



आखिल भारतीय कृषि छात्र संघ
All India Agricultural Students Association (AIASA)

National Anti Corruption Cell (NACC)

(Registered Society under Societies Registration Act XXI, 1860)

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No. 1-2/AIASA/2019

Dated:15.2.2020

To

Shri Piyush Goyal Ji,
Union Minister of Commerce and Industry,
Govt. of India.

Udyog Bhawan-New Delhi-110001

Email: officeofmr@gov.in

Sub: Discriminating policies of Spices Board towards Agriculture graduates in Pay scale and duties-request for amendment in recruitment rules-regarding

Ref: 1.Memorandum No.1-2/AIASA/2019 dtd 17/10/19 to Ministry of Commerce & Industry

2. Comments from Spices Board to AIASA memorandum

Hon'ble Sir,

Greetings from All India Agricultural Students Association. I bring to your kind information that AIASA has submitted memorandum to Ministry of Commerce & Industry regarding revision of educational qualifications and pay scale in pursuance of declaration of agriculture degree as professional degree at par with medical science degree vide Order F.No.Edn/13/1/2016/HRD dated 06/10/2016 by ICAR and F.No.3-3/2017-EM dated 06.11.2017 by Directorate of Extension Education, Ministry of Agriculture & Farmers' Welfare, Govt. of India and Department of Personnel & Training (Ministry of Personnel & Training, Govt. of India) guidelines for educational qualifications for framing/amendment of recruitment rules (No.AB-1407/27/2014-Estt.(RR) dated 20.01.2015).

In response to our representation dated 17.10.2019, the Spices Board given response in its comments about DoPT guidelines only. **Spices Board has not responded on commensurate pay scale of professional degree of agriculture vide Order F.No.Edn/13/1/2016/HRD dated 06/10/2016 by ICAR and F.No.3-3/2017-EM dated 06.11.2017 by Directorate of Extension Education, Ministry of Agriculture & Farmers' Welfare, Govt. of India. Spices Board has not consider the revision of pay scale in accordance with declaration of agree degree as professional degree. The same order has been circulated all over India including all commodity boards for compliance but Spices Board is has initiated any action for ensure professional parity.** It is further submitted that Spices Board (recruitment, promotion and condition of service) of the officers and staff was on draft form only but not yet finalized/approved by Ministry of Commerce and DoPT, No notification has yet been issued in the official gazette till date.

The Association would like submit before your honour that documents/orders/guidelines regarding declarations of UG courses in Agriculture and allied subject has been recieved by Spices Board. But

spices Board has not initiated actions for revision/amendment of recruitment rules for giving professional parity of agree degree with other professional degrees as per following submission:

1. Spices Board has not initiated any action to comply with guidelines and to keep the agriculture and allied professional degree qualification requiring post on par with the other professionals/Technical cadres such as Medical, Engineering and veterinary disciplines. Instead Spices Board has kept technical posts (Agriculture Demonstrator) in grade pay-1900 (level-2) without following any guidelines.
2. Spices Board has not initiated any action to amend recruitment rules (as per guidelines of order No.3- 3/2017-EM dated 06.11.2017) to recruit candidates with professional degree qualification in Agriculture and allied subjects to be recruited to ensure quality services to the farmers. Instead Spices Board is recruiting non professional degree holders such as B.Sc Botany and M.Sc Botany graduates for agriculture extension advisory posts in Spices Board such as Agriculture Demonstrator, Senior Agriculture Demonstrator, Extension Assistant, Field officer, Senior Field officer, Assistant Director including Director (Development). The aged old educational qualifications for keeping non professional degree eligibility for professional posts have not been modified.

The below mentioned **table 1** demonstrates that Spices Board has not carried out any amendments for educational qualifications and pay scale for professional agriculture graduates and kept agriculture graduates at great disadvantage. It may be noted that group D posts such as Grade Field man and Senior Grade Field Man were re-designated as Agriculture Assistant which was again re-designated as Agriculture Demonstrator with higher educational qualification of B.Sc in Agriculture/Horticulture/Forestry and B.Sc in Botany. Spices Board has included higher educational qualification and subsequently attached higher level of duties and responsibilities (technical) but pay scale has not been changed. Which is huge disparity for Agriculture professionals and it is huge injustice to the Agriculture Demonstrator. Further Spices Board comments clearly indicate that they are biased towards one particular group of employees (B.Sc botany and M.Sc Botany) and **Spices Board is deliberately avoiding implementation of Ministry of agriculture and farmers welfare orders for professional parity and DoPT guidelines for amendment of recruitment rules.**

Table 1: (Refer Annexure I)

SI No	Before 12 th July 2010	Present (after 12 th July 2010)
1	Designation: Grade Field man and Senior Grade Field Man re-designated as Agriculture Assistant which was	Agriculture Demonstrator (Technical post)

	again re-designated as Agriculture Demonstrator	
2	Essential Educational qualification: Pass in 8 th Std (Grade Field man) and X th std (senior grade field man)	B.Sc in Agriculture/Horticulture/Forestry (Professional degrees) or B.Sc Botany with 60 % and computer knowledge
3	Duties and Responsibilities: a) Opening and Closing of the Offices. b) In-warding and dispatching of Letters. c) Attending Banks, Post Offices and other offices as per the instructions of the controlling officer. d) Helping the farmers in filling up of application forms of various programmes. e) Those who are posted in the departmental nurseries will have to look after the nursery as per the instructions of nursery officer who is the in-charge of the nursery. f) In addition to the duties and responsibilities they have to attend other official works assigned to them then and there by their immediate controlling officers and other higher authorities.	Changed as below on 26.12.2019 a) Liaison with farming community, state government organizations and other stakeholders at field level b) Conducting field inspections as per the procedure of the scheme c) Crop estimation as per the direction of field officer/officer in charge of the office d) Organizing group meetings e) Organizing quality improvement training programmes f) Assisting in preparation of periodical reports g) Maintenance of scheme and other office registers h) Helping farmers in submitting the application forms of various programmes and canvassing of applications i) In the absence of field officer, will be responsible for providing relevant information to the farmers and attending routine works of the office j) When posted departmental nursery, they have to look after the works related with maintenance of nursery and administrative works, upkeep nursery records or have to work as per the instruction of the officer in-charge of the nursery k) When posted to other offices of Spices Board they have to attend to duties assigned to them by their immediate controlling officers and higher authorities of Spices Board l) In addition to the duties and responsibilities they have

		to attend other official works assigned to them then and there by their immediate controlling officers and other higher authorities
4	Pay Scale: GP-1900 (Level-2)	GP-1900 (Level-2)
5	Rationale/logic/Justification: Lower level duties and responsibilities hence lower essential qualification therefore lower pay scale of GP-1900 (Earlier Group D post and after VI pay Group C)	Higher level of duties and responsibilities (Technical) hence higher essential educational qualification (professional degrees) but no rationale/logic/justification for keeping the same pay scale without following any guidelines by Govt. of India (Ministry of Agriculture & Farmers welfare)

Table 2: Remarks/Response to the reply given by the Spices Board

Sl.No	Reply given by the Board	Response/Remarks by AIASA
1	It is not true that Level 2 pay scale is given for the B.Sc. (Agriculture /Horticulture/ Forestry) which is same for the post of Agriculture Demonstrator requiring essential educational qualification of matriculation (10 th) or 12 th . The Pay scale of Junior clerk in the Administration Division where the minimum qualification is prescribed as Graduation is also Level 2.	Spices Board is comparing Technical post with non-Technical post which is unfair. As per the draft RR following posts were given Level -2 pay scale a) Level 2 Pay scale to the Technical Post of Agriculture Demonstrator for which educational qualification asked is B.Sc. (Agriculture/Horticulture/Forestry) which are Professional Degrees and B.Sc. Botany. b) Level 2 Pay scale to the Non Technical Post of the Junior Clerks in the Administration Division where the minimum qualification is prescribed as Graduation.(Non Professional Degree). c) Level 2 Pay scale to the Staff Car Driver Ordinary Grade with qualifications of Pass in Xth Standard. d) Level 2 Pay scale to the Mechanic with qualifications Diploma in

		<p>Mechanical/Automobile/Agricultural Engineering from a recognized institution.</p> <p>e) Level 2 Pay scale to the Record Keeper with qualifications of Pass in Xth Standard or ITI or equivalent.</p> <p>f) Level 2 Pay scale to the Guest room attendant cum Cook with qualification of Pass in VIIIth Standard.</p> <p>g)Level 3 Pay scale to the Mechanic cum Electrician with qualifications Diploma in Mechanical/ Automobile/ Agricultural Engineering from a recognized institution and one year experience in relevant field.</p> <p>h) Level 4 Pay scale to the Staff Car Driver Grade II with qualifications of Pass in Xth Standard.</p> <p>i) Level 5 Pay scale to the Staff Car Driver Grade I with qualifications of Pass in Xth Standard.</p> <p>j) Level 6 Pay scale to the Staff Car Driver Grade (Special Grade) with qualifications of Pass in Xth Standard.</p> <p><u>Copy attached as:</u> 1. Annexure II - Draft Recruitment Regulations of Board</p>
2	<p>It may not be feasible or practical for Spices Board to change the pay level of Agriculture Demonstrators as it has been fixed based on the functions and responsibilities and any change in pay level has to be reflected in the entire channel viz. Senior Agriculture Demonstrator, Extension Assistant and Farm Manager. There exists another channel for</p>	<p>The present pay scale of Level-2 was fixed when lower educational qualification and lower duties were attached with the post (Table 1). But on 12th July 2010 higher qualification and subsequently higher technical duties on 26.12.2019 were attached for Agriculture Demonstrator hence pay should increased as per the Govt. of India guidelines. Reference: Table 1</p>

	<p>promotion in technical division of Spices Board with entry cadre in the Post of Field Officer in the pay level 6 (Grade Pay 4200/-), Senior Field Officer, Assistant Director and Deputy Director.</p>	
3	<p>The Board recruited Agriculture Demonstrators in the pay scale Level 2 with qualifications degree in Agriculture /Horticulture /Forestry/Botany by notification and any change in the pay scale a few years after the recruitment process is over will be doing injustice to those who opted out due to lower pay scale and may lead to Litigation.</p>	<p>The Contemplation is obviously to project surreal situation that those who had opted out (which are present is null and void) due to low pay will go for litigation. Spices Board is concerned about those who opted out only. Further being a Govt of India autonomous body it is the responsibility of the board to follow the guidelines purely in line central government.</p>
4	<p>The Qualification for the Post of Agriculture Demonstrator includes the First Class degree in Botany also along with Agriculture/Horticulture vide Notification No.6/10 dated 31.08.2010 and No.3 dated 19.02.2014. First class Degree in forestry was also included in the qualification for the post of Agriculture Demonstrator and notified the vacancy vide notification No.7 dated 15.10.2015 and No.10 dated 30.06.2015. Degree in Botany cannot be treated as a professional degree and 32 Nos. of employees (out of the total 46 Nos. of Agriculture Demonstrators /Senior</p>	<p>The Resultant discrimination (presumed by the board) has arouse due to the appointments made based on the Draft Recruitment Regulations specified by the board itself & due to non considering National Commission on Agriculture recommendations given long back in 1976 and Ministry of Agriculture and Farmers welfare orders. It may be noted that among four essential educational qualifications asked for the post three are professional degrees.</p>

	<p>Agriculture Demonstrators.) with degree in Botany are working as Agriculture Demonstrators/ Senior Agriculture Demonstrators. Hence no enhancement in pay scale is considered only for the professional degree holders as it will result in discrimination against the Agriculture Demonstrator / Senior Agriculture Demonstrators with the Qualification of Degree in Botany.</p>	
5	<p>The Board received representations from a few Agriculture Demonstrators on similar lines and the Secretary, Spices Board has constituted an internal committee with representatives of all departments to look into the matter. The Committee recommended for opening of promotion channel to the post of Field Officer in the ratio of 50:50 percent for promotion and direct recruitment. It is recommended to consider promotion from Agriculture Demonstrator with 5 years of service, Senior Agriculture Demonstrators with 3 Years service, Extension Assistant with 2 years service and Farm Managers who possess the qualification prescribed for the post of the Field Officer viz., Degree in Agriculture or</p>	<p>There is no point of action about the implementation of Order F.No.Edn/13/1/2016/HRD dated 06/10/2016 by ICAR and F.No.3-3/2017-EM dated 06.11.2017 by Directorate of Extension Education, Ministry of Agriculture & Farmers' Welfare, Govt. of India by the internal committee recommendations. The AIASA memorandum was about professional parity which was not addressed by the committee.</p> <p>Spices Board is not taking any action to comply with guidelines and to keep the agriculture and allied professional degree qualification requiring post on par with the other professionals /Technical cadres such as Medical, Engineering and veterinary disciplines. Instead Spices Board is irrationally keeping technical posts (Agriculture Demonstrator) in grade pay-1900 (level-2) without following any guidelines. In the Order F.No.Edn/ 13/ 1/ 2016/HRD dated 06/10/2016 and order .No.3-3/2017-EM dated 06.11.2017 it is requested to keep the agriculture and allied professional degree qualification</p>

<p>Horticulture from a recognized university or M.Sc. in Botany by Departmental Test.</p>	<p>requiring post on par with other professionals/Technical cadres such as Medical, Engineering and veterinary disciplines.</p>
<p>The Committee also recommended to reduce the experience in the feeder category for promotion to Senior Agriculture Demonstrator to 2 Years (from 3 Years) and to Extension Assistant to 3 Years (from 5 Years) and to Farm Managers to 3 Years (From 5 Years).The Recommendations of the committee is under the active consideration of the Board and further action will be taken with the approval of the Ministry. The Board would also be requesting the Ministry to undertake a Work Study of various posts in the Spices Board so the anomalies, if any, in terms of staff's grade pay etc. may be brought out for the consideration of the Ministry for redressal.</p>	

This Association submit before your honour that **DoPT in its OM dated 08th May 2018 stated that recruitment rules are statutory in nature should be reviewed once in 5 years to reflect commission recommendations, court orders, expert committee recommendations etc.** (Copy attached as Annexure III). Spices Board is not considering National Commission of Agriculture recommendations and Directorate of Extension Education, Ministry of Agriculture & Farmers' Welfare, Govt. of India orders for Professional parity. Spices Board in its reply clearly stated that board is following rules purely in line with the rules & regulations of the central government as amended from time to time. **It may be noted that AIASA memorandum was about implementation of Ministry of Agriculture & Farmers welfare, Govt. of India orders but Spices Board has not taken any action in this regard and Spices Board only commented on the issue instead of taking action based on the Govt. of India guidelines.**

The Association seeks your kind intervention for giving suitable directions to Spices Board for carrying out amendment in recruitment rules by giving due weightage to professional degree in agriculture and commensurate pay scale at par with other professional degrees such as medical, engineering degrees.

Thanking You,

Yours faithfully

Pratik

(Dr. Pratik Chavelikar)
Chairman (NACC)

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Enclosures:

2. Annexure I - Draft Recruitment Regulations of Spices Board
3. Annexure II - DOPT Memorandum
4. Annexure III - AIASA Memorandum and Spices Board reply

Copy to: Shri. M.S.Banerjee, Under Secretary, Department of Commerce, Ministry of Commerce and Industry, Udyog Bhawan, New Delhi-110001- In response to letter no. 8/5/2019-Plant-D dated 2.1.2019

AIASA

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