ASRB ANNUAL REPORT 1999-2000



AGRICULTURAL SCIENTISTS RECRUITMENT BOARD
New Delhi - 110 012

ANNUAL REPORT

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APRIL 1, 1999 TO MARCH 31, 2000

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The Agricultural Scientists Recruitment Board present to the President, ICAR their Annual Report as required under rule 26(d) of Rules and Byelaws of ICAR Society. The report covers the period from April 1, 1999 Chaitra 12, 1920 (Saka) to March 31, 2000 Chaitra 10, 1921 (Saka)

FOREWORD

This report covers the working of the Agricultural Scientists Recruitment Board (ASRB) during the year 1999-2000.

Since the efficiency of the National Agricultural research system incorporating the ICAR Institute and the State Agricultural Universities depends, to a great extent in the quality of the manpower selected it has been the endeavour of the Board to take meticulous care to ensure selection of scientists of high calibre for the ARS through a transparent, fair and objective selection process. The Board have consistently maintained a high standard of objectivity in the National Eligibility test for appointment of Assistant Professors lecturers in the State Agricultural Universities and selection for Senior Research fellowship of the Council. The system, procedures and methods for recruitment/examinations are being constantly reviewed for tapping the best talents available.

During the year under report, the Board made special efforts to reduce the time taken in various selection procedures. As a result a large number of cases have been finally disposed of within shorter periods but the Board have been operating under certain constraints which have been separately indicated in Chapter IX. The Board suggests that the Council give attention to these aspects which will furthter improve performance of the system as a whole.

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CHAPTER 1

INTRODUCTION

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PREAMBLE AND FUNCTIONS

- 1.1 The Agricultural Scientists Recruitment Board was established on 1 November 1973 as an independent recruitment agency accountable to the President of ICAR Society. The Board are charged with the responsibility of the recruitment of Scientists at various levels through competitive examination/direct recruitment by selection etc. As per the Cabinet decision, the Board was assigned the following responsibilities:
 - i) Recruitment to posts in the Agricultural Research Service of the ICAR and to such other posts and services as may be specified by the President, ICAR from time to time;
 - ii) Rendering of such other assistance to the Council in personnel matters, including promotion, as may be required by the President, ICAR; and
 - iii) Advising the Council on disciplinary matters relating to personnel recruited/appointed either by the Council or in consultation with the Board.
 - 1.1.1 Subsequently, when the Agricultural Research Service as an All India Service was created, the following additional responsibilities were also assigned to the Board:
 - i) Recruitment to Scientist grade (Rs. 2200-4000) of the ARS through All-India Competitive Examination;
 - ii) Induction of existing Scientists of ICAR to the ARS under initial constitution of ARS.
 - iii) Five-yearly assessment for merit promotion and grant of advance increments to the Scientists of ARS. The assessment of Scientists who are not recommended for merit promotion to the next higher grade on account of assessment was to be done every year; and
 - iv) all cases of lateral entry to ARS as referred to the Board by the ICAR.
 - 1.1.2 In addition to this, ASRB has also been entrusted with the recruitment of technical service personnel above a certain level as well as recruitment to administrative and accounts posts such as Administrative Officers/Finance & Accounts Officers/Stenographer Grade etc. which are required to be filled up by direct recruitment or through limited departmental competitive examinations. The duties and responsibilities of the Board are enshrined in Rules and Byelaws of ICAR Society (Appendix 1).
 - 1.1.3 The Board also conducts National Eligibility Test which is a pre-requisite for initial recruitment as Assistant Professor/Lecturer in State Agricultural Universities in addition to conducting examination for the award of Senior Research Fellowship of the Council.

Composition and staff

- 1.2 On 31 March 2000 the Board comprised of Chairman & Member only against the sanctioned strength of one Chairman and two Members. The details are given in Appendix II.
 - 1.2.1 The total sanctioned strength of the staff and officers of the Board's Office as on 31 March 2000 was 85 out of which 15 were in group 'A' and 'B' i.e. of and above the rank of Section Officer and the remaining were in group 'C' and 'D'. The details are given in Appendix II (A). The shortage of staff at all levels has handicapped the functioning of the Board during the year. The details are given in Appendix II (B).

Expenditure

1.3 The Board incurred an expenditure of Rs. 356.19 lakhs during the year. The details are given in Appendix III.

Quantum of work

1.4 A detailed account of work done by the Board has been given in the report. The quantum of work handled by the Board during the last five years is indicated in Appendix-IV.

The details of work handled by the Board under different items during the year under report are given below:

	I.	Recruitment by examination additional self-self-self-self-self-self-self-self-	
	i)	No. of examinations held	3*
	ii)		10789**
	iii)		5510***
	iv)	No. of Board sitting for interview/viva-voce	66
	v)	No. of candidates recommended for ARS	255
	vi)	No. of candidates recommended for SRF	165
	II.	Recruitment by interview 28/A side of 8/A Ol to stemping grateixs to not bubble	
	i)	No. of posts for which recruiment action pending from previous year	178
	ii)	No of nosts for which requisitions received	312
	iii)	No. of applications received	3130
	iv)	No. of posts in respect of which action completed	305
	v)	No. of candidates interviewed and and and and and and an antitude of the control	1286
	vi)	No. of candidates recommended	253
	vii)	No. of cases where no candidate was found suitable for appointment	45
	viii)	No. of cases where no candidate was found suitable at screening stage	10
	ix)	No. of cases where no candidate attended the interview	10
	x)	No. of cases where no one applied for the post	None
	xi)	No. of cases where the post was withdrawn by ICAR after advertisement	13
ligne	n1. ba	ARS/NET/SRF Exam - 99	reno
	2.	F. & A.O. Exam - 99 months of the property of	
*	3. 1.	Departmental Limited Exam. for Stenographer-II – 99	
	2.	ARS/NET/SRF Exam - 99	
	3.	F. & A.O. Exam - 99 LDC for Steno. II – 99	
**	1.		
	2.		
	3.	LDE for Steno grade II - 99	
		222 for stello grade if	

ш.	Recruitment Rules	
i)	No. of cases processed	28
IV.	Disciplinary cases	
i)	No. of cases disposed	NIL*
V. =	Temporary appointment in scientific positions	
(i)	No. of cases received from the Council under Rule 11 (5) read with Rule 15(5) of Agricultural Research Service Rules.	danta fest issuluon NIL
V (A). Temporary appointment of scientists on deputation basis under Rule 11	l(7) of ARS
i)	No. of cases received from the council	Michigan ve
ii)	No. of cases disposed	distanti Alambian suce Sc
VI.	Composition of Committees, Board or other such bodies for promotion, sele and other matters incidental thereto or connected therewith	ection, recruitment
i)	No. of cases disposed	NILΨ
VII.	Appointment of Eminent Scientists	
i)	No. of meetings of the selection committees held during the year	NIL#
VIII	Delay in offer of appointment	
Som relat	e delay continued to occur on the part of the Council in implementing Board's ing to appointment of selected candidates. The details of such delays h	recommendations ave been given in

Appendix-V of this report.

15.

^{*} In spite of provision of rule 26(c) the Council did not seek advice of the Board.

The Board did not receive any case from the Council for advice in terms of Byelaw 24.

[#] No proposal received from the Council.

CHAPTER II

RECRUITMENT BY EXAMINATIONS

Examinations held during the year 1999-2000

- 2.1 The Board held combined examination for recruitment to Scientist grade in ARS, National Eligibility Test which is a pre-requisite for initial appointment as Assistant Professor/Lecturer in State Agricultural Universities and Award of Senior Research Fellowship of the Council.
 - 2.1.1 Number of applicants for admission in combined ARS/NET/SRF examination held in the year under report was 10,152 as against 12,048 for the previous year.
- 2.2 The salient features of different examinations held during the year are given in Para 2.2.5 to 2.2.9.

Agricultural Research Service/National Eligibility Test/Senior Research Fellowship Examination - 1998

- 2.2.1 The recommendations of the Board for appointment as Scientists in the ARS on the basis of examination conducted by the Board in December 1998 was sent to the Council in June 1999 after the viva voce of the qualified candidates was completed. Of the 225 candidates recommended, 41 belonged to SC, 13 to ST and 67 to OBCs.
- 2.2.2 Of the 12,048 applicants (including 659 SC, 125 ST and 1501 OBCs = 6384 in total), appeared at the written examination. A total of 851 candidates qualified for being called for interview and finally 255 candidates were recommended for appointment as Scientists in ARS. Details are given below:

		Gen.	SC	ST	OBCs	Total
a)	No. of candidates applied	7772	1390	237	2649	12048
b)	No. of candidates appeared in Examination	4099	659	125	1501	6384
c)	No. of candidates called for viva-voce	359	138	31	323	851
d)	No. of candidates appeared in viva-voce	340	118	22	285	765
e)	No. of candidates finally selected for ARS	134	41	13	67	255
	Disciplinewise break-up is given in Appendix VI.					

2.2.3 As a result of combined examination 2197, candidates were declared to have qualified the National Eligibility Test for appointment as Assistant Professor/Lecturer in State Agricultural Universities. Details are given below:

Gen.	SC	ST	OBCs	Total
1394	276	43	547	2260

List of successful candidates has been sent to all the State Agricultural Universities and result notified in the Employment News. The discipline-wise break-up is given in Appendix VII.

2.2.4 The recommendation regarding award of Senior Research Fellowship as a result of the combined examination was communicated to the Council in February 2000. Of the 165 candidates recommended for award of Fellowship, 21 belonged to SC and 5 to ST.

Agricultural Research Service/National Eligibility Test/Senior Research Fellowship Examination – 1999

- 2.2.5 The Board conducts ARS/NET/SRF examination every year for which notification is made latest by April. The notification was however published in the Employment News of 5th June 1999. The last date of receipt of applications in the Board were fixed on 16th July/30th July, 1999 and examination was conducted on 28th to 30th December, 1999.
- 2.2.6 Of the 10152 candidates 5299 appeared in the Examination.

b) FAO

Open Competitive Examination for recruitment of Finance & Accounts Officers at ICAR Hqrs

- 2.2.7 The Board conducted a open competitive examination for recruitment of 3 posts of the Finance & Accounts Officers at 6 centres in India.
- 2.2.8 Of 599 candidates 179 actually appeared in the examination.
- c) Stenographer Grade II
- 2.2.9 The Board conducted Limited Departmental Examination for recruitment of 9 posts of Stenographer Grade - II at ICAR Hqrs.

Of 38 candidates 32 actually appeared in the examination.

Suggestion

- 2.2.10 As per rule 26(a) of Rules and Bye-laws of ICAR Society the Board is required to make recruitment to ARS and such posts and services as may be specified by the President from time to time. The examinations for award of Senior Research Fellowships of the Council and National Eligibility Test for appointment as Assistant Professor/Lecturer in State Agricultural Universities were combined with ARS examinations in the course of time. Similarly, the Board was also requested to conduct examination for appointment to the combined cadres of Finance & Accounts Officers. However, since there is no fixed periodicity of these examinations (annual, once in two years, once in three years etc.) the Board is not able to develop an annual calendar of examinations (Appendix VIII) except the ARS/NET/SRF examination which is held every year in the month of October. The Board has to draw up its annual programme with due regard to all relevant considerations like the need of ensuring a certain periodicity of written examinations, the viva voce of qualified candidates, desirability of issuing notification for posts to be filled by interview as per schedule and completing interviews within a reasonable time frame. In this backdrop unscheduled requisitions for conducting examinations disturb the schedule of other activities of the Board. This was reported in the Annual Report for the year 1996–97 but there is no change in the situation.
- 2.2.11 Further, the Board also feels the necessity of consistency in personnel policy of the Council in the matter of recruitment of Assistants at the Institutes of the Council (Direct Recruitment quota) where the vacancies at the Institutes were notified by the Council at the time of examinations conducted in 1982 and 1985 but not at the time of subsequent examinations conducted in 1989 and 1995. It is not known how the aforesaid posts are now being filled up at the Institutes. Of and on the Board has received requests from one or two institues to conduct examinations for posts of Assistants falling on direct recruitment point and such requests were forwarded to the Council for taking a holistic view but there is no response from the Council.

2.2.12 Time and again the Board has been emphasising the need for proper training of candidates selected through open examination. While the training for ARS probationers has been institutionalised at NAARM no such arrangement has been made in the case of officers of the combined cadres of Administrative officers and Finance & Accounts Officers, Assistant etc, while forwarding recommendations in respect of these examinations the need for training was underlined but the Board has not heard from the Council about action taken in this regard. It is undersood that in the case of Administrative Officers and Finance & Accounts Officers the officers belonging to 86 batch were given three weeks training in the year 1992 and the officers of the 1994 batch were given three weeks training in the year 1997. The Board feels that training for such a short duration and that too after 3 to 5 years after joining by which time a fresh recruit has already spent considerable time in the system serves no purpose as far as induction training is concerned. In the case of Section Officers Assistant practically no institutionalised arrangement has been made. The Board suggests that the Council should attach due importance to Training of officers and staff. This was reported in the Annual Report for the year 1997–98 and 1998-99 but nothing has been heard from the Council.

The Board conducted Limited Departmental Examination for recruitment of 9 posts of Stenographer

combined with ATS commetions in the course of time. Similarly, the Board was also requested to edical examination for abound to the combined radies eighted as a countries of the combined radies of the basic and the combined radies.

in time years etc.; the Board is not able to develop aleannual salendar observingtions (Appendix VII) except the ARS/NET/SRF examination which is held every year in the month of October. The Board has to draw tip its fining a programme with which the transfer to draw to be surrounded in the windows like

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CHAPTER III

RECRUITMENT BY INTERVIEW

- 3.1 The Board received requisitions involving 312 posts during the year while cases involving 178 posts were carried over from the previous year. Against a total number of 490 posts advertised during the year, recruitment process was completed for 305 posts. Requisition for 13 posts were withdrawn by the Council. In 10 cases no candidate was found eligible at screening stage. In 10 cases no candidate came to attend the interview. At the end of the year, there was thus a balance of 38 posts out of which requisitions were received during the last quarter of the year.
 - 3.1.1 The Board issued the following advertisements during the year:

S.No.	Advt. No.	Date of publication	No. of posts
1	3/99	17-4-99 January 1	37
2.	4/99	3-7-99	46
3.	5/99	31-7-99	134
4.	6/99	18-9-99 many any data of C	31
5.	7/99	4-12-99	107
6.	8/99	25-12-99	42
7. beni	9/99	25-12-99	5
8.	1/2000	1-1-2000 www.test.com	nakey 2
9.	2/2000	29-1-2000	27
10.	3/2000	18-3-2000	30
5m 11 9A) eta 4XD	4/2000	25-3-2000	29
		TOTAL	490

The category-wise breakup of these posts is as under:

	occus where the Council and preparate to withdraw sequesition for r	ra) banai)my es		
3 po (i is o 201).	Deputy Director-General and Directors of National Institutes (Rs. 25000/- fixed)	n after New Yead moated aster ad	5	
ii)	Assistant Director-General, Directors of Institutes Project Directors and Joint Directors of National Institutes (Rs. 16400-22400)	n qualifications		adD a :
iii)	Project Coordinators and Zonal Coordinators (Rs. 16400-22400)	ly notified by the succeed action f	5	
iv)	Heads of Divisions/Regional Stations (Rs. 16400-22400)	A) eapitesülku _l	84	
v)	Principal Scientists		75	
vi)	Senior Scientists of both or both well-reading graphs by measured among		272	
vii)	of of asking for Work Plan for next 5 year has been furt IssindosT didates a stood to submit:		11	
		TOTAL	490	•

Interviews and selection

3.2 For the 305 posts for which recruitment process was completed, 3130 applications were received. A total of 2024 candidates were called for interview out of which 1286 appeared. The category-wise break-up of these posts is as under:

(a)	Scientific	ens es er ical six en drome the petricipie	No. of posts
i)	Deputy Director General/Directors of Na	tional Institutes	sabilitim 3 m
ii)	Directors/Joint Directors of National Insti		20
iii)	Zonal Coordinators/Project Coordinators than National Institutes		akanoliki 3
iv)	Heads of Divisions/Officers Incharge		37
v)	Principal Scientists		25
vi)	Senior Scientists	S.Nu. Adyt.Ne.	205
(b)	Technical	1000	2
	TOTAL		305

Details are given in Appendix IX.

Recruitment by interview aided by practical test or written test

3.3 Tests are resorted to in cases where the proficiency of candidates can be ascertained more purposefully or where this can be advantageously used as a screening method for/in aid of interview. During the year no such test was held for any post.

Shortage of suitable candidates in certain fields

3.4 The Board were unable to find suitable candidates for appointment to 45 posts (Appendix X). For 10 posts no candidate was found eligible to be called for interview (Appendix XI).

Recruitment cancelled or withdrawn

3.5 Cases continued to occur where the Council sent proposals to withdraw requisition for recruitment even after they had been notified by the Board. During the year recruitment action for 13 posts was terminated after advertisement but before interview, on request of the Council (Appendix XII).

Change in qualifications after notification of the post by the Board

3.6 Cases continued to occur where Council sent proposals to change qualifications after the post was duly notified by the Board on the basis of qualifications indicated in the requisition. During the year recruitment action for 3 posts had to be suspended after advertisement due to proposals for change in qualifications (Appendix XIII).

Reforms

3.8 With a view to sharp focus discussion during interview and to tackle the candidate in their areas of strength the concept of asking for Work Plan for next 5 year has been further strengthened and revised and the candidate is asked to submit:

- a) A brief note (not more than one page) reviewing the work done by the candidate during the last 10 years highlighting the achievements and accomplishments during the period including technology developed, project completed, contribution to physical and infrastructural development, interdisciplinary programme formulation and participation in research activities, mobilisation of external funding for projects etc.
- b) A work plan (in not more than three pages) on how the candidate proposes to organize the activities of the post for which he is an applicant. The information provided may include new research projects/thrust areas of work that he proposes to introduce, physical and infrastructural facilities proposed to be developed, linkages with other research units and development departments proposed, as well as the expected outcome from these changes. The plan should be practical and realistic in nature and should be achieveable within a period of five years and feasible within the available resources of the institutes. In preparing this plan, the past and present achievements as well as technology development may be critically reviewed and the critical gaps identified. The annual report department as well as project reports—may be consulted for developing this plan.

CHAPTER IV

RECRUITMENT RULES AND SERVICE RULES

- 4.1 Twenty-eight proposals were received during the year for framing/amendment of the recruitment rules and decision taken wer communicated to the ICAR.
 - 1. Director (P)
 - 2. Director (F)
 - 3. Deputy Secretary, ICAR, Secretary, ASRB, Joint Director (Admn.) IARI, New Delhi
 - 4. Under Secretary
 - 5. Section Officer/Asstt. Administrative Officer
 - 6. Assistant Finance & Account Officer
 - 7. Assistant
 - 8. Junior Account Officer
 - 9. Upper Division Clerk
 - 10. Private Secretary
 - 11. Personal Assistant
 - 12. Stenographer Grade III
 - 13. Chief Administrative Officer
 - 14. Senior Administrative Officer
 - 15. Deputy Director (F)/Chief Finance & Accounts Officer
 - 16. Administrative Officer
 - 17. Senior Finance & Accounts Officer
 - 18. Finance & Accounts Officer
 - 19. Legal Adviser
 - 20. Assistant Legal Adviser
 - 21. Ir. Law Officer
 - 22. Assistant Finance & Accounts Officer
 - 23. Security Officer
 - 24. Security Supervisor
 - 25. Dy. Director (Personnel/C.E., ASRB)
 - 26. Driver
 - 27. Auxiliary/Admn. (Non-Ministerial) under T.S.R.
 - 28. L.D.C.
- 4.2 It is observed that complete information/documents are not received along with the proposals for framing/amendments of recruitment rules. The relevant clarification/documents were received subsequently after request was made in this regard. As a result of this considerable delay took place before the Board could tender their considered advice on the proposals.

CHAPTER V

PERFORMANCE OF CANDIDATES BELONGING TO SCHEDULED CASTES, SCHEDULED TRIBES AND OTHER BACKWARD CLASSES

Recruitment by Examination

- Candidates belonging to Scheduled Castes and Scheduled Tribes were recommended by the Board by relaxed standard, provided they were considered fit for appointment to the respective services or for award of fellowship.
 - 5.1.1 In the case of examinations requiring technical or professional qualifications, candidates up to the full extent of reservation could not be recommended for appointment as Scientist in the ARS and for award of Senior Research Fellowship of the Council under SC category. Details are given below:

Name of Examination	No. of vacancies reserved for Scheduled Castes	No. of Scheduled Caste candidates recommended for appointment
ARS/NET/SRF – 1998		were compared and collected policies and successful to the success

5.1.2 In the case of examinations requiring technical or professional qualifications, candidates up to the full extent of reservation could not be recommended for appointment as Scientist in the ARS and for award of Senior Research Fellowship of the Council under ST category. Details are given below:

Demis are given ber	3111			
Name of Examination	No. of vacancies reserved for Scheduled Tribes	No. of Scheduled Tribe candidates recommended for appointment		
ARS/NET/SRF-1998	32	13		

5.1.3 In the case of examinations requiring technical or professional qualifications, candidates up to the full extent of reservation could not be recommended for appointment as Scientist in the ARS under OBC category. Details are given below:

Name of Examination	No. of vacancies reserved for OBC	No. of OBC candidates recommended for appointment
ARS/NET/SRF-1998	76	67 25 against
		unreserved posts

CHAPTER VI

ASSESSMENT, REVIEW OF ASSESSMENT AND INDUCTION IN THE ARS

- Assessment for one case under ARS rules was completed during the year, which related to Scientist 6.1 Grade S-I. Details are given in Appendix XIV.
- Four cases of induction were considered during the year and recommendations sent to the ICAR. These related to Scientists, & Research Management Position. Details are given in Appendix XV.

The three as of campaness requiring technical or professional qualifications, candidates

of it in the case of examinations requires technical or protessional qualificationic candidates up to the full extent of reservation could not be recommended to a procuping the Sciences in the

up to the full extent of asservation could not be reconsided to a highliftent as Scientist

No proposal was received for review of assessment result vide Appendix XVI. 6.3 e pro the full extent of reservation could not be recommended for appointment as ficientist

CHAPTER VII

USE OF HINDI

- 7.1 Adequate arrangements were made to promote progressive use of Hindi in the office of the Board. In order to ensure compliance of Official Language Policy of the Central Government/ICAR and to fulfil the targets fixed in the annual official language programme, a Technical Officer in Group 'B' service is exclusively attending to the related work.
- 7.2 58.2 per cent of Officers and 75.6 per cent staff working in the Board have acquired working knowledge of Hindi.
- 7.3 Representative of the Board participates in the quarterly meetings of the Official Language Implementation Committee of the ICAR headquarters where the progress made in the use of Hindi in the official work of the Board is reviewed.
- 7.4 Hindi version of the examination rules, notice, syllabi, instruction to candidates', admission certificate, test booklets, answer sheets, applications form, attendance sheets and attendance lists, etc. were printed both in English and Hindi simultaneously.
- 7.5 Hindi versions of all the advertisements issued by the Board were prepared and published both in Hindi and English in the leading newspapers of the country including 'Rozgar Samachar'.
- 7.6 Hindi version of this annual report of the Board is also being prepared and published.

in relation to reconstruent rules, etc. but it has been noted that the relevant provision of rules and Dellawk the Viameriar or or crassitution being board as foliately consistently observed by the

rechillment of him and a fence is problemed the last and the training their approved by the President

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CHAPTER VIII

CONSTRAINTS AND SUGGESTIONS

Shortage of staff

8.1 The Board are constrained to point out that shortage of staff at all levels (with reference to sanctioned strength) has hampered their efforts. It was desired by the President, ICAR that ASRB should be strengthened. The Board would, therefore, like to emphasize that the vacant posts in the Board need be filled up by the Council on priority basis. The proposal of the Board regarding strengthening during the VIIth Plan period was duly sanctioned by the Expenditure Finance Committee. Further action for creation of posts is pending with the Council in spite of repeated efforts by the Board. The post of Under Secretary is lying vacant since 31.1.98. Similarly the post of Technical Officer (Hindi) is lying vacant since 31.12.97. In the context of shortage of staff the ASRB Review Committee has also recommended strengthening of the staff of the Board vide para 7.5 and 7.6 of the report.

Vacant post of Members

8.2 The post of Chairman which fell vacant on 18.2.2000 has not been filled up.

Withdrawal of requisitions or change in qualifications after notifications

8.3 Cases continued to occur where the Council sent proposal to withdraw requisition for recruitment or for change in qualifications even after the vacancy had been notified by the Board as per details given in para 3.5 and 3.6 and Appendix XIII. The Board feels that the cases are not perhaps receiving adequate attention of the Council at the stage of drafting of essential and desirable qualifications for incorporation in the requisitions. That also is responsible for vague and unfocussed mention of qualification/desirabilities in the requisitions.

Consultation in service rules

8.4 While the Board has taken steps to reduce its response time on references received from the Council in relation to recruitment rules, etc. but it has been noted that the relevant provision of rules and byelaws providing for prior consultation with the Board is not being consistently observed by the Council which need adhered to. ASRB Review Committee in its report vide para 4.22.5 has recommended total adherence to provision of bye law 24. This has been approved by the President of ICAR.

Consultation in disciplinary matters

8.5 Likewise the provision of rule 26(C) which stipulates consultation with the Board in disciplinary matters relating to personnel recruited/appointed either by the Council itself or in consultation with the Board was not observed. No disciplinary case was received for advice. The Board suggests the Council to adhere to the provision of rules and bye laws. ASRB Review Committee in its report vide para 6.6.1, 6.7.2 and 6.7.3 has recommended total adherence to provision of rule 26(C). This has been approved by the President of ICAR.

Periodicity of examinations

8.6 While the examination for ARS/SRF/NET is conducted every year in the month of October followed by viva-voce in the months May-July of the following year, there is no fixed periodicity of other examinations. As indicated in paragraph 2.2.10 and Appendix VIII the open examinations for recruitment of Administrative Officer, Finance & Accounts Officers, Section Officer, Assistant and other limited departmental examinations have been entrusted to the Board from time to time but without observing any schedule. As a result the Board is not able to develop annual calander of examinations. The Board suggests the Council to pay attention to this aspect. This was reported in the Annual Report for the year 1996–97 but there is no response from the Council.

Human Resource Development

It has been the endeavour of the Board to keep track of the performance of Scientists and other Officers recruited by it with a view to using the feedback as an input for refining the selection process with the ultimate aim of improving the Human Resources content of the National Agricultural Research System. The GVK Rao Committee which has reviewed the functioning of the Council has inter alia recommended that the Board should not merely remain as a recruitment machinery but should assume the responsibility for the overall human resources development in the ICAR. For this purpose the Committee felt that the Board will be required to maintain contact with the career of the Scientist selected for the ICAR system and this feedback would enable the Board to make refinement in the operation of the Agricultural Research Service and the personnel policies governing it. The report further recommended that a Research and Analysis Wing should be set up in the Board so that research on human capital development in agricultural sciences could be done to help evolve policies for personnel management in the ICAR System. Immediately after acceptance of the recommendations of the Governing Body of the Council and the President, ICAR, a proposal was forwarded by the Board for establishment of a Research and Analysis Wing. Subsequently, it was also incorporated in the Board's proposal for strenghening during the VIIIth Five Year Plan. Though the proposal was sanctioned in principle but further action regarding creation of relevant positions is pending with the Council. As a result the computer hardware which was simultaneously sanctioned in VIIIth Plan and procured could not be put to effective use and operation. This has handicapped the work of the Board during the year.

Training of staff recruited by the Board

8.8 Time and again the Board has been emphasising the need for proper training of candidates selected through open examinations. While the training for ARS probationers has been instituionalised at NAARM, no such arrangement has been made in the case of officers of the combined cadres of Administrative Officers and Finance & Accounts Officers, Section Officers, Assistants, etc. while forwarding recommendations in respect of these examinations the need for training was underlined but the Board has not heard from the Council about action taken in this regard. It is understood that in the case of Administrative Officers and Finance & Accounts Officers, the officers belonging to 1986 batch were given three weeks training in the year 1992 and the officers of the 1994 batch were given three weeks training in the year 1997. The Board feels that training for such a short duration and that too after 3 to 5 years after joining by which time a fresh recruit has already spent considerable time in the system serves no purpose as far as induction training is concerned. In the case of Section Officers/Assistants practically no instituionalised arrangement has been made. The Board suggest that the Council should attach due importance to training of officers and staff. This was reported in the Annual Report for the year 1996–97 but there is no response from the Council.

Shortage of space

8.9 In 1984, the Board was allocated 1.25 floors in Krishi Anusandhan Bhavan. Over the year the activities of the Board have grown and considerable record has built up and now the space is far less than requirement. Unlike other offices, the Board has to retain its record for longer period for obvious reasons and this constitutes a major demand on office space.

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ACKNOWLEDGEMENT

The Board would like to place on record their sincerest thanks to the President, ICAR, Society, the MOS (Ag.) Govt. of India, the DG, ICAR and the Secretary, ICAR for their unstinted support and cooperation in the work of the Board but for which it would not have been possible to discharge their functions.

25(b). The Child color Members of the ASRB shall held office lighterised bijeruis in mether date on which they enter upon their office or until they attain the age of 65 years, whichever is earlier.

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Member, as the case may be, ought on any such grounds to be removed.

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shall be appointed by the President, with the approval of the Lovernient of India.

sufficiently the provisions mentioned; because below, the Chairman faranty other Members of the ASSER shall collected the control of the collicit by stellar of Carefara of Chile of the account of

accordance with the principle of salural matics appared that the Chairman or such other

Motycrissanding anything mentioned above, the Prisidenteray by order remove fours office

engages during his term of Office in any paid employment outside the duties of his Office; or

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Make the following to the pro-

an Agricultural Scientists, Recognimient apparet with a whole care. Chair transland other,

(K.K. Bajpai) Secretary

Agricultural Scientists Recruitment Board

offer reasons unable to perform the duties of his toffice these duties shall until some other person i 15 September 2000 New Delhi

(c) The Recruitment Board shall advise the Council in disciplinary matters, relating to personnel

tor recruitment to posts in the Agricultural Research Service and to such other posts and services

APPENDIX I

(vide para 1.1.2)

EXCERPTS OF PROVISION OF RULES AND BYE-LAWS OF ICAR SOCIETY

Constitution:

Rule 25

There will be an Agricultural Scientists' Recruitment Board with a whole time Chairman and other members who shall be appointed by the President, with the approval of the Government of India.

- 25(a) If the Office of the Chairman of the ASRB becomes vacant or if he is by reasons of absence or for any other reasons unable to perform the duties of his Office, these duties shall until some other person is appointed under Rule 25 to be vacant office, has entered on the duties thereof or, as the case may be until the Chairman has resumed his duties or a new Chairman has been appointed, be performed by such of the other member of the ASRB as the President, Indian Council of Agricultural Research may appoint for the purpose.
- 25(b) The Chairman and other Members of the ASRB shall hold office for a term of 6 years from the date on which they enter upon their office or until they attain the age of 65 years, whichever is earlier.
- 25(c) (i) subject to the provisions mentioned; herein below, the Chairman or any other Members of the ASRB shall only be removed from his office by order of President, ICAR on ground of misbehaviour after a high powered Committee of three members nominated by the Governing Body on reference being made to it by the President has on enquiry held in accordance with the principle of natural justice reported that the Chairman or such other Member, as the case may be, ought on any such grounds to be removed.

Notwithstanding anything mentioned above, the President may by order remove from office of the Chairman or any other member of the ASRB, if the Chairman or such other Member, as the case may be:

- (a) is adjudged as insolvent; or
- (b) engages during his term of Office in any paid employment outside the duties of his Office; or
- (c) is in the opinion of the President, unfit to continue in office by reason of infirmity of mind or body
- 25(c) (ii) The Chairman may in writting, delegate such of his powers as he may consider necessary to any other Member of the ASRB.

Function:

Rule 26

- (a) The Recruitment Board shall function as an independent recruiting agency and shall be responsible for recruitment to posts in the Agricultural Research Service and to such other posts and services as may be specified by the President from time to time.
- (b) The Recruitment Board shall render such other assistance to the Council in personnel matters including promotion as may be required by the President.
- (c) The Recruitment Board shall advise the Council in disciplinary matters relating to personnel recruited/appointed either by the Council itself or in consultation with the Recruitment Board.

(d) The Recruitment Board shall submit annually by the second week of May of the year following the financial year a report of its activities for each financial year to the President.

Recruitment Rules

Rule 73

Recruitment and appointment to the various posts in the Council shall be made in accordance with the Recruitment Rules framed or to be framed for the purpose in the Council in consultation with the Chairman or any other Member of the ASRB to whom the Chairman has delegated his powers under Rule 25(c)(ii) and duly approved by the Governing Body and the President.

Selection Committees, Interview Boards - Composition of

Bye-Law 24

The Composition of Committee, Boards or other such bodies for promotion, selection, recruitment and other matters incidental thereto or connected therewith for various posts under the Council shall be as prescribed in consultation with the Chairman, Agricultural Scientists' Recruitment Board or any other Member authorised by him and duly approved by the President, ICAR.

Appointment of Eminent Scientists

Bye-Law 26

The Director-General may on his own or on the advice of the Directors of the Research Institutes or Vice-Chancellors of the Agricultural Universities invite an eminent Indian Scientists for appointment in a suitable grade according to the qualifications and experience with the concurrence of the Agricultural Scientists Recruitment Board and with the approval of the President.

APPENDIX II made that brood members of the first of the f

(vide para 1.2)

Alata Long at any of N COMPOSITION OF BOARD DURING 1999-2000

Dr. Kirti Singh Chairman upto 25.5.99

call divided

the Reductions to Large Segmen Dr. R.B. Singh Chairman from 12.7.99 to 18.2.2000

> Dr. A.G. Sawant Appointed as Member from 10.9.99 Acting as Chairman w.e.f. 19.2.2000

aria sita serial ciello estrapolidad del del Gouter i i que Body and del Beggident

Dr. S.A.H. Abidi Appointed as Member w.e.f. 5.11.99

heats energibles in consultation with the Chairbout. Agricultural Scientists. Aggrutheed floatel or any wher Menther authoritied by hint and duly approved by the fresident, lightly over not injuritie

The Director-Conference on his own or the identical of the Directors of the Research Institutes.

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which they enter upon their office or wept they accurate be appropriately with antalisation to confine on the

Property of the property and the appearance of the property of ase may be, usign) on any suchigrespody to be composed. To such a

APPENDIX II(A)

(vide para 1.2.1)

S.No.	Name of posts	No. of s	anctione	d posts	Name of incumbant
1.	Secretary		1	5	Shri K.K. Bajpai
2.	Controller of Examinations		2 cet pris		Shri P. Bappaiah
3.	Under Secretary		1		Vacant
4.	Special Assistant		1		Shri M.S. Nagpal
5.	Assistant Finance & Accounts Officer		1		Shri Roshan Lal
6.	Section Officer	A) or Eulin	5		1. Shri G.S. Sharma* 2. Shri J.S. Bhandari* 3. Shri N.K. Jindal 4. Shri Khairati Lal
			# #		5. Shri Rajinder Kumai
7.	Technical Officer		1		Shri Vinod Kumar
8.	T-5 (Hindi)		1		Vacant

^{*}Upto 31st December 1999

APPENDIX II(B)

(vide para 1.2.1) STAFF OF ASRB

S.No.	Name of posts	No. of s	sanctioned posts	In position			
	Dr.R.B. Spign			as on 1.4.99	as on 31.3.2	2000	
1.	Private Secretary		2 pprusted as	Member mis	n 10.9.5%		
2.	Senior P.A./P.A.		6 Charges Cha	5	Under Secretary 4		
3.	Assistants		15 political as	14	Special Assistant Assistant Finance		
4.	U.D.C.		12	9	9 Officer.		
5.	L.D.C. 2. 2. 2. D.C. 1		14	6	8 Section Officer		
6.	Hindi Steno-Gr. III		1	_	_		
7. 15	Sr. Gesteter Operator		_1	1	1		
8.	Driver		2	2	2 Technical Office		
9.	Daftry		2	2	(rbniH) 2-T 2		
10.	Jamadar		3	1	1 sta 31st December 19		
11.	Peon		8	7	7		
12.	Packer		1	1	4 1		
13.	Mali		1	1	1		

APPENDIX III

(vide para 1.3)

STATEMENT SHOWING RECEIPTS AND EXPENDITURE OF THE ASRB DURING THE YEAR 1999-2000

		Name of Re	ceipts			Amount (Rs. in lakhs)	
Applica	ition and	d Examinati	ion fees etc.	A – Rec (Net after r	eipts efunds)	11.74	
ag.	FC.	10	15	B – Exper	nditure	hind ancitanions with	
MOT Salaries	236					77.24	
Wages Over Ti	me Allo	wance				- lates	
	Expense	es within the	country			4.71 176.10	
	25		25	Ας: T	ations and Cal	No. of centres in India where	
*		EX	penaiture	on Examin	ations and Sel	ections are ensured and entitle	
(a) Trav (b) Othe					ws were held	76.81 20.33·	
3130	2550	2488	1887	2317	Total	baylana am 356.19	
2024	1615	1452	1330	1442	WSiV19	io, of candidates called for inte	
		1284					
			14				
				î.		. Review of assessment or Scien	
						3. Induction and ARS	

2-AO & F&AO - 1997

APPENDIX IV

(vide paragraph 1.4)

COMPARATIVE STATEMENT OF WORKLOAD OF THE BOARD FOR THE LAST FIVE YEARS

	1995–96	1996–97	1997–98	1998–99	1999-2000
A. Recruitment by Examination					
No. of examinations held	3\$	3#	2±	2±	3@
No. of posts	289	356	165	236	108
No. of candidates	19192	10080	10266	71083	10789
No. of candidates interviewed	1025	1802+	1706	621	765
No. of centres in India where arrangements were made for examination	24	25	. 25	25	25
B. Recruitment by interview					
No. of posts for which interviews were held	128	129	157	213	305
No. of applications received	2317	1887	2488	2550	3130
No. of candidates called for interview	1442	1330	1452	1615	2024
No. of candidates appeared at interview	1053	931	1001	1161	1286
C. No. of candidates qualified for NET	1129	1502	1284	1728	2260
D. No. of candidates recommended for award of SRF of ICAR	537®	178	176	168	165
E. Assessment of Scientists	67	14	3	1	1
F. Review of assessment of Scientists	1	6	0	3	NIL
G. Induction into ARS	2	4	1	2	4

- \$ 1. ARS Examination 1995
 - 2. Section Officer/Assistants Examination
 - 3. Limited Departmental Examination for Stenographers
- # 1. ARS Examination 1996
 - 2. Limited Departmental Examination for Section Officers
 - 3. Limited Departmental Examination for Assistants
- + It includes 1717 candidates of ARS-95 (including SRF) whose viva voce was conducted. 85 candidates were interviewed for the post of Section Officer for which examination was held in December 1996.
- + 1. ARS/NET/SRF Examination 1997
 - 2. AO & F&AO 1997
- ± 1. ARS/NET/SRF Examination 1998
 - 2. Open competitive examination for lower division clerks 1998
- @ 1. ARS/NET/SRF Examination 1999

2. Finance & Accounts Officers Examination – 1999

剪

- 3. Limited Departmental Examination for Stenographers Grade-II 1999.
- R This is the number of candidates who had qualified the written examination. This year the interview was conducted by Education Division of the Council itself.

APPENDIX IV (A)

(vide paragraph 1.4)

DETAILS OF BOARD SITTING FOR VIVA VOCE/INTERVIEW ARS/SRF

S.No.	Month	Number of discipline covered	Number of da sittings	
1.4. Recn	March 1999	6	7	
2.	April 1999	11	11	
3.	May 1999	18	19	
4.	Sept. 1999	1919 1 11 11 11 11	14	
5.	Nov. 1999	12	12	
6.	Dec. 1999	24 3 27	3	
S. Ren	Total	61	66	

No at profit the telester to operate a recipit

APPENDIX V

(vide paragraph 1.5)

STATEMENT SHOWING CASES WHERE OFFER OF APPOINTMENT WAS DELAYED

(Position as on 31.3.2000)

whe appoi issue n for	o. of posts ere offer of ntment was ed within 1 nonth of wardal of nmendation	No. of posts where offer of appointment wa issued within 1-2 month of forwardal of recommendation	w s app 2 issu fo	No. of posts where offer of cointment was ued within 2-3 month of corwardal of commendation	issued within 3-6 month of forwardal of	No. of p where of appointment not been so fa	ffer of ent has issued ar
911	53	116	58	29	25	8	130 -8
-	Herbitalty		177	CONTRACTOR IN CONTRACTOR CONTRACT			
	Non-regione	(a) Agriggillare)					
116							
				28 88			
E 78							
		รายเกลาให้ค.สก					
					and Ludipology		

APPENDIX VI

(vide paragraph 2.2.2)

STATEMENT SHOWING CANDIDATES WHO APPLIED APPEARED, QUALIFIED, ATTENDED INTERVIEW AND SELECTED ON THE BASIS OF AGRICULTURAL RESEARCH SERVICE EXAMINATION – 1998

S.No.	. Discipline	Applied	Appeared	Called for Viva Voce	Appeared at the Viva Voce	Selected
10115	Di da la la da da Caisa da	399	196	45	43	10
1.	Bio technology (Agri. Science)	52	25	e la sur granda	9 1000	3
2.	Economic Botany	137	42		7 11 7	2
3.	Geography	465	262	90	81	22
4.	Horticulture - Fruit Science Horticulture - Floriculture	164		12	12	4
5.		393	258	67	63	15
6.	Horticulture - Vegetable Science	99	54	10	9	2
7.	Microbiology (Agriculture)	98	58	16	16	4
8.	Seed Technology	235	125	28	28	6
9.	Soil Science - Soil Physics / S.&WC	38	17	4	3	2
10.	Animal Physiology		50	37 ~	24	10
11.	Animal Reproduction/Gynaeocology	217	107	25	24	5
12.	Bio chemistry (Animal Science)	198	118	54	46	18
13.	Bio technology (Animal Science)	12	9	3	2	1
14.	Livestock Products Technology	58	38	10	8	3
15.	Poultry Science	61	46	10	8	5
16.	Veterinary Medicine	132	84	51	43	13
17.	Veterinary Microbiology	27	14	3	3	2
18.	Veterinary Pathology	. 8	4	NIL	NIL	NIL
19.	Veterinary Pharmacology	9	3	NIL	NIL	NIL
20.	Veterinary Public Health		56	39	39	12
21.	Agricultural Structures & Process Eng			NIL	NIL	NIL
22.	Chemical Engineering	8	1	4	4	4
23.	Electronics & Instrumentation	20	11 13	3	3	3
24.	Mechanical Engineering	24	41	14	13	3
25.	Soil & Water Conservation Engg.	89	6	5	2	1
26.	Textile Manufacture	14 203	79	9	6	2
27.	Food and Nutrition	203 64	79 35	5	3	1
28.	Home Development/Resource Management					
29.	Forestry	183	114	22	19	5
30.	Organic Chemistry	662	268	32	30	10
31.	Agricultural Economics	408	227	44	. 37	9
32.	Agriculture Extension	544	349	109	102	24
33.	Agricultural Statistics	191	72	7	7	6
34.	Computer Application in Agriculture	175	104	57	56	44
35.	Food Science and Technology	76	46	6	6	1

APPENDIX VII

(vide paragraph 2.2.3)

STATEMENT SHOWING CANDIDATES APPLIED, APPEARED AND QUALIFIED FOR NET (ARS/NET/SRF EXAMINATION – 1998)

Code No	Discipline	Applied	Appeared	Qualifie
1	Skamin 2 ump ¹⁹⁸	xten 8 nn, Educatio	4	5
1	Agriculture Chemistry	49	22	2
2	Agriculture Entomology	535	281	2
3	Agriculture Meteorology	37	21	124
4	Agronomy	731	417	7
5	Biochemistry (Plant Science)	142		271
6	Biotechnology (Agriculture Science)	358	62 184	32
7	Economic Botany	42		73
8	Geography		22	11
9	Genetics	143	47	24
10	Horticulture – Fruit Science	98 532	46	7
11.	Horticulture – Floriculture		300	130
12.	Horticulture – Vegetable Science	202	121	17
13	Microbiology (Agriculture)	433	283	99
14	Nematology (Agriculture)	173	95	56
15	Plant Breeding	49	26	13
16	Plant Pathology	542	294	- 88
17	Plant Physiology (Agril./Hort. Crops)	515	386	54
18	Seed Technology	200	92	23
19	Soil Science - Pedology	110	66	37
20	Soil Sci /Soil Chara /F 1 / 14:	40	11	3
21	Soil Sci./Soil Chem./Ferty./Microbiology	274	156	32
22	Soil Sci Soil Physics and Soil & Water Conservation	242	121	50
23	Animal Genetics & Breeding Animal Nutrition	85	44	19
24		98	58	25
25	Animal Physiology	64	25	6
26	Animal Reproduction/Gyńaecology		52	39
27	Biochemistry (Animal Science)	193	92	52
28	Biotechnology (Animal Science)	152	90	44
29	Dairy Chemistry	20	8	6
30	Dairy Microbiology	18	11	7
31	Dairy Technology	52	26	NIL
32	Livestock Production & Management	99	62	41
33	Livestock Products Technology	28	16	2
	Poultry Science	68	48	29
34	Veterinary Medicine	80	58	13
35	Veterinary Microbiology	145	85	62
36	Veterinary Parasitology	. 31	21	12
37	Veterinary Pathology	68	37	8
38	Veterinary Pharmacology	34	22	7
39	Veterinary Public Health	28	16	7
40	Veterinary Surgery	67	41	19
41	Fish & Fishery Science	277	143	49
	Aquaculture	91	49	
43	Fish Processing Technology	42	30	20
44	Agril. Structures & Process Engineering	122	60	18
45	Chemical Engineering	3		43
46	Electrical Engineering	3	NIL NIL	NIL NIL

		and the same of th			
1	2		3	4	5
47	Electronics and Instrumentation	Januar Lymps	9	7	2
48	Farm Machinery and Power		53	29	8
49	Mechanical Engineering		13	7	2
50	Soil & Water Conservation Engineering	ng	129	53	17
51	Textile Chemistry	o regions	DEMINITE THE	NIL	NIL
52	Textile Manufacture		4	HIHI1UO	NIL
53	Child Development		105	54	12
54	Food & Nutrition		274	114	40
55	Home Dev./Resource Management		80	44	6
56	Home Science Extension Education		89	32	10
57	Textile & Clothing		60	35	13
58	Forestry		183	115	56
59	Organic Chemistry		520	214	26
60	Physics		197	80	4
61	Agricultural Economics		431	234	80
62	Agricultural Extension		556	349	172
63	Veterinary Extension Education		15	10	7
64	Agricultural Statistics		174	67	5
65	Computer Application in Agriculture		109	71	36
66	Veterinary Anatomy		22	8	3
67	Foold Science & Technology		98	58	14
68	Dairy Engineering		2 0	NIL	NIL
69	Soil & Water Management		3	NIL	NIL
70	Environmental Sciences		284	180	66

APPENDIX VIII

(vide paragraph 2.2.10)

EXAMINATIONS (OTHER THAN ARS) CONDUCTED BY THE BOARD

A. Combined Competitive Examination for appointment as Administrative Officer and Finance and Accounts Officers

	S.No.	Examination	No.	of Posts	Held in
T.			AO	F & AO	
	1.	Ist Examination	29	14	May 1986
	2.	IInd Examination	15	14	August 1990
	3.	IIIrd Examination	14	14	June 1994
	4.	IVth Examination	10	4	December 1997
	5.	Vth Examination	1 2 2	3	December 1999

B. Combined Competitive Examination for recruitment of Section Officers/Assistants at ICAR Hqrs. and Assistants at ICAR Institutes

S.No.	Examination	No. o	f Posts	He	eld in
96 00 100 100 100 100 100 100 100 100 100		SO	Assistants at Hqrs.	Assistants a	t = 8.67 E
1.	Ist Examination	9	35	34	May 1982
2.	IInd Examination	6	7	72	December 1985
3.	IIIrd Examination*	- ·	11		October 1989
4.	IVth Examination**	15	25	_ -	December 1995

C. Open Competitive Examination for L.D.Cs at ICAR Headquarters

i e	S.No.	No. of posts of ICAR Hqrs.	Held in
	1.00	40	July 1995
	2 9	8 8 8 8 8	July 1995 Nov 1998

^{*}For Recruitment of Assistant at ICAR Headquarters

^{**}For Recruitment of Section Officers and Assistants at Council's Headquarters.

APPENDIX IX

STATEMENT SHOWING THE POSTS ADVERTISED NUMBER OF CANDIDATES WHO APPLIED WERE CALLED FOR INTERVIEW / ATTENDED THE INTERVIEW ETC. DURING THE PERIOD FROM 1.4. 1999 TO 31.3.2000

7	AND DESCRIPTION OF THE PROPERTY OF THE PERSON OF THE PERSO		TOTAL PROPERTY OF THE PERSON NAMED OF T	THE PERSON NAMED AND POST OF THE PERSON NAMED		The state of the s						
S. S.	SI. Name of the No. post & location	Advt. No.	Item No.	No. of Call candidates for applied inter view	Called s for inter- view	Attendec the inter- view	i Date of inter- view	No. of posts	Date of communication of recommendation	Whether selection made or NFS	Remarks	
	2	3	4	5	9	7	80	6	10		12	2
₋	Sr. Scientist (Home Science Extr.),	1/99	27	9	ε	Apr 3	April 1999 9.4.99	la Hion	19.4.99	Selection made	UCTED	
2.	Head of Div. of Research Survey &	2/98	122	4 sible	11 90 11	∞ ∞	9.4.99	office Ric	19.4.99	Selection made	COND	
છ	Jodhpur Principal Scientist (SPS & WC)	2/98	127	S of ECAR	∞ ∞	9 0	10.4.99	cruitment	19.4.99	Selection made		
4	Principal Scientist (Ani. Nutrition)	4/98	105	leog lo	_	9	12.4.99	or follow	19.4.99	Selection made		
5.	NRCC, bikaner Sr. Scientist (Vety. parasitology) NRCC,	86/9	163	6M 9	e e e e e e e e e e e e e e e e e e e	2	12.4.99		19.4.99	Selection made		
9	Bikaner Sr. Scientist (Ani. Reproduction)	86/9	164	9	Examina Examina N		12.4.99	titive Ex	19.4.99	Selection	IONS (
7.	Sr. Scientist (Vety. Medicine) NRCC,	86/9	165	4	fajli rliVI	Batel ball	12.4.99	Colups its at IC	19.4.99	Selection made		
∞ ∞	Bikaner Sr. Scientist (Hort.) NRC for AH. Bikaner	3/98 r	87	13	9	7	13.4.99	enddm seistar	19.4.99	NFS		
6	Jt. Director, CRRI, Cuttack	86/9	141	23	41	10 May	May 1999 6.5.99	D Col and A	7.5.99	Selection made		

Head, Divn. of Agril. 6/98 154 8 5 2 12.5.99 1 14.5.99 Str. & Environmental Control at CIPHET, Ludhiana Head, Divn. of Hort 6/98 155 8 5 1 12.5.99 1 14.5.99 Crop Processing at Crop Pro	154 8 5 2 12.599 1 14.599 155 8 5 1 12.599 1 145.99 152 9 7 4 12.599 1 145.99 157 9 8 6 13.5.99 1 145.99 153 9 7 2 13.5.99 1 145.99 161 9 7 6 17.5.99 1 145.99 150 5 5 17.5.99 1 195.99 150 5 5 17.5.99 1 195.99 161 9 6 185.99 1 195.99 102 10 9 6 185.99 1 205.99 210 1 2 107.99 1 19.99 1 19.799 210 1 3 3 57.99 1 19.799 212 2 1 197.99 1	-	21DET KELLEY	3	4	5	9	7	8		6	10	11	12	
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62.	Sr. Scientist (Hort.)	2/98	187	27	19	5	31.8.99	4	29.9.99	Selection	
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64.	Principal Scientist	86/9	160	9	9	9	1.9.99	-	66.6.67	Selection	
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65.	Principal Scientist	86/9	159	5	2	1	1.9.99		29.9.99	None	
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68.		3/66	29	20	13	13	2.9.99	3	29.9.99	Selection	
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.69a.		3/66	71	6	7	9	2.9.99	2	29.9.99	Selection	
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	74.	Sr. Scientist (Soil Science) NRCG, Imagarh	1/99	29	17	14	7	8.9.99		29.9.99	NFS		
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86.	Sr. Scientist (Agril. Extn.) ICAR Res.	2/98	197	S	2	2		20.9.99	Н	30.9.99	66:	Selection made	
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87.	Sr. Scientist (Hort.)	86/2	193	10	^	9		21.9.99	-	30.9.99	66	Selection	
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88.	Sr. Scientist (Soil	86/2	191	r.	4	2		21.9.99	-	30.9.99	66	Selection	
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.68	Sr. Scientist (Hort.)	86/2	185	21	12	IC.		21.9.99	(1	30.9.99	66	Selection	
	NRC Agroforestry, Ihansi											made	
90.	Sr. Scientist (Agril.	2/98	194	3	8	-		22.9.99	-	30.9.99	66	NFS	
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92.	Sr. Scientist (Soil	66/2	188	13	∞	4	(A)	22.9.99	\vdash	30.9.99	66	Selection	
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93.	Sr. Scientist (Ento.) ICAR Res. Complex for NEH Region.	86/1	189	6	9	-		23.9.99	2	30.9.99	66	Selection made	
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94.	Sr. Scientist (Plant Breeding) ICAR	66/2	198	6	9			23.9.99	2	30.9.99	66	NFS	
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95.	Sr. Scientist (Ento.) VPKAS, Almora	86/9	169	18		10	7	23.9.99	Н	3(30.9.99	Selection		
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103.	Junagarn . Sr. Scientist (Agronomy) NRCG, Imagarh	2/99	.42	6	9	, c	2	27.9.99		36	30.9.99	Selection made	r	
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4/99 115 8 7 4 2.2.2000 1 14.2.2000 5 5/99 161 8 6 4 2.2.2000 1 14.2.2000 8c 2,	ipal Scientist	4/99	116	18	14		1.2.2000 1	14.2.2000	Selection	
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4/99 115 8 7 4 2.2.2000 1 14.2.2000 5/99 161 8 6 4 2.2.2000 1 14.2.2000	ling) NBAGR,									
4/99 115 8 / 4 2.2.2000 1 14.2.2000 8 6 4 2.2.2000 1 14.2.2000 8.	le	,	L 7	C	1	•	1 000000	14 2 2000	Selection	
\$5/99 161 8 6 4 2.2.2000 1 14.2.2000 & \$\&c{\&c}{\&c}\$	ipal Scientist GR,	4/99	CII	×	`	1 '	7:7:7000	0007-7-ET	made	
ling) NBAGR,	ipal Scientist	2/66	161	∞	9	4	2.2.2000 1	14.2.2000	NFS	
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	IIIIg) INDAGIN, al									

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11	Selection	NFS			Selection	made	300	Selection	made		A PC TAC	NFS			Selection	made		Selection	made		Selection	made		Selection	וושמב	NFS			Selection	made	battafaa	NFS		Coloction	made	
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	12	10	10		12			11				7			Ŋ			3			11			17		S			%			S.		C	×	
	10	200	677		230			142				173			176			177			141			140		181			127			126		C 7	C71	
	1/99	00/1	66/6		5/99			2/66				2/66			5/99			2/99			2/66			2/66		5/99	28/20		4/99			4/99			4/99	
Z. C. S. C.	T.O. (T.T.C.) CMFRI,	Cochin	Sr. Scientist (Bio. Chem) NBAGR,	Karnal	Sr. Scientist (Ani.	Bio. Tech.) NBAGR,	Karnal	Head, Dairy Eco.	Stat. & Management	Divn. NDRI,	Karnal	Principal Scientist	(Bio. Tech) NBFGR,	Lucknow	Principal Scientist	(Animal Nutrition)	CARI, Cuttack	Principal Scientist	(Animal Physiology)	CARI, Cuttack	Head Dairy Tech.	Divn. NDRI,	Karnal	Head, Southern	Region Bangalore,	Principal Scientist	(Animal Bio. Tech)	NRCC, Bikaner	9.1	Water Cons. Engg.)	CSSRI, Karnal	9.1	Tech.) NRC on Arid		Sr. Scientist (Home	OCI. Exul.) at
7	214.		215.		216.			217.				218.			219.			75 250.			221.	A STATE OF THE PARTY OF THE PAR	100	222.		223.			224.			225.			226.	

1	2 r gxp(r) st	3	4	5	9	7	6 8	10	11	12
227.	Sr. Scientist (Agril.	5/99	. 211	21	14	6	29.2.2000 1	1.3.2000	Selected	
	Res. Management)									
	NAAKM, Hyderabad	98/48/					March 2000			
228.	Sr. Scientist (Human 5/99	5/69	210	31	19	13	1.3.2000 2	1.3.2000	Selected	
31	Resources							0 1 1		
	Management) NAARM, Hvderahad						7,000,000,000		postadistr.	
229.	Sr. Scientist (Agril.	5/99	235	13	∞	5	2.3.2000 1	3.3.2000	Selected	
	Extn.) at Zonal									
	Coord. Unit Zone									
S. S. S.	F, IOI, ICAK, F.A.U.	private								
230	Sr Scientist (Hort)	5 / 99	234	oc	7	וני	232000 1	3 3 2000	Selected	
	Zonal Coord, Unit	1110	101)		200		
100	Zone I, TOT, P.A.U.,									
	Campus, Ludhiana								n	
231.	Sr. Scientist (Agril.	5/99	216	7	9	4	3.3.2000 1	6.3.2000	Selected	
DKX I	Eco.) VPKAS,	26/13								
	Almora									
232.	Sr. Scientist	2/66	217	10	11	9	3.3.2000 1	6.3.2000	Selected	
	(Agronomy) VPKAS,	200								
	Almora				,	(
233.	Sr. Scientist (Animal Nutrition) CAZRI.	2/66	201	73	12	6	15.3.2000 1	3.4.2000	Selected	
	Jodhpur									
234.	Sr. Scientist (Agril. Meterology) DWM,	5/66	198	4	7	_	15.3.2000 1	3.4.2000	NFS	e
KK	Patna									
235.	Sr. Scientist (F&F.S) NRCC Nainital	5/99	220	17	2	7	16.3.2000 1	3.4.2000	NFS	
236.	Sr. Scientist (Ani. Nutrition) NRCC.	2/66	221	10		1	16.3.2000 1	3.4.2000	NFS	
	Nainital									
237.	Sr. Scientist (F&F.S) at K.V.K.T.T.C., CIFA	5/99	227	37	13	13	16.3.2000 3	3.4.2000	Selection made	." •
生物	Bhubaneswar									200
238.	Sr. Scientist (Eco.	2/99	29	12	8	8	27.3.2000 1	3.4.2000	NFS	
	Botany) CIFE,									
14	Mumbai									

[: \ / -:-: O									
ust (Agrii. IBA,	5/66	214	16	7	2	27.3.2000 1	3.4.2000	Selection made	TTAS.
Chennai 240. Head Divn. of Agril. Physics, IARI,	66/2	284	14		10	27.3.2000 1 (in	3.4.2000	Selection made	
N. Delhi 241. Sr. Scientist (Mass	2/99	208	B	uckini Tradis Joseff I	fen frje Frije er Hripe Hripe	absentia) 28.3.2000 1	3.4.2000	None	
Communication) NAARM,									
242. Sr. Scientist (Ag. Extr.) NAARM,	2/66	207	29	16	9 86486 9 8648 6 9 4868	28.3.2000 2	3.4.2000	Selected	
243. Sr. Scientist (Mech. Engg.) ILRI,	5/99	240	rv	2	None	29.3.2000 1	3.4.2000	None appeared	
244. Sr. Scientist (Soil Sci.) CICFRI,	5/99	197	20	T EQL	ol nega	29.3.2000 1	3.4.2000	Selection made	
Darrackpore 245. Sr. Scientist (Computer Application in Agril).	66/9	252	19H 2	RC 15	Minarikan Michon) D Miration i	29.3.2000 1	3.4.2000	NFS	
CIRG, Makhdoom 246. Sr. Scientist (Vety. Extn) at K.V.K.,	66/9	261	ഗ	7	2 2 2 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	29.3.2000 1	3.4.2000	Selection made	
IVRI, Izatnagar 247. Head Divn. of Soil Sci. & Agril. Chemistry, IARI,	4/2	286	PRUS, Nago mush (Agral. arra-	Cangur must (\$10 Southst	ACB Davision ACB Davision Action (Animal Matheway Antist (County)	30.3.2000 1	3.4.2000	Selection made	TOTUČO E
N. Delni 248. Head Divn. of Soil Sci. & Agril. Chemistry, IIHR, Bangalore	7/99	302	Intelligence of the control of the c	6 P	DRR, 1 Head, 1 Str Sch 2 COO, 2 Sm Sch 2 Sm Sch	31.3.2000 1	3.4.2000	Selection made	
249. Joint Director-cum- Officer Incharge, IVRI, Bangalore	2/99	277	9	21	R Q	31.3.2000 1	3.4.2000	NFS	01

APPENDIX X

(vide paragraph 3.4)

POSTS WHICH COULD NOT BE FILLED AS NO CANDIDATE WAS FOUND ELIGIBLE AT THE TIME OF INTERVIEW

S. No.	Name of Post	Advt. No/ Item No.	No. of candidates called for interview	No. of candidates attended the interview
1	2	3	4	5
1.	Sr. Scientist (Horticulture)	3/98 (87)	6	2
	NRCAH, Bikaner			
2.	Principal Scientist (Horticulture) NRC, Onion and Garlic, Nasik	6/98 (159)	2	None
3.	Sr. Scientist (ASPE) ILRI, Ranchi	7/98 (184)	2	None
4.	Sr. Scientist (Agri. Eco.) ICAR	7/98 (194)	3	- 1 -
	Research Complex for NEH Region, Barapani			
5.	Principal (Chemical Engg.), ILRI, Ranchi	8/98 (208)	1	None
6.	Sr. Scientist (Computer Application in Hardware) IASRI, New Delhi	8/98 (228)	3	3
7.	Sr. Scientist (Computer Application in Agri.) DRR, Hyderabad	8/98 (224)	3	2
8.	Head, AGB Division, CSWRI, Avikanagar	8/98 (205)	8	5
9.	Sr. Scientist (Animal Reproduction)	8/98 (215)	6	4
-	CIRG, Mathura	5 6		
10.	Sr. Scientist (Computer Application in Agril.) IIPR, Kanpur	8/98 (225)	2	1
11.	Sr. Scientist (Soil Science), NRCG, Junagarh	1/99 (29)	14	7
12.	Principal Scientist (Hort.) PHT, NRC for CITRUS, Nagpur	1/99 (7)	3	2
13.	Sr. Scientist (Agril. Eco.) CIPHET, Ludhiana	1/99 (13)	3	3
14.	Principal Scientist (Soil & Water Cons. Engg.), CIAE, Bhopal	1/99 (2)	7	4
15.	Director, ILRI, Ranchi	2/99 (32)	3	3
16.	Sr. Scientist (Eco. Botany) CIFE, Mumbai	2/99 (59)	3	3
17.	Sr. Scientist (Computer Application in Agril.), NAARM, Hyderabad	2/99 (54)	3	2
18.	Principal Scientist (Plant Breeding) CRIDA, Hyderabad	2/99 (37)	8	5
19.	Sr. Scientist (Microbiology), R.S. NRCG, Junagarh	2/99 (43)	4 1	None
20.	Sr. Scientist (Biotech.) Plant Science at NRC Grapes, Pune	2/99 (56)	5	1

1		3	4	5
21.	Sr. Scientist (Gen. & Cyto Genetics) NRC Arid Horticulture, Bikaner	2/99 (51)	5	3
22.	Sr. Scientist (Microbiology), NRCS, Indore	2/99 (47)	2	LILAGI
23.	Sr. Scientist (Agri. Eco.), CICFRI, Barrackpore	3/99 (88)		None
24.	Sr. Scientist (Biotech.), NRC Oil Palm Eluru	3/99 (87)	2	1
25.	Sr. Scientist (Agril. Eco.) CSSRI, Karnal	3/99 (74)	3	2
26.	Sr. Scientist (Agro.) CAZRI, Jodhpur	3/99 (85)	0.9171/	2 3
27.	Sr. Scientist (Nematology), CTRI, Rajahmundry	3/99 (77)	3	None
28.	Sr. Scientist (Biotechnology) NRC on Arid Hort. Bikaner	4/99 (126)	1 Sr. Scien	1
29.	Head (Farm Machinery Post Harvest Tech.) IGFRI, Jhansi	4/99 (111)	5	2
30.	Head, Crop Improvement, VPKAS, Almora	4/99 (143)	5	2
31.	Principal Scientist (Plant Breeding) at CRS, Solapur, NRCS, Hyderabad	4/99 (119)	4	1
32.	Principal Scientist (Plant Breeding), DOR, Hyderabad	4/99 (122)	11	5
33.	ADG (PPP), ICAR Hqrs.	4/99 (94)	13	7
34.	Sr. Scientist (Biotech), CICFRI, Barrackpore	4/99 (133)	2	2
35.	Sr. Scientist (Animal Bio Technology) CSWRI, Avikanagar	5/99 (186)	Sr _i Scien Clorkl	None
36.	Sr. Scientist (Animal Reproduction) CSWRI, Avikanagar	5/99 (188)	4	2
37.	Principal Scientist (AGB), NBAGR, Karnal	5/99 (161)	6	4
38.	Sr. Scientist (Bio-Chem.) NBAGR, Karnal	5/99 (220)	4	1
39.	Plant Science (Bio-Technology) NBFGR, Lucknow	5/99 (173)	1	1
40.	Principal Scientist (Animal Bio-Technology) NRC on Camel, Bikaner	5/99 (181)	2	2
41.	Sr. Scientist (Animal Nutrition), NRCCWF, Nainital	5/99 (221)	1	1
42.	Sr. Scientist (Agril. Meterology) DWM, Patna	5/99 (198)	2	1
43.	Sr. Scientist (Mechanical Engg.), ILRI, Ranchi	5/99 (240)	2	None
44.	Sr. Scientist (Computer Application in Agril.) CIRG	6/99 (252)	2	2
45.	Sr. Scientist (Plant Breeding) ICAR, Res. Complex for NEH Region, Barapani	7/99 (198)	6	1

APPENDIX - XI

(vide paragraph 3.4)

POSTS WHICH COULD NOT BE FILLED BECAUSE NONE WAS FOUND ELIGIBLE AT SCREEING STAGE DURING THE PERIOD 1.4.99 TO 31.3.2000

S.No.	Name of the Post	No. of Post No.	Advt. No./ Item No.	No. of Applicants
1.	Sr. Scientist (FMP) ICAR Res. Complex	1	7/98 (196)	28. St. Scien
2.	Sr. Scientist (Computer Application in Agri.)	1	8/98 (221)	None
3.	ICAR Research Complex Sr. Scientist (Soil Engg.) CICFRI, Barrackpore	1 (gnib	3/99 (89)	None
4.	Sr. Scientist (Agrl. Eco.) IVRI, Izatnagar	1 hadan	3/99 (68)	3 S
-5.	Sr. Scientist (Bio-Chem.) CICFRI, Barrackpore	1	4/99 (132)	Main and A
6.	T-7 (Skipper) CIFE, Mumbai	1	4/99 (134)	1
7.	Sr. Scientist (Agrl./Stat.) CICFRI, Barrackpore	1 _{(YS)olor}	4/99 (131)	as I suscien
8.	Sr. Scientist (Edu. Tech.) NAARM, Hyderabad	thom) I mode	5/99 (206)	maior no 2, or
9.	Sr. Scientist (Microbio.) PDBC, Bangalore	ACE, Kailal La	7/99 (346)	agineing 7
10.	T-6 (Asstt. Editor/English) ICAR Headquarter, N. Delhi	1 (7/99 (374)	5 NIBACER

APPENDIX XII

(vide paragraph 3.5)

POSTS WITHDRAWN BY THE ICAR AFTER THEY WERE NOTIFIED DURING THE PERIOD 1.4.99 TO 31.3.2000

S. No.	Name of Post	Advt. No/ Item No.	No. of Applicants
1.	Sr. Scientist (LPT), CARI, Izatnagar	3/99(72)	Гирии 07
2.	T-6, PRO, ICAR Hqrs., New Delhi	4/99 (135)	30
3.	Head, Divn. of Transfer of Tech. CIRCOT, Mumbai	4/99 (112)	naX WHI
4.	Sr. Scientist (Ani./Fish Genetics & Breeding, NBFGR, Lucknow	5/99 (233)	presone 24
5.	Project Director, Project	4/99 (103)	10
6.	Directorate on Poultry, Hyderabad Sr. Scientist (LPT), NRC on Meat, IVRI, Izatnagar	6/99 (260)	6
7	Sr. Scientist (Agril.Econ.), NAARM, Hyderabad	5/99 (205)	8
8.	Head, Divn. of Crop Protection, CTRI, Rajahmundry	5/99 (146)	10
9.	Head, Regional Station, Amartara Cottage, Shimla, IARI, New Delhi	5/99 (157)	3
10.	Head, Divn. of Soil Sciences, IGFRI, Jhansi	7/99 (306)	5
11.	Sr. Scientist (Agril. Extn.), CARI, Izatnagar	6/99 (262)	9
12.	Head, Regional Station, Wellington, IARI, New Delhi	7/99 (290)	6
13.	Director, IVRI Izatnagar	1/2000 (01)	5

APPENDIX XIII

(vide paragraph 3.6)

CHANGE IN QUALIFICATION AFTER NOTIFICATION OF ADVERTISEMENT

S. No.	Name of the Post	No. of Post	Advt. No.	Date of Publications	Remarks
2 1 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Sr. Scientist (Biotechnology), NRCMT, Solan	. 1	5/99	31.7.99	Applicate
2. 2.	Head, Divn. of Crop Protection, IIPR, Kanpur	1	5/99	31.7.99	
3.	Sr. Scientist (Hort.) NRC for Arid Hort., Bikaner	1	7/99	4.12.99	Breedin Breedin S Project

APPENDIX XIV

(vide paragraph 6.1)

LIST OF SCIENTISTS ASSESSED IN VARIOUS DISCIPLINES AND GRADES DURING THE PERIOD FROM 1.4.1999 TO 31.3.2000

S.No.	Date	Subject	S-0 S-1	S-2 S-3	S-4	RMP	Total
to 1 anomarous	23.9.99	Plant Breeding	- 1 MIE	_	_	-	1
				Agril Exp	-	98 (H. B.I	
(15)							
		9					

APPENDIX XV

(vide paragraph 6.2)

CASES OF INDUCTION INTO ARS DURING THE PERIOD FROM 1-4-1999 TO 31.3.2000

S.No.	Date	Discipline	Grade	0-8/40	Number of	Number of
				5/99	persons considered for induction	persons recommended for induction
1.	15.10.99	Agril. Extn.	RMP	5/49	1	. 1
2.	16.11.99	Agril. Extn.	S-1		1	1
3.	28.1.00	Genetics/Plant Breeding	S-0		1 17 us	1
4.	28.1.00	Plant Physiology	S-1		1	1

APPENDIX XVI

(vide paragraph 6.3)

LIST OF SCIENTISTS IN WHOSE CASES REVIEW OF ASSESSMENT RESULT WAS DONE IN VARIOUS DISCIPLINES AND GRADES DURING THE PERIOD FROM 1.4.1999 TO 31.3.2000

S.No.	Date	Subject	S-0	S-1	S-2	S-3	S-4	RMP	Total
and a second				NI	L			:	1