

ANNUAL REPORT 2003-04



Agricultural Scientists' Recruitment Board
New Delhi

ANNUAL REPORT

2003 – 2004



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April 1, 2003 to March 31, 2004



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AGRICULTURAL SCIENTISTS' RECRUITMENT BOARD

Krishi Anusandhan Bhavan, Pusa
New Delhi 110 012 India



The Agricultural Scientists' Recruitment Board present to the President, Indian Council of Agricultural Research, its Annual Report as required under rule 26(d) of Rules and Byelaws of the ICAR Society. The Report covers the period from April 1, 2003 to March 31, 2004.

Foreword

This report covers the working of the Agricultural Scientists Recruitment Board (ASRB) during the year 2003-2004.

Since the efficiency of the National Agricultural Research System incorporating the ICAR Institutes 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 Fellows 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. During the period Board has made tremendous progress by clearing all the backlogs and by clearing the assessments of 6 Senior Scientists to the grade of Principal Scientists, within a very short span of time. But the Board have been operating under certain constraints which have been separately indicated in Chapter VIII. The Board suggest that the Council give attention to these aspects which will further improve performance of the system as a whole.

I acknowledge my sincere thanks to President ICAR Society, Hon'ble Agriculture Minister Shri Raj Nath Singh and Dr. Mangala Rai DG (ICAR) and Secretary (DARE). Publishing of this report is made possible by the help of Shri Kuldeep Sharma, Incharge (DIPA) and Shri V.K. Bharti, Chief Production Officer. The present form of the Annual Report is the result of the hard work of Shri Kul Bhushan Gupta, Technical Officer (Production).

A.S. FARODA
Chairman, ASRB

The Agricultural Scientists' Recruitment Board was established on 1st 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.

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Agricultural Scientists' Recruitment Board
(2003–2004)



Dr A.S. Faroda
Chairman



Dr A.G. Sawant
Member



Dr S.A.H. Abidi
Member

1. Introduction

MANDATE

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 8000-13500) 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 increment 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 including all the Research Management positions under ICAR System.

1.1.2 In addition to this, ASRB have 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 II, 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 By-laws of ICAR Society (Appendix I).

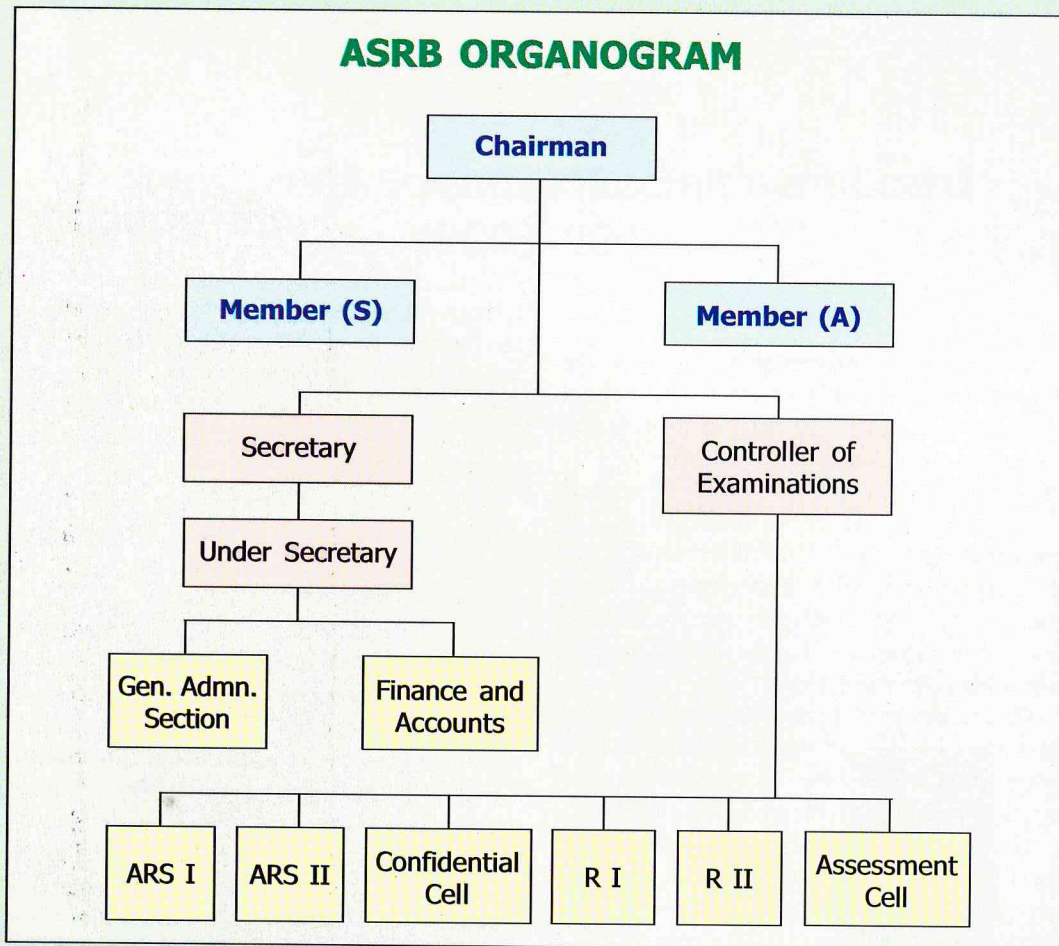
1.1.3 The Board also conducts National Eligibility Test which is a prerequisite for initial recruitment as Assistant Professors/Lecturers in State Agricultural Universities.

Organization

1.2 Chairman joined on 3.4.04. On 2003 the Board was in full strength, comprising Chairman and two Members against the sanctioned strength of one Chairman and two Members (Appendix II).

1.2.1 The total sanctioned strength of the staff and officers of the Board's Office as on 31 March 2004 was 83, out of which 20 were

ASRB ORGANOGRAM



in group 'A' and 'B' i.e. of and above the rank of Section Officer [Appendix II (A)], and the remaining were in group 'C' and 'D' [Appendix II (B)]. The shortage of staff at all levels has affected the functioning of the Board during the year.

Expenditure

1.3 The Board incurred an expenditure of Rs 196.03 lakh 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

The remaining work of any examination pending in previous year will be completed during the next financial year.

II. Recruitment by interview

A	No. of posts for which recruitment action pending from previous year	32
---	--	----

B	No. of posts for which requisitions received	159
C	No. of applications received	387
D	No. of posts in respect of which action completed	—
E	No. of candidates interviewed	135
F	No. of candidates recommended	22
G	No. of cases where no candidates were found suitable for appointment	—
H	No. of cases where no candidate(s) was found suitable at screening stage	16
I	No. of cases where no candidate(s) attended the interview	—
J	No. of cases where no one applied for the post	—
K	No. of cases where the post was withdrawn by ICAR after advertisement	17



Agricultural Research Service Rules.

III. Recruitment rules

- (i) No. of cases processed 4

IV. Disciplinary cases

- (i) No. of cases disposed —

V. Temporary appointment in scientific positions

- (i) No. of cases received from the Council under Rule 11 (5) read with Rule 15(5) of NIL

V (A). Temporary appointment of scientists on deputation basis under Rule 11(7) of ARS

- (i) No. of cases received from the Council —
(ii) No. of cases disposed —

VI. Composition of committees, board or other such bodies for promotion, selection, recruitment and other matters incidental thereto or connected therewith

- (i) Appointment of Committee of experts for developing score card systems NIL

VII. Appointment of Eminent Scientists/ Scientist Placement Scheme

- (i) No. of meetings of the selection committees held during the year NIL

2. Recruitment by Examinations

2. The Limited Departmental Competitive Examination for Section Officers/Assistants at the ICAR Headquarters was held w.e.f. 8.10.2002 to 12.10.2002 and the result for one General post was declared on 13.6.2003

2.1 The Limited Departmental Competitive Examination for Assistants at the ICAR Headquarter was held w.e.f. 8.10.2002 to 11.10.2002 and the result for 18 posts (General-14, SC-2 and ST-2) was declared 10.7.2003.

2.2 The ICAR Audit & Accounts

Examination-2003 was conducted by the Board in November, 2003. The total number of candidates applied for the examination were 854. The remaining work of the examination will be completed during the year 2004.

2.3 The ARS/NET Examination-2003 was notified in October, 2003. The total number of candidates applied for the examination were 20676. The remaining work of the examination will be completed during the next financial year. □

3. Recruitment by Interview

3.1 The Board received requisitions from the ICAR for 159 posts during the year and requisitions for 32 posts were carried-over from the previous year. Against a total number of 191 posts, action to advertise could not be taken for 48 posts due to various non-receipt of ICAR's approval, tuning of score card system at ICAR level. The Board issued 3 advertisements for 143 posts during the year. Besides, the advertised posts of 143 during the year, earlier year advertised posts 57 were also taken for action during the year. Accordingly out of total of 143 + 57 = 200 posts, 22 posts were taken up during the year for recruitment. In 16 cases, the Board recommended readvertisement due to poor response of eligible candidates for the sake of amendment in essential qualifications, as screened by the expert committees/Board. The remaining 104 posts could not be taken up during the year due to lack of Council's clearance due to certain reasons, viz. Score Card System & Review of Cadre Strength of Scientists, etc. Subsequently, requisitions of 17 posts were withdrawn by the ICAR. Beside requisition for 7 posts were referred to ICAR for clarification and will be advertised after receiving the relevant clarification Recruitment action for 34 posts have been kept in abeyance as per the directive of ICAR.

The Board issued the following advertisements during the year:

Sl.No.	Advt No.	Date of publication	No. of posts
1.	01/2003	14.06.2003	35
2.	02/2003	1.11.2003	79
3.	03/2003	27.12.2003	29
TOTAL			143

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

(i) Deputy Director-Generals and Directors of National Institutes (Rs 25,000/- fixed)	04
(ii) Assistant Director-General, Directors of Institutes Project Directors and Joint Directors of National Institutes (Rs 16,400-22,400)	34
(iii) Project Coordinators and Zonal Coordinators/ Joint Directors of Institutes (Rs 16,400-22,400)	18
(iv) Heads of Divisions/ Regional Stations (Rs 16,400-22,400)	77
(v) Principal Scientists (Rs 16,400-22,400)	07
(vi) Senior Scientists (Rs 12,000-18,300)	03
Total	143

Interviews and selection

3.2 For the 55 (excluding 17 posts withdrawn by the Council) posts, for which recruitment process was completed, 387 applications were received, out of which 135 candidates were called for interview.

	No. of posts
(i) Deputy Director-Generals/ Directors of National Institutes (Rs 25,000/- fixed)	—
(ii) Assistant Director Generals/ Directors of Institutes/Project Directors/Joint Directors of National Institutes (Rs 16,400-22,400)	1
(iii) Project Coordinators and Zonal Coordinators/Joint Directors of Institutes (16,400-22,400)	04
(iv) Head of Divisions/ Regional Stations (Rs 16,400-22,400)	04
(v) Principal Scientists (16,400-22,400)	00
(vi) Senior Scientists (16,400-22,400)	00
(vii) Technical	00
(viii) Posts-recommended for re-advertisement	16
(ix) Post held up for the sake of Council's clearance	145
(x) Posts with drawn	17
Total	187

Details are given in Appendix IV.

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.

Assessment Promotions of Scientists under Career Advancement Scheme

3.4 The Chairmen of the selection committees to consider the cases for promotion of scientists to the Scientist (Sr.scale)/Scientist (Selection Grade)/Senior Scientists at the ICAR institutes are nominated by the Chairman, ASRB. The selection committee for considering the cases of promotion from Sr. scientists to the grade of Principal Scientists at the ASRB are constituted with the approval of Chairman, ASRB. Six cases of assessment promotions of Sr Scientists to the grade of Principal Scientist were considered at the level of ASRB. The various nominations were made for heading the selection committees in the institutes by the Chairman, ASRB. Besides, for considering the cases of technical personnel nominations were also made by the Chairman ASRB to consider the cases by the assessment committees in the ICAR Institute.

Amendment in Recruitment Rules

3.5 The proposals for amendment of recruitment rules received from ICAR in respect of the post of Sr Research Assistant (WS), Director (official language), UDC and Technical Service Rules were considered by the ASRB during the period under report.

Assessment, Review of Assessment and Induction in the ARS

3.6 One case for assessment under ARS Rules was considered during the year. Two cases for induction into Scientist S-0 grade, and S-1 grade of ARS were also considered by the Board.

Shortage of Suitable Candidates in Certain Fields

3.7 For 16 posts, no candidate was found eligible to be called for interview.



4. Recruitment Rules and Service Rules

The cases pertaining to following posts were received for framing amendments in the recruitment rules:

1. Sr. Research Asstt. (WS)
2. Technical Service Rules
3. Dir (OL), ICAR
4. UDC

5. Performance of Candidates belonging to SC/ST

Recruitment by Examination

5.1 Candidates belonging to Scheduled Castes and Scheduled Tribes have been recommended by the Board by relaxed standards provided they have been considered fit for appointment to the respective services.



6. Assessment, Review of Assessment and Induction in the ARS

6.1 01 (one) proposals for Assessment under ARS rules were considered during the year, which related to Scientist Grade S-2 (Appendix V).

6.2 Two cases of induction were considered during the year and recommendations sent to the ICAR. These related to Section S-0 and S-1. Details are given in Appendix VI.

6.3 Assessment cases under carrier advancement scheme of ICAR during 2002-2003

A.	Assessment cases received in ASRB	6
B.	Senior Scientist found eligible to be assessed for Principal Scientists	6
C.	Number of absentees	NIL
D.	Scientists recommended for promotion to Principal Scientist	4 (66.7%)
E.	Scientists not recommended for promotion	2 (33.3%)



7. Use of हिन्दी

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 Hindi Translator is exclusively attending to the related work.

7.2 Majority of Officers and 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 version 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 for publishing.

8. 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) which 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 VIIIth Plan period was duly sanctioned by the Expenditure Finance Committee. Further action for creation of posts is still pending with the Council in spite of repeated efforts by the Board. Similarly the post of Technical Officer (Hindi) is 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.

Withdrawal of requisitions and non-acceptance of the recommendations of the board

8.2 Cases continued to occur where the Council sent proposal to withdraw requisition for recruitment even after the vacancy had been notified by the Board and the recommendations of the board were not accepted by ICAR as per details given in para 3.5 and 3.6 and Appendix XII and XIV.

Consultation in service rules

8.3 While the Board have taken steps to reduce the 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. ASRB Review Committee in its report vide para 4.22.5 has recommended total adherence to provision of byelaw 24. This has been approved by the President of the ICAR.

Consultation in disciplinary matters

8.4 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 suggest the Council to adhere to the provision of rules and byelaws. The 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 the ICAR.

Periodicity of examinations and suggestions

8.5 As per Rule 26(a) of Rules and Byelaws of ICAR Society, the Board are 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 Fellowship of the Council and National Eligibility Test for appointment as Assistant Professor/Lecturer in State Agricultural Universities were combined with ARS

examinations. The examination of ARS/NET/SRF examination was conducted every year in October or December up to the year 1999 followed by viva-voce in May-July of the following year. Now, there is no fixed periodicity of this examination (annual, once in two years, once in three years etc.). The Board suggested the Council to pay attention to this aspect.

Human resource development

8.6 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 strengthening during the VIII 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 VIII 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

8.7 Time and again the Board have been emphasising the need for proper training of candidates selected through open examinations. While the training for ARS probationers has been institutionalized at the 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 have 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 feel 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 institutionalised 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.



Appendix I

(vide para 1.1.2)

Excerpts of provision of rules and byelaws 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 the vacant office, or 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 or 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 Member 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 writing, 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

Byelaw 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/SCIENTIST PLACEMENT SCHEME

Byelaw 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 Scientist 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

(vide para 1.2)

Composition of Board during 2003–2004

Dr. A.S. Faroda	Chairman
Dr. A.G. Sawant	Member
Dr. S.A.H. Abidi	Member



Appendix II(A)

(vide para 1.2.1)

Officers of ASRB

S.No.	Posts	No. of sanctioned posts	Name of incumbant
1.	Secretary	1	Shri Sukh Pal
2.	Controller of Examinations	1	Shri Vikram Singh
3.	Under Secretary	1	Vacant
4.	Special Assistant	1	Shri M.S. Nagpal
5.	Assistant Finance & Accounts Officer	1	Shri Manohar
6.	Section Officer	5	1. Shri N.K. Jindal 2. Shri Rajinder Kumar 3. Shri Y.P. Malhotra 4. Shri G. Chand
7.	Technical Officer (T-6)	1	Shri Vinod Kumar
8.	Private Secretary	5	1. Shri S.K. Ahuja 2. Shri A.J. Hemrajani 3. Shri Satinder Kumar 4. Shri A. Mathew Kutty 5. Shri R.C. Bhaskar
9.	Technical Officer (T-5) (Hindi)	1	1. Vacant (one Hindi Translator has been posted against this post)



Appendix II(B)

(vide para 1.2.1)

Staff of ASRB

S.No.	Posts	No. of sanctioned posts	In position	
			as on 1.4.2003	as on 31.3.2004
1.	PA	3	1	1
2.	Assistants	15	12	12
3.	U.D.C.	12	11	11
4.	L.D.C.	14	7	6
5.	Hindi Steno-Gr. II	1	-	-
6.	Jr. Gesteter Operator	1	1	1
7.	Driver	2	2	2
8.	Daftry	2	2	2
9.	Jamadar	3	1	1
10.	Peon	8	7	6
11.	Packer	1	1	-
12.	Mali	1	1	1

Note: One Hindi Translator has been posted against the post of T-5 (Hindi)



Appendix III

(vide para 1.3)

Receipts and expenditure of the ASRB during the year 2003-2004

Name of Receipts	Amount (Rs in lakhs)
A – Receipts	
Application and examination fee	17.42
B – Expenditure (Non-Plan)	
Salaries	90.93
Wages	–
Over Time Allowance	01.02
Travel Expenses (within the country)	07.31
Office Expenses	28.55
Expenditure on Examinations and Selections	
(a) Travel Expenses (Experts and Candidates)	25.47
(b) Other charges	42.75
Total Non-Plan	196.03
(Plan)	
Equipments	–
Renovation	–
Total Plan	NIL
Grand Total (Non-Plan and Plan)	196.03



Appendix IV

(vide paragraph 1.4)

Comparative statement of workload of the board for the last five years

	1999-2000	2000-01	2001-02	2002-03	2003-04
A. Recruitment by examination					
No. of examinations held	3♦	-	3*	1=	01*
No. of posts	108	-	176	19	-
No. of candidates	10789	-	21693	143	854
No. of candidates interviewed	765	-	#	1059	-
No. of centres in India where arrangements were made for examination	25	-	32	1	15
B. Recruitment by interview					
No. of posts for which interviews were held	305	200	350	110	22
No. of applications received	3130	2324	3944	565	387
No. of candidates called for interview	2024	1505	2423	192	135
No. of candidates appeared at interview	1286	1009	1367	192	135
C. No. of candidates qualified for NET					
	2260	-	#	5906	-
D. No. of candidates recommended for award of SRF of ICAR					
	165	-	#	197	-
E. Assessment of Scientists					
	1	NIL	3	-	01
F. Review of assessment of Scientists					
	NIL	1	-		NIL
G. Induction into ARS					
	4	4	2		2
H. Scientist recommended for promotion under career advancement scheme					
	-	-	1518	45	6

- ♦ 1. ARS/NET/SRF Examination – 1999
- 2. Finance & Accounts Officers Examination – 1999
- 3. Limited Departmental Examination for Stenographers Grade-II – 1999
- 1. ARS/NET/SRF Examination 2001
- 2. ARS Examination 2001 for NEH Region
- 3. Limited Departmental Examination for Stenographer Grade-II 2001
- # Carried over to 2002-2003
- = Limited Departmental Competitive Examination for SO/Asstt at ICAR HQ
- * 1. ICAR A&A Exam

Appendix IV

ASRB

R-II SECTION

Posts advertised, number of candidates who applied, were called for interview/attended the interview etc. during the period 1.4.2003 to 31.3.2004

S. No.	Name of the post and location	Advt. No.	Item No.	No. of candidates applied	Called for interview	Attended the interview	Date of interview	No. of posts	Date of communication or recommendation	Whether selection made or NFS
1	2	3	4	5	6	7	8	9	10	11
1.	Project Coordinator (Pearl Miller) Regional Research Station Mandor, Jodhpur	2/2002	45	7	4	3	29.4.03	1	29.4.03	Selected
2.	Director IISR Lucknow	5/2001	298	24	13	12	06.08.03	1	06.08.03	Selected
3.	Director CARI Izatnagar	3/2002	73	9	5	5	14.10.03	1	14.10.03	Selected
4.	Director NRC for Soyabean Indore	3/2002	78	14	9	7	15.10.03	1	23.10.03	Selected
5.	Director IIRI	3/2002	70	11	3	2	16.10.03	1	17.10.03	Selected
6.	Director, National Institute of Animal Nutrition and Physiology, Bangalore	3/2002	77	19	7	6	17.10.03	1	20.10.03	Selected
7.	Head Div. of Crops Improvement, VPKAS Almora	1/2002	35	9	4	1	17.10.03	1	17.10.03	Selected
8.	Project Coordinator (PSEA&AI) CIAE Bhopal	3/2002	82	8	5	1	20.10.03	1	20.10.03	Selected
9.	Director, NSR for Citrus Nagpur	3/2002	74	11	3	2	21.10.03	1	22.10.03	Selected
10.	Director CTCRI Thiruvanthapuram	3/2002	71	8	3	3	21.10.03	1	22.10.03	Selected
11.	Project Coordinator (FIM) CIAE, Bhopal	3/2002	83	5	3	2	22.10.03	1	23.10.03	Selected
12.	Director CRIDA, Hyderabad	3/2002	72	40	23	11	5.11.03 & 6.11.03	1	07.11.03	Selected
13.	Project Coordinator (Application of Plastic in Agril) CIPHET, Lucknow	3/2002	84	7	3	2	6.11.03	1	07.11.03	Selected

(Appendix IV *continued*)

1	2	3	4	5	6	7	8	9	10	11
14.	Director IISS Bhopal	4/2003	4	22	9	9	2.12.03	1	03.12.03	Selected
15.	Head, CPCRI RS, Kayanakulam Kasaragod	2/2002	63	8	6	6	01.03.04	1	08.03.04	Selected
16.	Director, NRC on Mithun Nagaland	2/2003	41	6	02	02	19.3.04	1	04.04.04	Selected
17.	Director CIFA, Bhubaneswar	2/2003	42	19	05	05	22.3.04	1	24.03.04	Selected
18.	Joint Director, (CADRAD) IVRI Izatnagar	2/2003	45	17	7	6	24.3.04	1	2.4.04	Selected
19.	Director, NBFGR, Lucknow	1/2003	03	23	6	6	25.3.04	1	02.04.04	Selected
20.	Head, Div. of Ornamental Crops, IIHR, Bangalore	2/2002	49	10	3	2	03.03.04	1	08.03.04	Selected
21.	Head, Div. of Biotech IIHR Bangalore	2/2003	48	8	6	4	04.03.04	1	08.03.04	Selected
22.	ADG(AN&P) ICAR, Headquarters	2/2003	38	17	6	4	23.3.04	1	24.3.04	Selected

Appendix V

(vide paragraph 6.1)

List of scientists assessed in various disciplines and grades during the period from 1.4.2003 to 31.3.2004

S.No.	Date	Subject	S-0	S-1	S-2	S-3	S-4	RMP	Total
1.	28.1.2004	Agronomy	-	-	01	-	-	-	01



Appendix VI

(vide paragraph 6.2)

Cases of induction into ARS during the period from 1.4.2003 to 31.3.2004

S.No.	Date	Discipline	Grade	Number of persons considered for induction	Number of persons recommended for induction
1.	4.6.2003	Agri.L.Stat	S-0	01	01
2.	3.12.2003	Agronomy	S-1	01	01



प्रस्तावना एवं कार्यकलाप

कृषि वैज्ञानिक नियुक्ति मंडल की स्थापना एक स्वतंत्र नियुक्ति संस्थान के रूप में भा.कृ.अ.प. सोसायटी के अध्यक्ष द्वारा की गई थी। मंडल का दायित्व विभिन्न स्तर के वैज्ञानिकों की भर्ती प्रतियोगी परीक्षाओं और सीधी नियुक्ति द्वारा करना है। मंडल के जरिये ही तकनीकी सेवा से संबंधित उच्च स्तर के पदों, प्रशासनिक पदों तथा लेखा विभाग के विभिन्न पदों आदि की नियुक्ति की जाती है। साथ ही मंडल राष्ट्रीय पात्रता परीक्षा का भी आयोजन करता है। जिसके आधार पर राज्य कृषि विश्वविद्यालयों में सहायक प्राध्यापक/व्याख्याता पदों पर आरंभिक नियुक्तियाँ की जाती हैं। परिषद् की वरिष्ठ अनुसंधान वृत्ति प्रदान करने हेतु परीक्षा का आयोजन मंडल द्वारा ही किया जाता है।

संगठन एवं कर्मचारीगण

मंडल में एक अध्यक्ष, दो सदस्य, सचिव, परीक्षा नियंत्रक, तथा अवर सचिव हैं तथा कार्यालय में कर्मचारियों और अधिकारियों की संख्या 31 मार्च, 2003 को 63 थी जिसमें से 17 समूह 'ए' और 'ब' में थे।

व्यय

वर्ष के दौरान मंडल ने 196.03 लाख रु. विभिन्न मदों पर खर्च किए।

परीक्षा द्वारा भर्ती

लिखित परीक्षा द्वारा चयन: सीमित विभागीय परीक्षा के अन्तर्गत एक अनुभाग अधिकारी सहायक के पदों के लिए चयन किया गया।

साक्षात्कार द्वारा चयन

मंडल ने इस वर्ष 159 पदों के लिए माँग पत्र प्राप्त किए

जिसमें 387 आवेदन प्राप्त हुए 22 पदों के लिए भर्ती प्रक्रिया सम्पन्न हुई तथा 135 अभ्यर्थियों को साक्षात्कार हेतु बुलाया गया तथा 3 पदों को भरने का माँग पत्र परिषद ने वापस ले लिया।

वर्ष 2003-2004 के दौरान SRA(WS), TSR, Dir(OL) और UDL संशोधन हेतु प्रस्ताव प्राप्त हुए और लिए गए निर्णयों को भा.कृ.अ.प. को भेज दिया गया।

परीक्षाओं में अनुसूचित जाति एवं अनुसूचित जनजाति तथा अन्य पिछड़ी जाति के परीक्षार्थियों का प्रदर्शन

अनुसूचित जाति और अनुसूचित जनजाति के परीक्षार्थियों की नियुक्ति की सिफारिश निर्धारित मापदंडों में छूट देने के आधार पर की गई।

बाधाएँ और सुझाव

कर्मचारियों की कमी: मंडल ने सभी स्तरों पर कर्मचारियों की कमी से उत्पन्न बाधाओं को व्यक्त किया है। इसलिए मंडल चाहता है कि रिक्त पड़े पदों को महत्ता के आधार पर परिषद् द्वारा भरा जाए। सातवीं योजना अवधि में मंडल को मजबूत बनाने की सिफारिश व्यय-वित्त समिति ने मंजूरी दे दी है।

अनुशासनात्मक मामलों में परामर्श

नियम 26 (सी) जिसके तहत परिषद द्वारा या मंडल की सलाह लेकर व्यैक्तिक भर्ती या नियुक्ति से सम्बन्धित अनुशासनात्मक मामलों में मंडल से परामर्श आवश्यक है, का पालन नहीं किया गया। कोई भी अनुशासनात्मक मामला राय के लिए प्राप्त नहीं हुआ। □

**List of the officers and staff of the Board for the period
from 1.4.2003 to 31.3.2004**

1. Dr. A.S. Faroda, *Chairman*
2. Dr. A.G. Sawant, *Member*
3. Dr. S.A.H. Abidi, *Member*
4. Shri Sukh Pal, *Secretary*
5. Shri Vikram Singh, *Controller of Examination*
6. Shri M.S. Nagpal, *Special Assistant*
7. Shri Manohar, *AF&AO*
8. Shri Vinod Kumar, *TO*
9. Shri Rajinder Kumar, *SO*
10. Shri N.K. Jindal, *SO*
11. Gian Chand, *SO*
12. Shri Y.P. Malhotra, *SO*
13. Shri S.K. Ahuja, *PS*
14. Shri A.J. Hemrajani, *PS*
15. Shri Satinder Kumar, *PS*
16. Shri A. Mathew Kutty, *PS*
17. Shri R.C. Bhaskar, *PS (Hindi)*
18. Shri Kailash Bakshi, *PA*
19. Shri Krishan Kumar, *(Cashier)*
20. Shri B.S. Rawat, *Asstt.*
21. Shri R. Michael, *Asstt.*
22. Shri O.P. Madan, *Asstt.*
23. Shri Binod Toppo, *Asstt.*
24. Shri Tek Chand Tanwar, *Asstt.*
25. Smt. Rita Ghoshal, *Asstt.*
26. Shri Babu Lal, *Asstt.*
27. Smt. Krishna Devi, *Asstt.*
28. Shri C.P. Mehta, *Asstt.*
29. Smt. Santosh Dhingra, *Asstt.*
30. Dr (Smt.) Jaya Gupta, *Hindi Translator*
31. Smt. Sushil Kalra, *UDC*
32. Smt. Ashu Baweja, *UDC*
33. Shri Prabhakar Bhatt, *UDC*
34. Shri Tejpal Singh, *UDC*
35. Shri M.C. Bhatt, *UDC*
36. Smt Mithlesh Goel, *UDC*
37. Smt. Neelam Sharma, *UDC*
38. Shri D.S. Rawat, *UDC*
39. Shri V.P. Shah, *UDC*
40. Shri Sanjeev Kumar, *UDC*
41. Shri Pratap Singh, *LDC*
42. Shri Rajinder Singh Atri, *LDC*
43. Shri Kripalu Chander, *LDC*
44. Shri Sanjay Kumar, *LDC*
45. Shri Nikhil Kumar, *LDC*
46. Smt. Renu Pandey, *LDC*
47. Shri Satpal Singh, *Jamadar*
48. Shri Jagat Narain, *Daftry*
49. Shri Daya Ram Shukla, *Daftry*
50. Shri Devinder Singh, *Daftry*
51. Shri Misri Paswan, *Peon*
52. Shri Roshan Singh Rawat, *Peon*
53. Shri Ved Prakash, *Peon*
54. Shri Umed Singh, *Peon*
55. Shri Shiv Prasad, *Mali*
56. Shri Sant Ram, *Packer*
57. Shri Nafe Chand, *JGO*
58. Shri Surinder Kumar, *Driver (T-II)*
59. Shri Subhash Chander Kochhar, *Driver (T-II)*

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