

**The Minutes of the Meeting held on 21.12.2020 under the
Chairmanship of ADG with KNCCCSA**

Meeting started at 2 pm.

The names of the participants is attached at Appendix.

ADG at the outset welcomed all participants to the meeting and thereafter started the discussion on all issues raised in the notice issued prior to the Dharna scheduled to be held on 23.12.2020 and hear the Associations point of view. The Secretary, KNCCCSA then explained the purpose of Dharna stating that some of the officers at the Directorate have taken decision which are against the interest of the majority of the employees and same should be stopped. The details of discussion on various issues raised are given in succeeding paras:-

1. Regarding the 10% transfer appointment of low paid employee to the post of Clerk/LD Typist.

The transfer appointment of 10% low paid employee to the post of LD Clerk/LD Typist was made on the basis of State level seniority list. However as per GO(P) No. 4/2020/P&ARD dated 22.01.2020, Govt ordered to prepare district wise seniority list for 10% transfer appointment. The participant said that the seniority list of eligible candidates has not been published yet. The ADG said that when cadre strength was calculated in the district level for transfer appointment it was found that in many districts there was no manpower to fix the cadre strength of 10% to the post of LDC/LDT. Later Govt. has clarified that the action should be taken in this regard as per conditions laid down in GO(P) 10/2015/P&ARD dated 20.06.2015. The above said Govt order, allowed to prepare an integrated seniority list on Regional/District Level if there is not enough manpower at district level. Accordingly the cadre strength of clerks has been fixed on the basis of Regional level and cadre strength of Typist on state level. Applications from all districts are being invited and a seniority list will be prepared on the basis of cadre strength as ordered. It was also decided to publish the seniority list and start appointment of 10% low paid employee to the post of LDC/LDT on or before 15.02.2021.

2. **PRISM -Reg.**

The participants have demanded that PRISM has not been implemented so far in our department. It was then clarified that as the HOD of NCC Department is a Military Officer, he is not eligible for the PEN number of State Govt. So there is a technical difficulty in implementation PRISM in our Department. Considering the above fact, as per GO(Rt) 8557/2019/Fin dated 30.10.2019 Administrative Officer of NCC Department has been designated as Pension Sanctioning Authority. Accordingly guideline has been issued for submitting online application for pension. All steps have been taken to implement PRISM in our Department from 01.01.2021. But final decision in this regard will be taken by HOD and he will be answerable to all questions in connection with PRISM. It was decided that if there is any complaint in this regard, the matter will be immediately taken up with Govt.

3. **Transfer of Sri. Pratheep Kumar, Selection Grade Typist.**

In the meeting the Association has pointed out that the transfer of Sri. Pratheep Kumar, Selection Grade Typist, NCC Directorate is illegal and requested to reconsider his transfer.

ADG clarified the reason for transfer Sri. Pratheep Kumar that during his visit to I(K)Naval unit, the CO unit has projected the urgency of a Typist as there is no Typist posted at I(K) Naval Unit. The ADG has agreed to the point and thus the action for transfer of one Typist (Sri. Pratheep Kumar) was made on administrative ground. Further ADG explained that at present there are three women Typists at NCC Directorate and it was not correct to move any of them out. So in view of women protection and empowerment, it was decided to transfer Sri. Pratheep Kumar the only male eligible available Typist from the Directorate. However, if Sri. Pratheep Kumar wants to apply for transfer, his request will be considered for transfer to the nearest location at Trivandrum.

4. **Delegation of Power to Director - Reg.**

One of the allegation put forward by the participants was that the Director who has not been given any authority by State Govt should be prevented from interfering in the administrative affairs of state employee. As per existing delegation of powers only ADG is the authority of State Wing.

ADG explained the circumstances under which the Director was given administrative authority of state wing. Most of the communications received from State Govt are being received in vernacular language. As Malayalam is not understood by him, and as Director is a Malayalee officer the administrative matter of state wing is being routed through the Director for ease of communication. This is for the administrative convenience. Further the Head of the Department is the final sanctioning authority. Moreover, It is his prerogative to seek any advice from subordinates on file.

5. Circular No. 4356/B1/2020/NCC dated 01.10.2020 – Reg.

Discussion were made in connection with the circular No. 4356/B1-Est/2020/NCC dated 01.10.2020. Most of the participant argued that the above circular is illegal and may be cancelled. Further demanded that all action in this regard will be in par with empowered committee being constituted. ADG explained the circumstances leading to issuance of the circular. Such circular was issued to consolidate the nature of the existing work in the various Groups and Units. It only aims to make administrative matters more transparent and accountable.

6. Formation of special Rules for NCC subordinate service – Reg.

It was alleged in the meeting that the department has adopted a lax policy in this regard after sending the draft special Rules to Govt. They demanded a copy of special Rule, make available for ready reference.

Formation of Special Rules for NCC Department is under consideration with the Govt. The authority for its final approval by the State Govt and this department can only submit proposal to Govt for consideration. Since there are other department in the state which are also affected therefore, the formation of special rules is taking time. This Dte will pursue the matter with state Govt till its finalization.

7. Recovery of the excess amount due to erroneously granted TBHG.

One of the major issue discussed by the meeting was in connection with the recovery of excess amount which was unearthed by the internal audit due to erroneously granted Time Bound Higher Grade. It was argued at the meeting that in all fund settlement cases, by AG audit, there should be no internal inspection.

TBHG was given in the scale of pay of Rs. 11620-20240 upto 06.06.2019. But as per letter No. PRC-A-73/029/18/Fin dated 06.06.2019 Govt directed to correct the pay scale granted one Sri. Dasan MK who retired from service to 10480-18300 and recover the excess amount if any. The action was taken in the case of Sri. Dasan and a case of similar nature as directed by the Govt. Otherwise there is no need to seek advice from the Govt in each case. As per GO(P) No.55/2019/Fin dated 04.05.2019 and circular No. 79/2019/Fin dated 19.09.2019 it has been directed that internal audit should be done in cases where the AG audited and emphasized the internal audit. The HOD shall ensure whether the service detail of an employee is correct in accordance with Rules. The Service Book of a retiring employee should be examined in detail to ensure whether the recorded service history is correct and that there is no Govt liability outstanding against him. ADG promised that to look in to the matter if there has been any mistake by the internal audit. It is also decided that such cases will be exempted from internal audit if the Service Book of any employee has already been audited by AG. However at the request of the participants in the meeting it was decided to prepare a detailed proposal to bring the matter before the Govt.

8. Reporting vacancies to KPSC.

The Secretary KNCCCSA said that the vacancies arised in the Department are not reported to PSC in a time bound manner. It was clarified that all vacancies arising in the department have been reported to concerned district office of KPSC. Also anticipating vacancies for the next year are also being reported to PSC. All vacancies has been reported through e-vacancy software. It was decided to counter check again and take action to report vacancy if there any.

9. **Suspension of Sri. Satheesh Sam Jose.**

The president of KNCCCSA has pointed out the suspension order of Sri. Satheesh Sam Jose, the Manager, Group Headquarters, Typm, which is not justifiable without any reason.

ADG has explained the circumstances leading to suspension of Sri. Satheesh Sam Jose. Now the case is under the consideration by the of Hon'ble KAT. Action will be taken in this regard in accordance with the direction of Hon'ble KAT.


10. In addition to above the following decisions are also taken place:-

- (i) The seniority list of various categories will be published in a time bound manner. In future all seniority lists will be notified in the Govt. Gazette.
- (ii) Participation of non recognized service organization in the Redressal Meeting – Reg.

The matter is being examined in detail. Decision of the HOD after analyzing the whole issue will be communicated.

11. There being no other points - The meeting ended at 5.30 pm.




(Mandip Singh Gill)
Major General
Addl Director General NCC

No. 6648/B1-Est/2020/NCC

19 Jan 2021

കേരള എൻ.സി.സി സിവിലിയൻ സ്റ്റാഫ് അസോസിയേഷൻ ഭാരവാഹികളുമായി
21.12.2020 തീയതിയിൽ അഡീഷണൽ ഡയറക്ടർ ജനറലിന്റെ അദ്ധ്യക്ഷതയിൽ
നടന്ന യോഗത്തിൽ പങ്കെടുത്തവർ

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|-------------------------|---|-------------------------------------|
| 1. Brig. N Rajkumar | - | Deputy Director General NCC |
| 2. Col S Francis | - | Director |
| 3. Sri. Anilkumar K | - | Administrative Officer |
| 4. Sri. Sreejith R | - | Senior Superintendent |
| 5. Sri. Murali T | - | President, KNCCCSA |
| 6. Sri. Sivakumar | - | General Secretary, KNCCCSA |
| 7. Sri. Benny P Francis | - | Vice President, KNCCCSA |
| 8. Sri.Sajeiv | - | Mekhala Secretary, Kottayam,KNCCCSA |
| 9. Sri. Prasad | - | Treasurer, KNCCCSA |