantify and purify nucleic acid / proteins of host plants/ pathogens/ biocontrol agents/ bioformulations amplified by the thermocycler based on macromolecule size and charge. It is used for the novel diagnosis of plant diseases, characterization of plant pathogens at subspecies / strain level, to detect genetic variation in plant pathogens within and between pathogen populations, detection of genomes of plant pathogens like viruses and viroids which are difficult to culture or difficult to identify by normal traditional methods, to study the host host—pathogen interactions, used in resistance breeding studies to identify resistance genes in resistance varieties and cloning of resistance genes.
12.	·	- Approximate Cost Rs.5,00,000/-	
	This proposal is submitted by the Department of Plant Pathology	This instrument is not available in the department as on date	Used to record and analyze the results of gel electrophoresis by visualization, imaging and documenting nucleic acid and proteins of host plants/ pathogens/ biocontrol agents/ biofomulations separated in gel electrophoresis unit

7 | Page

			based on macromolecule size and charge.		
13.	Desk, Bench attached unit 1(2 Nos.) Desk (3 Nos.) and Bench (3 Nos.) for UG Lecture Hall Approximate Cost Rs. 7,00,000/-				
		In the year 2016 and 2018 the three lecture halls of B.Sc. (Horti.) were furnished with teak wood desks and benches with a seating capacity of 48 each. The final year lecture halls are not provided with wooden benches and desks.	wood desks and benches in the final year lecture hall of B.Sc. (Hons) Horti. Is essential with a seating capacity of 48. This would avoid the recurring expenditure on furnishing and repairing of furniture in lecture hall. Also, this would greatly enhance the face value of the lecture hall.		
14.	Subscription of Journals (4 N @ 3 lakhs per department of Genetics and Soil Science.	lational and 1 international) for 5 F viz. Agricultural Economics, Agron	Ph.D., offering departments for 2 years omy, Horticulture, Plant Breeding and		
	This proposal is submitted by College Library	At present there are no International Journals subscribed in the College Library.	As per the Pondicherry University conditional approval of Ph.D., programme subscription of 10 to 15 International / Indian Journals (Hard Copies) for each department is mandatory.		

ANY OTHER ITEM

The Member Secretary presented various research and development activities undertaken by the institution. The Chairman-cum-Chief Secretary and members of Governing Body appreciated the efforts of the Dean, Staff and students for their various achievements in curricular and co-curricular activities. The meeting ended with vote of thanks by the Dean.

(Dr. A. Pouchepparadjou)

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DEAN, PAJANCOA & RI

(Dr. B. Ramakichenin @ Balagandhi)
Director of Agriculture and Farmers' Welfare

(Shri. G. Sendilkumar)
Secretary to Government (Law)

(Shri. P. Jawahar, IAS)

Commissioner cum Secretary to Government (Education)

(Shri. K. Sivashanmugam) Managing Director, PASIC

Bannod on

(Dr. Promod Singh)
Professor, Dept. of Earth Science

(Shri. L. Kumar, IAS)

Secretary to Government (Agriculture)

(Shri. M. Raju, IAS)

Commissioner cum Secretary to Government (Finance)

(Shri. Rajeev Verma, IAS)

Chief Secretary to Government-cum-Chairman, PAJANCOA (Society) Karaikal