

പതിനഞ്ചാം കേരള നിയമസഭ

പതിനാറാം സമ്മേളനം

നക്ഷത്രചിഹ്നമിടാത്ത ചോദ്യം നമ്പർ: 2068

05-02-2026-ൽ മറുപടിക്ക്

സി-ഡിറ്റ് ഡയറക്ടറുടെ നിയമനം

ചോദ്യം ഉന്നയിച്ച അംഗങ്ങൾ

ശ്രീ. കെ. ബാബു (തൃപ്പൂണിത്തുറ)

ശ്രീ. കെ. ബാബു (തൃപ്പൂണിത്തുറ)

മറുപടി നൽകിയ മന്ത്രി

ശ്രീ. പി. കെ. കുഞ്ഞാലിക്കുട്ടി

(വ്യവസായ - വിവരസാങ്കേതികവിദ്യ വകുപ്പ്
മന്ത്രി)

(എ) സി-ഡിറ്റ് മുൻ രജിസ്ട്രാറും നിലവിൽ ഡയറക്ടറുമായ ശ്രീ. ജി. ജയരാജിന്റെ ബി.എസ്.സി. എഞ്ചിനീയറിങ്ങ് ഡിഗ്രി സർട്ടിഫിക്കറ്റിന്റെ ആധികാരികത സംബന്ധിച്ച് പരാതികൾ ലഭിച്ചിട്ടുണ്ടോ; ഉണ്ടെങ്കിൽ പ്രസ്തുത പരാതികളുടെ പകർപ്പുകൾ ലഭ്യമാക്കാമോ; ഈ പരാതിയിന്മേൽ സർക്കാർ ഇതുവരെ സ്വീകരിച്ച നടപടികളും അന്വേഷണ പുരോഗതിയും വ്യക്തമാക്കാമോ;

മറുപടി: ഉണ്ട്. പരാതികളുടെ പകർപ്പ് അനുബന്ധം 1-ആയി ചേർക്കുന്നു. പരാതിയിന്മേൽ സിഡിറ്റ് രജിസ്ട്രാർ റിപ്പോർട്ട് സമർപ്പിച്ചിട്ടുണ്ട്.

(ബി) സി-ഡിറ്റിൽ ശ്രീ. ജി. ജയരാജിനെ കരാർ അടിസ്ഥാനത്തിൽ ഡെപ്യൂട്ടി ഡയറക്ടർ പ്രോജക്ട്സ് ആയി നിയമിക്കുന്നതിനായി വിജ്ഞാപനം ചെയ്ത യോഗ്യതകൾ എന്തെല്ലാമായിരുന്നു; പ്രസ്തുത യോഗ്യതകൾ തെളിയിക്കുന്നതിനായി അദ്ദേഹം സമർപ്പിച്ച രേഖകളുടെയും സർട്ടിഫിക്കറ്റുകളുടെയും പകർപ്പുകൾ ലഭ്യമാക്കാമോ;

മറുപടി: സി-ഡിറ്റിൽ ശ്രീ. ജയരാജിനെ 1989-ൽ ഡെപ്യൂട്ടി ഡയറക്ടർ (പ്രോജക്ട്സ്) തസ്തികയിൽ നിയമനത്തിനായി വിജ്ഞാപനം ചെയ്ത യോഗ്യത ചുവടെ ചേർക്കുന്നു:

"ഏതെങ്കിലും പൊതുമേഖലാ സ്ഥാപനത്തിലോ (PSU) അല്ലെങ്കിൽ സർക്കാർ ഗവേഷണ വികസന സ്ഥാപന (Govt. R&D organisation) പർച്ചേസ്/കോൺട്രാക്ട്സ് വിഭാഗത്തിൽ കുറഞ്ഞത് 3 വർഷത്തെ പ്രവൃത്തി പരിചയത്തോടു കൂടിയ ബി.ഇ (B.E.) ബിരുദം."

ശ്രീ. ജയരാജ് സമർപ്പിച്ച രേഖകൾ അനുബന്ധം 2- ആയി ചേർക്കുന്നു.

(സി) ശ്രീ. ജി. ജയരാജിന് സി-ഡിറ്റിൽ ഏതെല്ലാം കാലയളവുകളിലാണ് അസസ്‌മെന്റ് പ്രൊമോഷനുകൾ നൽകിയിട്ടുള്ളതെന്ന് വ്യക്തമാക്കാമോ; സയന്റിസ്റ്റ് ബി തസ്തികയിലെ പ്രാരംഭ നിയമനത്തിനും, തുടർന്നുള്ള വിവിധ സയന്റിഫിക് ഗ്രേഡുകളിലെ സ്ഥാനക്കയറ്റത്തിനും ആവശ്യമായ യോഗ്യതകൾ അദ്ദേഹത്തിന് ഉണ്ടായിരുന്നെന്ന് തെളിയിക്കുന്ന രേഖകളുടെ പകർപ്പുകൾ ലഭ്യമാക്കാമോ;

മറുപടി: ശ്രീ. ജയരാജിന് അസ്സസ്മെന്റ് പ്രൊമോഷൻ നൽകിയതിന്റെ വിവരങ്ങൾ ചുവടെ കൊടുക്കുന്നു:

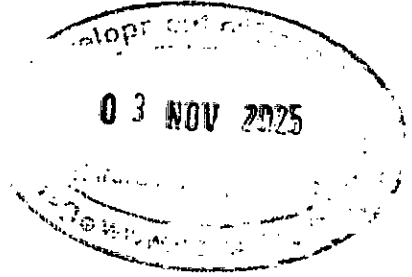
അസ്സസ്മെന്റ് പ്രൊമോഷൻ യോഗ്യത സംബന്ധിച്ച രേഖകൾ അനുബന്ധം 3-ആയി ചേർക്കുന്നു.

Sl No.	Grade	Date
1	Scientist C	01/10/1992 മുതൽ
2	Scientist E1	01/10/1997 മുതൽ
3	Scientist E2	01/10/2002 മുതൽ

(ഡി) ശ്രീ. ജി. ജയരാജിന് ഡെപ്യൂട്ടി ഡയറക്ടർ തസ്തികയിലേക്കും സയന്റിസ്റ്റ് ബി ഗ്രേഡിലേക്കുമുള്ള നിയമനത്തിനും, തുടർന്ന് ലഭിച്ച സ്ഥാനക്കയറ്റങ്ങൾക്കും മതിയായ യോഗ്യതകൾ ഉണ്ടായിരുന്നില്ലെന്ന പരാതി സർക്കാർ പരിശോധിക്കുമോ; കൂടാതെ അപ്രകാരം സി-ഡിറ്റിനുള്ള ഭീമമായ നഷ്ടം തിട്ടപ്പെടുത്താനും ഉചിതമായ നടപടികൾക്കും സർക്കാർ തയ്യാറാകുമോ?

മറുപടി: ശ്രീ. ജയരാജിന് മതിയായ യോഗ്യതകൾ ഉണ്ടായിരുന്നു.

സെക്ഷൻ ഓഫീസർ



GOVERNMENT OF KERALA

Electronics & Information Technology (IT Cell) Department

No.ITCell-1/104/2024-ITD

01-11-2025,Thiruvananthapuram

From

Special Secretary to Government

To

The Registrar,
C-Dit, Chithranjali Hills,
Thiruvallom, Thiruvananthapuram

Sir,

Sub: E&IT Department-Petition from Shri.M R Mohanachandran-
Anomalies on the appointment of Jayaraj G as Registrar C-DIT-Reg

Ref: 1.Your letter No.C-DIT/ADM/21/2024-A1 Dtd 17.07.2024

2.Petition from Shri.M.R Mohanachandran dated
30.06.2025(Enclosed)

In inviting attention to the references cited, I am to request to you to
furnish a comprehensive report on the petition cited 2nd for examining the
matter.

Yours Faithfully,

MANOJ S R

UNDER SECRETARY

For Special Secretary to Government.

Approved for Issue,

Signed by

Rajesh G S

Date: 01-11-2025 16:12:15

Section Officer.

MR/ITD/2025/1 dated 30.06.2025

**The Secretary to Government
Electronics & Information Technology Department
Government of Kerala
Secretariat
Thiruvananthapuram – 695001**

Sir,

Sub:- Appointment of Sri Jayaraj G as Director C-DIT – raising concerns about his eligibility for the post w.r.t qualifications prescribed by the Government – fraud vitiates everything - regarding

I am Mohanachandran M R, who has recently retired after 34 years of service in C-DIT. I wish to bring to your kind attention certain concerns regarding the eligibility of Shri Jayaraj.G for the post of Director, C-DIT, particularly in relation to the qualifications prescribed by the Government. The key points are outlined below:

Shri Jayaraj G was appointed Director, C-DIT, vide G.O (MS) No. 23/2022/ITD dated 08.07.2022 (Annexure 1), following the recommendation of a search committee constituted by the Government. The committee shortlisted Shri Jayaraj G along with two others, after scrutinising applications for eligibility and qualifications and evaluating all eligible candidates in detail (Annexure 2).

However, it appears that from his initial appointment as Deputy Director (Projects) in 1989 to his promotion as Registrar in 2016, appointments were made by concealing his ineligibility from the Government. Based on documents obtained through RTI, I have reason to believe that serious irregularities occurred—amounting to fraud—wherein Shri Jayaraj G's lack of requisite qualifications was overlooked during both his initial appointment and subsequent promotions. Notably, his appointment as Registrar in 2016 also seems to violate the qualification norms stipulated by the C-DIT Society and relevant Government orders.

As per G.O (MS) No. 22/2020/ITD dated 28.10.2020 (Annexure 3), the qualifications for the post of Director include "25 years of total experience, of which at least five years must be in a senior/top management position." If his entire tenure from 1989 to 2019

was based on irregular appointments and promotions, it calls into question whether such service can validly be counted toward the experience required for the post of Director.

The Government, vide G.O (Rt) No. 340/90/CAD dated 27.08.1990 (Annexure 4), had accorded sanction for Shri Jayaraj's appointment as Deputy Director (Projects) in the Core Group of C-DIT. However, the prior G.O (MS) No. 14/90/CAD dated 11.05.1990 (Annexure 5), which sanctioned the creation of the post, clearly states that the pay and service conditions of such posts shall be governed by G.O (MS) No. 30/87 dated 06.12.1987 of the Science, Technology, and Environment Department. That G.O mandates that only candidates equivalent to scientists as per CSIR/ICAR/UGC norms are eligible for such appointments (Annexure 6).

My attention was drawn to a relevant anomaly by Para 195 of Note No. 75891/PUC2/2010/Fin of the Finance Department, regarding the pay revision of three Core Group staff, including Shri Jayaraj G (Annexure 7). It states:

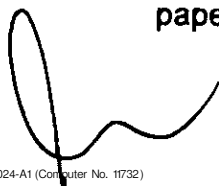
"It may be noted that the two incumbents Sri P.V. Unnikrishnan and Sri Mohan Kumar have acquired the required qualification as per CSIR norms. But Sri Jayaraj has not produced the certificate showing the prescribed qualification as per CSIR norms. He has only produced the marksheet of the B.Sc. Engineering Examination. Hence we may ask AD to confirm whether Sri Jayaraj has acquired the prescribed qualification as per CSIR norms and to act accordingly."

Subsequently, vide G.O (Rt) No. 278/2013/I&PRD dated 16.07.2013 (Annexure 8), the Government sanctioned pay revision for the three posts based on a report from the C-DIT Registrar stating that all three officers had the requisite qualifications and experience. However, a degree certificate obtained via RTI (Annexure 9) confirms that Shri Jayaraj G holds only a Second-Class B.Sc. Engineering degree in Electrical Engineering—which fails to meet CSIR norms. As detailed in C-DIT's letter to the IT Department (No. 58/A1/Admn/2019/C-DIT dated 01.10.2022, Annexure 10), the minimum qualification for a Scientist (Entry Level) – Group IV(1) post is a **First Class Degree**.

Given that Shri Jayaraj G did not possess this minimum qualification, his appointment as Deputy Director (Projects), his assessment-based promotions, and his subsequent appointment as Registrar (another scientific post) are evidently irregular. Therefore, the service rendered under these appointments cannot be counted toward the experience required for the post of Director. It appears his application was accepted without sufficient verification.

I would also like to highlight further suspicious details related to his educational qualification and prior experience:

- His degree certificate states he was awarded the B.Sc. Engineering Degree in April 1983, but the upper left of the certificate shows he cleared his S7 arrear papers only in April 1984. No university issues a degree before all arrears are



cleared. This discrepancy raises serious questions about the authenticity of the certificate.

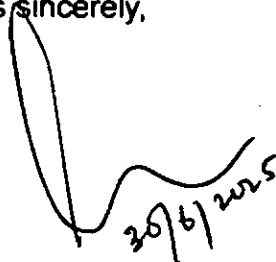
- The certificate was issued by the University of Kerala only in May 1988. According to the résumé submitted by Shri Jayaraj G when applying for the post of Registrar in 2016 (Annexure 11), he had worked at NTPC Ltd., New Delhi as Engineer/Sr. Engineer (Contracts) from August 1984 to September 1989. It is surprising—and suspicious—that an organisation of NTPC's stature did not demand his original degree certificate for nearly four years.

The legal maxim "*Fraud vitiates everything*" underscores the seriousness of the matter. Any process tainted by fraud is inherently invalid.

I respectfully request your earnest attention to this issue.

Thanking you,

Yours sincerely,



26/6/2025

M R Mohanachandran
Maruthanad, Kallupalakkada
Perumpuzha, Kollam – 691504
Mobile: 9895788133

Enclosed : Annexures 1 to 11, all obtained vide RTI



GOVERNMENT OF KERALA

Electronics & Information Technology (IT-Cell) Department

No.IT Cell 1/169/2025-ITD

10-06-2025,Thiruvananthapuram

From

Special Secretary to Government

To

The Registrar,C-DIT,
Chithranjali Hills, Thiruvallam.P O,
Thiruvananthapuram, Kerala - 695 027

Sir,

Sub: C-DIT- Petition from Adv M.S Gopakumar regarding the
contentions raised against Shri.G Jayaraj ,Director C-DIT Reg

Ref: Petition from Adv M. S Gopakumar dated 10.05.2025.

I am to forward herewith a copy of the petition cited and to
request you to furnish a report on the matter.

Yours Faithfully,

SHAJI A M

UNDER SECRETARY

For Special Secretary to Government.

Approved for Issue,

Signed by

Rajesh G S

Date: 11-06-2025 10:21:38

Section Officer.

Cell

From,

Adv. M S Gopakumar

Pulkood Law Chambers

Nandanam, Njarajkkal, Perinad PO

Kollam 691601

Phone: 9447222989

To,

The Government Secretary

Electronics & Information Technology Department

Government Secretariat

Thiruvananthapuram 695001

Sir,

Sub:- C-DIT – **(A)** the originality of the Engineering Degree Certificate of Sri.G.Jayaraj, the Present Director & Former Registrar, is highly doubtful **(B)** Sri.G.Jayaraj, the Present Director & Former Registrar , is not eligible to get scale of pay even applicable to Scientist Grade –B **(C)** almost all the actions done by System Integration Department is doubtful - purchases made / work awarded without inviting any tender – appropriate orders to keep records & Registers under safe custody – reg

Ref:- Documents received under RTI Act

I humbly bring the below mentioned facts for your kind attention and request you to be good enough to issue appropriate orders to C-DIT

Authorities in keeping the relevant records and registers under safe custody.

(II) As per the true copy of the degree Certificate of Sri.G.Jayaraj, received under RTI it is found that he appeared the examination for **8th semester in April 1983** and attended the **examination for 7th semester**, may be for the back log paper / papers, **in April 1984**. But in the Degree certificate **it is certified that he passed Engineering in (Electrical) in Second Class in April 1983**. For a student the certificate related to the Degree acquired by him is very valuable especially regarding professional Degree's. If it is a mistake on the part of the University authorities then the student who gets such a certificate will get it corrected at an early date since it is very serious matter which may cause hindrance / disable in getting Job. The originality of the Degree Certificate of Sri.G.Jayaraj is highly doubt full.

(III) Sri.G.Jayaraj, the Present Director & Former Registrar , is not eligible to get scale of pay even applicable to Scientist Grade -B .

(a) From the available records it is understood that the entry of G.Jayaraj in C-DIT was on contract basis as per Government letter No.7609/A3/89/CAD dated 16.10.1989. By G.O.(Ms) No.14/90/CAD dated 11.05.1990 of Cultural Affairs (A) Department sanction was accorded for formation a CORE Group with 6 posts. **The last Para (Para 4) of this G.O. reads as follows** "Government also order that

the fixation of pay and service conditions of the above posts and the posts be created for C-DIT will be Governed by the Guide lines issued in G.O.(Ms) No.30/87 dated 06.12.1987 of the Science , Technology and Environment (A) Department'.

(b) The minimum qualification required for appointment to Scientist-B grade post is MLibSc Ist class / M.Tech or M.E Ist class / PhD (Science). The then qualification of G.Jayaraj is **only Second Class B.Sc Engg (Electrical)** , which itself is doubtful now. Hence beyond doubt it is very clear that G.Jayaraj did not possess qualification even for the Scientist -B Grade post and hence not eligible for the scale of pay of Scientist -B Grade.

(c) On perusal of G.O. (Ms) No.340/90/CAD dated 27.08.1990 of Cultural Affairs (A) Department it is understood that the then C-DIT authorities among other put up proposal for the termination of the contract appointment of G.Jayaraj and to appoint him as Deputy Director (projects) in the CORE Group of C-DIT on permanent basis. Accordingly, by G.O. (Ms) No.340/90/CAD dated 27.08.1990 of Cultural Affairs (A) Department Government accorded sanction for the appointment of G.Jayaraj as Deputy Director (Projects) in the scale of pay of Rs2200-4000 against the post sanctioned in the CORE Group of C-DIT.

(d) On the strength of the G.O.(Ms) No.340/90/CAD dated 27.08.1990 of Cultural Affairs (A) Department in all

communications in any matter related to G.Jayaraj it have been mentioning as if he was recruited in the Grade of Scientist-B.

[e] By G.O.(Ms) 17/2003/CAD dated 12.05.2003 of Cultural Affairs

(A) Department government Approved the Service Rules of C-

DIT. In continuation of this G.O. the Cultural Affairs (A)

Department issued G.O.(Ms) 25/03/CAD dated 09.07.2003

specifically mentioning that for the posts and promotion posts

and grades in the C-DIT having CSIR / UGC scale of pay, the

norms and qualifications prescribed by CSIR/ UGC are

applicable.

[f] Sanctioned Pay Revision for three posts in the Core Group of C-

DIT by G.O.(Rt) No.278/2013/I&PRD dated 16.07.2013 issued

by Information & Public Relations Department. The last part of

Para 1 of G.O.(Rt) No.278/2013/I&PRD dated 16.07.2013 reads

as follows 'The Registrar has also reported that all the three

officers in the Core Group have the requisite Qualification and

experience for the posts/ Grades as prescribed under CSIR /

UGC / Central Government norms adopted in C-DIT as per

the Special Rules approved by the Government'. So it is

evident that sanction was obtained from Government for pay

Revision misrepresenting that G.Jayaraj has qualification

prescribed under CSIR Norms.

(g) Sri.G.Jayaraj submitted a request dated 26.05.2016 before Government that he may be appointed as the Registrar of C-DIT. In this request G.Jayaraj suppressed the facts (i) he was not having the requisite qualification for the post of Registrar (ii) about P.V.Unnikrishnan, who was having lean in C-DIT as Registrar and whom was accommodated as Joint Director since the Registrar post was then occupied by an official on Deputation. Ultimately, based on the request dated 26.05.2016 of G.Jayaraj Government issued G.O.(Ms)No.8/2016/I&PRD dated 01.06.2016 appointing G.Jayaraj as the Registrar of C-DIT and accordingly G.Jayaraj assumed charge as Registrar in the AN of 01.06.2016. While functioning as Registrar Sri.G.Jayaraj sent letter No.57/A1/Admn/2018/C-DIT dated 09.11.2018 to Government to amend the qualification of Registrar. This he has done with the illicit motive to enable him to apply for the post of Registrar after retirement. So it is very clear that Sri.G.Jayaraj was aware at that time that he was occupying the position of Registrar without requisite qualification. Sri.G.Jayaraj continued as Registrar without requisite qualification until his retirement due to superannuation on 28.02.2019. Consequent to superannuation he got relieved from service as per order No.57/A1/Admn/2019/C-DIT dated 28.02.2019 of Director C-DIT. But Sri.G.Jayaraj got reappointed as Registrar by

G.O.(Rt)No.44/ 2019/ITD dated 01.03.2019 of Electronics & Information Technology (C) Department on the strength of G.O.(Rt)No.19/2019/ITD dated 25.01.2019 which was issued revising the qualification of Registrar as proposed in November 2018 by the then Registrar of C-DIT, Sri.G.Jayaraj.

(IV) A new department , System Integration Department , was constituted within a short period of assumption of Sri.G.Jayaraj as registrar and which was directly controlled by him. Almost all the activities done by this department is doubtful. The Files / Records related to purchases made / work awarded without inviting any tender were not produced before the Audit team of the Accountant General Office for verification. [Audit requisition reference:5(AREQ138814) dated 26/10/2022]. The list of such files is given below

Sl.No	Order No and date	Agency	
i	1391/2017-18 dtd 21/2/2018	Ospyn Technologies	
ii	200/2018-19 dtd 12/3/2019	Ospyn Technologies	
iii	091/2018-19 dtd 5/9/2018	Ospyn Technologies	
iv	138/19-19 dtd 27/11/2018	M/s Orisis India Consultancy Services	
v	136/2018-19 dtd 27/11/2018	M/s Ospyn Technologies	
vi	155/2017-18 dtd 28/3/2018	M/s Nibodba Technologies Pvt Ltd.	

vii	7/2019-20 dtd 24/2/2019	M/sOspyn Technologies	
viii	9/2018-19 dtd 27/4/2018	M/sVST Travel Solutions PvtLtd	
ix	116/2018-19dtd 12/10/2018	M/sSaasvaap Techies Pvt Ltd	
x	183/18-19dtd 15/2/2019	M/sThought Ripples Technologies Pvt Ltd	
xi	200/18-19dtd 28/3/2019	M/sThought Ripples Technologies PvtLtd	

(V) I humbly request that taking into consideration the facts given herein above in Para II to IV appropriate orders may kindly be issued to the C-DIT authorities to keep under safe custody the below mentioned Records and Registers

(i) The Service Book and the personal File of Sri.G.Jayaraj.

(ii) All the files related to the communications with Government regarding sanction of each Scientist Grade scale of pay to Sri.G.Jayaraj.

(iii) All the files dealt in System Integration Department especially related to the Projects Undertaken and executed, purchases effected and works awarded.

Yours faithfully

Thiruvananthapuram

10.05.2025

Gopakumar
 Adv. M. S. Gopakumar

ADVERTISEMENT NO. 9 NADU PUBLIC COMMISSION

Appointments to the
Electrical and Elec-
tronics Service to be
made (OC II)

Examination

is in Electrical or Elec-

tronics. Testing in a recogni-
tion in the case of de-
tails in the pass of diploma

and/or qualifications
to Contest/Scheduled
Widows, Repatriates,
aged persons, Dis-
abled Government em-
ployees in the commis-
sion. The concessions
of the Commission
to this recruitment
can be obtained
in writing either in
name of the post
holder with a covered
Rs. 10/- (Rupees ten)
payable to the Secre-
tary, Madras and
(Rs. 12/-) If the
in English translation
of a request is
sent.

A Publically funded research Society requires for its Core Project Groups

Code No.	Post	Degree	Minimum Experience	Salary	Age
DDP-1	Deputy Director (Projects)	B.T.	3 Years in Purchase/ contract department of a PSU/Govt. R & D Organisation	2200-4000 (10% ad allowance extra)	Not 40 exceed 35 yrs.
DDC-2	Deputy Director (Development Communication)	Masters in Film & TV Production	Scripted atleast 5 films/Video	do	do
SOE-3	Scientific Officer (Film equipment)	Fresh Graduate in Electronics/ Engineering	Familiarity with Film equipment/Audio systems	2000-3500 (10% ad allowance extra)	Not 10 exceed 30 yrs.
SOAS-4	Scientific Officer (Audio Systems)				

Important: Those in Govt./Public Sector/University Service can also apply. For detail & application Form apply within
15 days with C.V. (Superscribing Code No. on the cover) to:

C-DIT is sponsored by,
Kerala State Film
Development Corporation.

KSFDC

The Registrar, Centre for Development of
Imaging Technology,
Chitrangali Studio Complex,
Thiruvallom, Trivandrum-695 027
KERALA STATE, INDIA

CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY

WANTED

1. CHARTERED ACCOUNTANTS.
2. SHIPPING & DOCUMENTATION
MANAGER
3. ACCOUNTS CLERKS

For a reputed export house at Tirupur.
Persons of Qualification & Experience
only need apply within 15 days to

BOX NO. 3622, C/o THE HINDU,
MADRAS-600 002.



HERTZ
International Licence

Transport Corporation of India Ltd., have
collaborated with HERTZ, USA, the No. 1
Rent-A-Car Company in the world, to start
Rent-A-Car service in
For our offices in Bombay,
Hyderabad, Goa and Pune

BRANCH MANAGERS

THE HINDU, Wednesday, April 5, 1989. 23

WANTED SALES OFFICER

A fast-growing, modern agricultural equipment
manufacturing company requires Sales officer at
Kollapur as headquarter. Minimum 8 years experience
in selling of tractors and implements essential. Preference
will be given to engineering candidates. Adequate
compensation offered for the right candidate. Apply with
full bio-data, including marketing achievements, within 10
days to:



Annapurna
Farm Implementer

F 10/2, M.J.D.G., Shiroli
Kolhapur-416 122, Maharashtra

RESISTOLINE

Corrosion-Proof Pipes, Fittings &
Valves — Lined with Teflon, Kynar
and Polypropylene

Resistoline is a leading manufacturer of
the above items in technical collaboration
with BTR Silvertown Ltd. (UK)/Resistoflex
Corp. (USA) — world leaders in the
field.

For our expansion plans for 1989-90
we need the following staff in South India.

(A) SALES EXECUTIVES

(Annual Salary: Rs. 60,000 +)
Madras, Hyderabad, Visakhapatnam,
Cochin, Bangalore.

For further details



**CENTRE FOR DEVELOPMENT OF
IMAGING TECHNOLOGY**

Chitranjali Studio Complex, Thiruvallom,
Trivandrum-695 027, Kerala State, India

Verified with originals.
By



1 APPLICATION FOR THE POST OF

By Director (Projects)

2 REFERENCE CODE

DDP

3 PERSONAL

3.1 Name (In Capital Letters)

JAYARAJ G.

3.2 Age 28 years

Date of Birth 25 02 1961
(Date) (Month) (Year)

3.3 Father's / Husband's name

V. Gopalakrishnan Nair

3.4 Address for Communication

B-24, Karthik Colony,
New Delhi

PIN CODE 110048

Telephone Number : 6418420

3.5 Permanent Address

Jaya Bhavan,
Mathirappally,
Kothamangalam P.O
KERALA

PIN CODE 686691

Telephone Number :

3.6 Whether you belong to SC/ST

NO

4 Academic

(From Matriculation onwards, including diplomas)

Degree/ Certificate	Year		Name of Institution	Class/Division	Subjects (Main & Subsidiary)	% of marks
	From	To				
SSLC		1976	Board of Public Exams. Kerala	First	Maths, Physics etc.	85
Bor-Degree		1978	Kerala University	First	Maths, Physics Chemistry	79.5
B.Sc(Engg)		1984	Kerala University (College of Engineering Thiruvananthapuram)	Second	Electrical Engineering	55.4

(attested Copies of Certificates may be enclosed)

5 Professional Experience

Position Held	Year		Name of Institution	No of Years	Nature of Responsibility	Last Salary drawn
	From	To				
Executive Trainee	Aug 84	Aug 85	National Thermal Power Corporation New Delhi	One	Training in power plant operation, maintenance and management including contracts	Rs. 1700/- (plus 1700/-)
Engineer (Contract Services)	Aug 85	March 89	- do -	3 yrs. 7 months	Contract Management including preparation of specifications and drawings, calling of tenders, awarding and negotiation of contracts, post-award Contract monitoring, work of P.T. network, budgeting, etc. and interaction with govt dept. and other agencies.	Rs. 3400/- (plus 3400/-) as allowance (under section 13)
Sr. Engineer (Contract Services)	Apr 89		- do -	3 months	- do -	Rs. 3350/- (plus 3350/-) as allowance (under section 13)

(Please enclose Certificates of employment except from Present employer)



6 Other Information (Use additional space if necessary)

6.1 Indian Passport No

NIL

6.2 Nationality

Indian

6.3 Membership in Professional bodies :

(1)

NIL

(2)

(3)

6.4 Papers published (If any) Film or Video Programmes produced

(1)

NIL

(2)

(3)

(4)

(5)

6.5 Details of Awards/Certificates of merit etc.

(1)

NIL

(2)

(3)

(4)

6.6 Any other information that will help us to assess you better

Have been associated with science popularisation / developmental communication through Delhi Science Forum

6.7 Linguistic Ability

Can Speak

Malayalam, English, Hindi

Can read

Above & Russian

Can read & write

Above

7 Referees

(give names and address of three persons not related to you to whom your case can be referred out of which atleast one person should be familiar with your academic background)

(i) Sh. P. S. Chandrasekhar Mohan
Lecturer, College of
Engineering, Tiruvananthapuram

(ii) Sh. Ramesh Abrol
Scientist
NISTADS, CSIR
N. Delhi

(iii) Sh. K. V. Rao
Sr. Manager (CS)
NTPC, Sector Complex
7, Lodhik Road,
N. Delhi - 110003

Declaration

I, Jayasaj G., declare that the information given in the application are true and in case I am appointed, I will be liable for removal from service if it is found later that all or some information given is not true.

Date:

19/6/89

Place

N. Delhi

Signature

Enclosures

(1) Draft / L.P.O. / for Rs. 1000 drawn on State Bank Bank Tiruvananthapuram

1000 dated 19/6/89

(2) Marklists

(1) P. S. L. C

(2) Bae. degree

(3) 8th semester Engineering degree

(4) _____

(3) Degree Certificates

(1) B.Sc (Engg)

(2) _____

(3) _____

(4) _____

(5) _____

(4) Employment Certificates

(1) shall be furnished later.

(2) _____

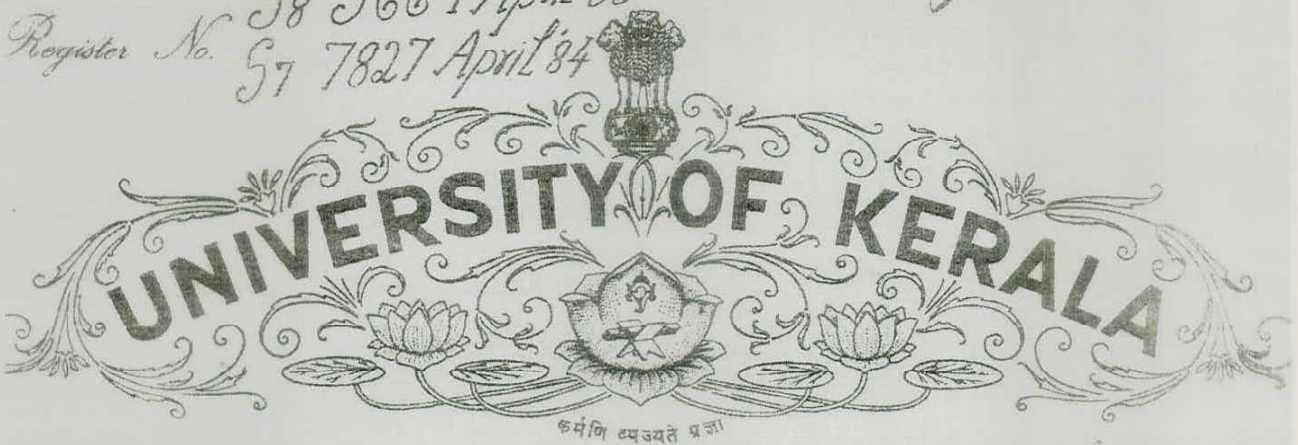
(3) _____

(4) _____

(5) _____

Register No. 58 3669 April '83
57 7827 April '84

59



FACULTY OF ENGINEERING

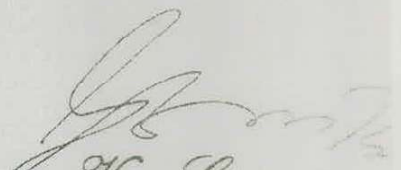
The Senate of the University of Kerala hereby makes known
that Jayaraj G. has been admitted to the Degree of
Bachelor of Science (Engineering) under Electrical
Branch he/she having been certified by duly appointed Examiners to be
qualified to receive the same, and having been by them placed in the
Second class at the examination held in April 1983...

Given under the seal of the University.



University Buildings.

Trivandrum, 27th May 1988.


Vice-Chancellor



Reg. No. 3669



Trivandrum,

Dated 27/9/84

MEMORANDUM

The following marks were awarded to Shri/Smt. Jayaraj. J.
 at the VIII Semester (Final) B. Sc. Engineering Degree Examination of April 1983
 Branch : Civil/Mechanical/Electrical/Electronics and Communications

Subject	Marks awarded	Minimum marks required for a pass		Maximum marks
		Complete pass	Pass in individual subject	
A Structural Engineering III (C) Automobile Engineering (M) Electrical Drawing and estimation II (E) Modern Communication system (E. C.)	Written	40	40	100
	Sessional	32	—	50
	Total	72	75	150
B Foundation Engineering (C) Aeronautical Engineering (M) Electrical Machine Design (E) Television engineering (E. C.)	Written	40	40	100
	Sessional	41	—	50
	Total	116	75	150
C Water Resources Engineering II (C) Power Plant Engineering (M) Electric Power Utilization (E) Control and Guidance (E. C.)	Written	40	40	100
	Sessional	42	—	50
	Total	92	75	150
D Plant and works Management (C) Machine Design & Drawing II (M) Computer Technology (E) Network Synthesis (E. C.)	Written	40	40	100
	Sessional	42	—	50
	Total	96	75	150
E Elective II (Linear Control System)	Written	40	40	100
	Sessional	43	—	50
	Total	84	75	150
F Strength of Materials Lab. II (C) Mechanics Lab. (M) Electrical Machines Lab. III (E) Systems Lab. (E. C.)	Practical	40	40	100
	Sessional	30	—	50
	Total	82	75	150
Project	Sessional	86	—	100
H Viva-Voce		32	20	50
Grand Total		662	525	1050
Carry over marks I to VII Semesters		2609	—	3970/4250
Aggregate		3271	—	3970/4250
Grand Total in words		Three Two Seven One		

Pass minimum: Candidate must 40% of Written/Practical for each subject and 50% of overall aggregate.
 Pass in individual subject: 40% of Written/Practical and 50% of the total of each subject.

Marks entered by

Marks checked by

Section Officer

Assistant Registrar

Controller of Examinations

BIO-DATA

62

Employee No : 027669
 Name : JAYARAJ G.
 Designation/Grade : E3
 Department : CS(V+Kh)
 Project : CC
 Entry Mode : AS TRAINEE
 Achievements :

Date of Birth : 25/02/61
 Date of Joining NTPC : 28/08/84
 Date of Last Promotion : 31/04/89
 Date of Retirement : 28/02/99
 State of Domicile : KERALA
 Category : GN
 Remarks :

Qualification	Branch/Specialisation	College/University	Dum	D
B.SC.	ELEC.ENGG.	KERALA UNIV., TRIVANDRU	84	
PRE-UNIV.		KERALA UNIV., TRIVANDRU	76	
HR.SEC.		BOARD OF SEC.EXAM., KERA	74	

NTPC EXPERIENCE:

From	To	Designation/Grade	Department	Project
01 28/08/84	29/08/85	IT	MGT.DEV.	CC
02 30/08/85	31/03/89	E2	CS(V+Kh)	CC
03 01/04/89	/ /	E3	CS(V+Kh)	CC

PRE NTPC EXPERIENCE:

From	To	Designation	Organisation	Function
------	----	-------------	--------------	----------

TRAINING DETAILS

From	To	Training course	Institute
------	----	-----------------	-----------

8

NATIONAL THERMAL POWER CORPORATION LIMITED
CHENNAI REGION

Ref. No. : 01/Assts./02766

Dated : 7.7.89

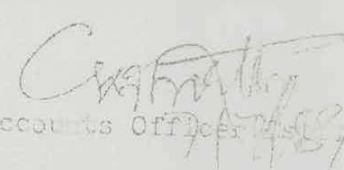
OFFICE MEMORANDUM

Subject : Pay fixation of Sh./Mrs./Km. G Jayaraj

Reference Office Order No. 31/89 dated 19.5.89 issued from
Personnel Department on the above subject. On promotion/
Placement/appointment/selection the pay of
Sh./Mrs./Km. G Jayaraj Employee No. 02766
has been fixed at Rs. 1600/- in the pay scale of
Rs. 1600-60-2200-75-2500 w.e.f. 1.4.89 and will
be stopped upto Rs. - w.e.f. - under
Rule 7.1 of Pay fixation Rules.

Thereafter, the date of next increment falls due on 1.4.90

Sh./Mrs./Km. G Jayaraj,
Sr. Engr. (CS).


Accounts Officer

Copy to : Manager (Personnel).

50

C-DIT

CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
Chitranjali Studio Complex, Thiruvallom, Trivandrum-695 027, KERALA, INDIA
Phone : 71454- Telex : 0435-365 FILMIN Cable : FILMKERALA

No C-DIT/90/PERS

27.8.'90

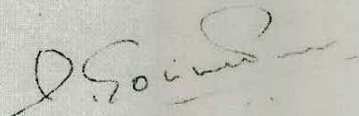
PROCEEDINGS

Sub: Centre for Development of Imaging Technology -Appointment of Sri G. Jayaraj to the core group-orders issued

Ret: 1. G.O (MS) No. 14/90/CAD dtd 11.5.90
2. G.O (KT) No 340/90/CAD dtd 27.8.90

As per G.O cited Government have accorded sanction for appointment of Sri G. Jayaraj, who is presently employed in C-DIT as Dy. Director (projects) on contract basis, in the core group of C-DIT. Accordingly, the appointment of Sri G. Jayaraj on contract basis for two years is terminated forthwith and he is appointed as Dy. Director (projects) of C-DIT in the pay scale of Rs. 2200 -75 -2800 -EB -100 -4000 with effect from 27.8.90 on permanent basis. He shall be on probation for a period of two years with effect from 27.8.90.

To
Sri G. Jayaraj
Dy. Director (projects)


DIRECTOR

- Copy to:
1. Registrar
 2. Jt. Director
 3. The Group Director
 4. The Dy. Director (TAAS 1 & 2, production)
 5. Accounts Officer
 6. Accounts Dept
 7. Ad. Dept.
 8. Library
 9. Stock file
 10. Office copy

Chairman: Shri. E.K. Nayanar, Chief Minister
Vice Chairman: Shri. T.K. Ramakrishnan, Minister in charge of Cultural Affairs
Executive Chairman: Shri. P. Govinda Pillai, Chairman, Kerala State Film Development Corporation

			contd/- 3) The members of the production panel shall be selected by a committee constituted by the Director. C-DIT shall make an effort to provide the members of the panel at least 3-4 productions during a year. A remuneration of Rs 12,500/- to Rs.17,500/- may be provided to the producer for a 20-30 min production based on the following scheme: Concept - 15%; Script - 25%, Rushes - 30%, Final work - 30%. 4) To place Sri.V.Ramesh, Editor, presently on consolidated pay to scale of pay in the grade Producer-B, (Rs. 2200-75-2800-eb-100-4000) w.e.f the date of completion of one year of service on consolidated pay. The appointment shall be on contract and initially for a period of five years.
21.7	To consider the relieving of Shri. N. Kannan, Deputy Director (C-TAAS) from C-DIT		The EC deferred the decision on the relieving of Shri.N.Kannan, Deputy Director (TAAS).
21.8	To consider and record the assessment promotions of Scientific and Video Production Staff (Group IA and IB)		The EC recorded the the assessment promotions of the Scientific and Video Production Staff (Grade 1) stated as per the details given in Annexure 3)

extracts of 21st E.C held on 03.06.1997

**DETAILS OF ASSESSMENT PROMOTION OF SCIENTIFIC AND VIDEO
PRODUCTION STAFF (GRADE I)**

Based on the recommendations of the assessment promotion committees, the above listed eight officers in C-DIT belonging to the Scientific and Video Production Groups have been promoted to higher grades as per details given below.

- 1) Shri. N. Aravind, SO (Electronics) is promoted from the present grade Scientist-B in the scale of pay Rs.2200-75-2800-EB-100-4000 to Scientist-C in the scale of pay Rs.3000-100-3500-125-4500 w.e.f. August 1996 onwards.
 - 2) Shri. G. Saji Narayanan, SO (Electrical) is promoted from the present grade Scientist-B in the scale of pay Rs.2200-75-2800-EB-100-4000 to Scientist-C in the scale of pay Rs.3000-100-3500-125-4500 w.e.f. June 1996 onwards.
 - 3) Shri. M.R. Mohanachandran, SO (Civil) is promoted from the present grade Scientist-B in the scale of pay Rs.2200-75-2800-EB-100-4000 to Scientist-C in the scale of pay Rs.3000-100-3500-125-4500 w.e.f. June 1994 onwards.
 - 4) Shri. G. Jayaraj, Deputy Director (Projects) is promoted from the present grade Scientist-B in the scale of pay Rs.2200-75-2800-EB-100-4000 to Scientist-C in the scale of pay Rs.3000-100-3500-125-4500 w.e.f. October 1992 onwards.
 - 5) Dr. P.T. Ajithkumar, SO (Natural Science) is promoted from the present grade Scientist-B in the scale of pay Rs.2200-75-2800-EB-100-4000 to Scientist-C in the scale of pay Rs.3000-100-3500-125-4500 w.e.f. March 1994 onwards.
 - 6) Shri. K.G. Jayan, Sr. Cameraman is promoted from the present grade Producer-B in the scale of pay Rs.2200-75-2800-EB-100-4000 to Producer-C in the scale of pay Rs.3000-100-3500-125-4500 w.e.f. August 1993 onwards.
 - 7) Ms. Bina Paul Venugopal, Sr. Editor is promoted from the present grade Producer-B in the scale of pay Rs.2200-75-2800-EB-100-4000 to Producer-C in the scale of pay Rs.3000-100-3500-125-4500 w.e.f. August 1993 onwards.
 - 8) Shri. K. Mohankumar, Deputy Director (Production) is promoted from the present grade Producer-B in the scale of pay Rs.2200-75-2800-EB-100-4000 to Producer-C in the scale of pay Rs.3000-100-3500-125-4500 w.e.f. November 1992 onwards.
-

101

CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
Chitranjali Studio Complex, Thiruvallom, Thiruvananthapuram - 27

No.C-DIT/OI/PRO/96/1089

15.07.1997

PROCEEDINGS

Sub:- C-DIT - Assessment promotion of Sri. G. Jayaraj, Deputy Director
(Projects) - orders issued - reg.

1. The fifth meeting of the Governing Body of C-DIT held on 29.01.1997 had approved the Assessment Promotion scheme for C-DIT employees.

2. The report of the subcommittee on re-organisation of staff pattern, rectification of anomalies in the pay scales of scientific, video production and non-scientific staff, framing of assessment promotion rules for C-DIT staff etc. had recommended that all employees in the then existing Scientific Officer Grade or equivalent and Deputy Director Grade or equivalent, who did not possess the revised minimum entry level qualifications/experience for a higher grade as per the revised staff/grade pattern at the time of their original appointment, but have subsequently acquired them may be deemed to have notionally crossed over to the respective higher grades from the date of attainment of eligibility for higher grade. The sixteenth meeting of the Executive Committee held on 30.07.1997 had resolved to give effect to this recommendation subject to an assessment of the employees by duly constituted assessment committees.

3. Accordingly, the assessment of Sri. G. Jayaraj, Deputy Director (Projects), who had become eligible to be considered for higher grade before 31.03.1997, was held on 24.04.1997 by the Assessment Promotion Committee duly constituted for this purpose. Based on the recommendations of the assessment promotion committee Sri. G. Jayaraj is placed in the Scientist-C Grade as per details given in Appendix-I with effect from 01.10.1992 onwards

4. The starting pay of the employee in the higher grades shall be as noted in the Appendix table. Salary arrears in the higher grade will be payable from the month of August 1996 onwards.

5. The employee, even after placement to the higher grade shall continue to perform the same duties or perform such other and/or higher duties as may be assigned by the Competent authority from time to time.

Contd..... 2-

6. The employee shall be eligible to be considered for assessment promotion to the Scientist-E1 grade on completion of five years service w.e.f the date of placement in the Scientist-C grade.

Unnikrishnan PV

P.V. UNNIKRISHNAN
Registrar

Copy to:

1. Shri. G. Jayaraj, Deputy Director (Projects)
2. Director's Office
3. Registrar's Office
4. Administrative Officer
5. Library
6. Finance & Accounts Officer
7. Accounts Section (2 copies)
8. Deputy Director (Systems & Services)
9. Project Co-ordinator (Secretary, Corporate Planning Group)
10. Stock file.

APPENDIX - I
(PROCEEDINGS NO.C-DIT/OI/PRO/96/1089 dated 15.07.1997)

Sl.No	Name of employee	Designation and Division	Present grade, scale of pay and pay drawn	Higher grade to which assessment promotion is given and scale of pay	Date from higher grade is given effect	Starting basic in the higher grade	L. W. A (other than on medical grounds) after the due date of promotion upto August 1996	Basic pay (as on 01.08.1996)	Date on which next increment is due
1.	Sri. G. Jayaraj	Deputy Director (Projects)	Scientist B (Rs.2200-75 2800-EB-100-4000)	Scientist C (Rs.3000-100 3500-125 4500)	17.10.1992	Rs.3,200/- * He has got 8 yrs. experience after B.E. on this date. Hence 2 notional increments are granted	61 days	Rs.3,500/-	Pay of Rs. 3625/- w.e.f 01.11.96 onwards

99

10-A

135

2

CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY (C-DIT)
Chitranjali Studio Complex, Thiruvallom, Thiruvananthapuram - 695 027

No.C-DIT/OI/PRO/2000/.....1348

Dated : 12.04.2000

PROCEEDINGS

Sub :- C-DIT - Assessment Promotion of Sri.G.Jayaraj, Deputy Director (Projects) - Orders issued.

- Ref :-1. Proceedings No.C-DIT/OI/PRO/96/1089 dated 15.07.1997.
2. Decision of the 32nd EC, Agenda item No. 32.9 & 32.12.
3. Minutes of the assessment interview held on 20.02.2000.
4. Decision of the 39th EC, Agenda item No. 39.4

1.0 As per the Proceedings cited as 1, Shri.G.Jayaraj, Deputy Director (Projects) was given assessment promotion to Scientist C grade w.e.f. from 1.10.92 giving due weightage for 3 years of prior C-DIT experience fixed for the post at the time of appointment in Scientist B grade scale. The employee had become eligible to be considered for assessment promotion to Scientist E1 grade on completion of 5 years from the date of placement in the Scientist C grade, in terms of Rule 6 of the assessment promotion rules for Scientific, Video production and Academic staff approved by the 5th GB meeting.

2.0 The 32nd meeting of the E.C of C-DIT held on 17.2.99 had decided to constitute a panel for forming Assessment Committees for assessing the performance of the employees eligible for promotion. Since then, Director, C-DIT had nominated Dr.K.Gopalan, Group Director-cum-Advisor as the Chairman of the Assessment Committees. A personal interview of the employee was conducted by the Assessment Committee on 20.02.2000 to assess his performance. The committee has recommended his promotion to the next grade, based on the performance in interview and marks obtained for Annual Confidential Reports and Self Appraisal Reports. Based on this the 39th EC meeting of C-DIT held on 28.03.2000 has decided to promote and place Shri G.Jayaraj, Deputy Director (Projects) in the Scientist E1 grade in the scale of pay Rs.3700-125-4700-150-5000 (pre-revised) with effect from 01.10.1997.

3.0 The pay of the employee in the higher grade is fixed as below as per Rule 3.3 of C-DIT Service Rules. Salary arrears in the higher grade will be payable from the date of placement in Scientist E1 grade ie. 01.10.1997.

<u>Pay in the Scientist C grade</u>	<u>Pay fixed in the Scientist E1 grade</u>	<u>Date from which effective</u>
3500 (as on 1.10.1997)	3700	1.10.1997
---	3825	1.10.1998
---	3950	1.10.1999

- 4.0 The employee shall continue to perform the same duties or perform such other / higher duties as may be assigned by the competent authority from time to time.


G. Jayaraj
 Registrar i/c

To: G. Jayaraj, Deputy Director (Projects)

Copy to :

1. Director's Office
2. Registrar's Office
3. AM (F&A) 4. Accounts Section
5. JE (Admn) - II 6. Personal file 7. Office copy

CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY (C-DIT)
Chitranjali Hills, Thiruvallam P.O., Thiruvananthapuram – 695 027

No. C-DIT/Admn/2009/C-DIT.

Dated 05.11.09

PROCEEDINGS

Sub: C-DIT- Admn- Assessment promotion to Scientists- Sri.P.V.Unnikrishnan,
Sri.G.Jayaraj and Sri.K.Mohankumar - reg.

- Ref:- 1. Decision of the 56th Executive Committee held on 20.01.2009.
2. Proceedings No.C-DIT/Admn/R0eg/Est/47/05 dated 06.08.05.
3. Proceedings No.C-DIT/01/PRO/2000/1348 dated 12.04.2000.
4. Proceedings No.C-DIT/Admn/132/03 dated 06.10.2003.
5. Decision (Agenda items 3&4) of the 48th Executive Committee held on 27.09.2003.

Based on the decision of the 56th Executive Committee of C-DIT held on 20.01.09, the performance assessment of the following Scientists was conducted on 11th and 14th May 2009.

- | | |
|---------------------|---|
| 1. P.V.Unnikrishnan | Scientist E2 |
| 2. G.Jayaraj | Scientist E1 |
| 3. K.Mohankumar | Scientist E1 / <i>പ്രൊമോട്ട് ചെയ്ത E1</i> |

2. Shri. P.V.Unnikrishnan (presently working as member planning board who is retaining lien in the post of scientist E2 in C-dit) was appointed scientist E2 grade w.e.f. 23.08.1996 as per proceedings 2nd cited and in the proceedings 3rd cited Shri.G.Jayaraj (Who is now on deputation to the office of the Hon. minister for Health and family welfare, Government of Kerala as special private secretary) was placed in the grade of Scientist E1 w.e.f.01.10.1997. According to the decision of the 48th Executive committee 5th cited Shri.K.Mohankumar was promoted scientist E1 w.e.f.01.10.1998 subject to the condition that the promotion would be reviewed on the basis of the report of the sub committee of the Executive Committee appointed for rectification of anomalies of service matters of C-dit employees.

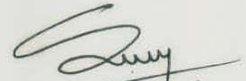
3. On the basis of the findings of the performance assessment committee held on 11th and 14th May '09 for granting grade promotions in the CSIR pattern of scale of pay, the under mentioned scientists are placed in the grades w.e.f. the dates mentioned against each.

Name	Designation	Scale of pay	Date of effect
P.V.Unnikrishnan	Scientist F	16,400-450-20,000	01.08.2001
G.Jayaraj	Scientist E2	14,300-400-18,300	01.10.2002
K.Mohankumar	Scientist E2 / <i>Prdvey E2</i>	14,300-400-18,300	01.10.2003

- 145 -

The assessment grade promotion sanctioned to Shri.K.MohanKumar is subject to fulfilling of the condition mentioned in Para (2) above regarding the review on the basis of the report of the subcommittee constituted as per the decision of the 48th meeting of the Executive Committee

The grade promotions of the above Scientists are effective from the dates and mentioned against each subject to the ratification by the Executive Committee in its next meeting.


Registrar

To

1. Shri.P.V.Unnikrishnan, Member, Planning Board,
Pattom, Thiruvananthapuram
2. Shri. G.Jayaraj, Special Private Secretary to Hon. Minister for
Health and Family Welfare, Govt.of Kerala.
3. Shri. K.Mohan Kumar, Deputy Director(Production),
Video Communication Division, C DIT

Copy to

1. Registrar's office
2. Administrative officer
3. AM (F&A)
4. Senior OA (Admn)
5. Personal files
6. O/C

Annexure to 2068.

Please ref. Rule 7.3 of CSIR Rules for the minimum residency period period for assessment promotion.

Grade	Min.period as per CSIR rules	Actual period taken for Jayaraj G
Scientist- B to Scientist C	3 years	1.10.89-1.10.92 (Promotion given after 3 years' service in Grade-B, He had 3 years prior-CDIT experience also)
Scientist-C to Scientist- E1	4 years	1.10.92-1.10.97 (Done after 5 years' service in Grade C))
Scientist-E1 to Scientist-E2	4 years	1.0.97-1.10.2002 (Done after 5 years' service in Grade E1)



RULES FOR RECRUITMENT AND ASSESSMENT PROMOTION OF SCIENTISTS GR. IV IN CSIR

1. In exercise of powers conferred under Bye law – 11 of the Rules & Regulations and Bye laws of the CSIR, the Governing body of CSIR formulates the following Recruitment and Assessment Promotion Rules for Scientists Gr. IV in CSIR.

2. **SHORT TITLE & ENACTMENT:**

These Rules shall be called “CSIR Scientist Recruitment and Assessment Promotion Rules, 2001” and shall come into force with effect from 1.1.2001 for assessment promotions and w.e.f.1.4.2002 for recruitments.

3. **APPLICABILITY:**

These rules shall govern recruitment and assessment promotion of Group-IV Scientists.

The existing rules shall continue to apply for recruitment of the Director of a Laboratory/Institute in CSIR.

4. **DEFINITIONS:**

In these rules, unless the context otherwise requires :

- I. **“Appointing Authority”** means the authority as specified in Rule 6.9
- II. **“Assessment Committee”** means the Committee constituted under Rule 7.6.2 and 7.6.3
- III. **“Board”** means Recruitment and Assessment Board established by CSIR as defined under Rule 5.0.
- IV. **“Discipline”** means the specialisation in which the scientists are assessed for promotion.
- V. **“Internal Screening Committee”** means the Committees as specified under Rule 7.5.2 and 7.5.3.

- VI. **“Scientist”** means R&D scientific staff who are expected to generate, develop, advance, disseminate, diffuse, manage and protect new knowledge/methods/techniques by research/design/ development/extension.
- VII. **“Screening Committee”** means the committee as specified under the Rule 6.5.2.
- VIII. **“Selection Committee”** means the Committees as specified under Rule 6.4

All other words and abbreviations, which are not defined under these rules, shall have the same meaning and definition/interpretation as given in the Rules & Regulations and Bye-laws of CSIR, or any other rules applicable to the employees of CSIR.

5.0 **RECRUITMENT AND ASSESSMENT BOARD.**

- 5.1. CSIR shall establish a Recruitment and Assessment Board headed by a Chairperson who shall be appointed by the President, CSIR. The terms and conditions of the appointment of Chairperson shall be such as may be prescribed by the President, CSIR.
- 5.2. The chairperson shall prepare a panel of co-chairpersons which shall be approved by the Vice-President. The validity of the panel shall be 5 years. However, any name be deleted or added during the currency of the panel with the approval of CSIR.
- 5.3 Except for the provisions specified under these rules, the Board shall be free to devise its own procedures in respect of recruitment and assessments to be conducted by it.
- 5.4 The Board shall be provided adequate and appropriate office space, staff and fund by the CSIR to carry out its functions effectively and efficiently.

6. **RECRUITMENT**

- 6.1.1 The grades/scales of pay of scientists covered under these rules shall be such as may be determined by CSIR from time to time. However, grades/scales applicable are as under:

<u>S.No.</u>	<u>Group/Grade and Designation of the Post</u>	<u>Scale of pay</u>
1.	Scientist Group-IV(1)	Rs.8000-275-13500
2.	Scientist Group-IV(2)	Rs.10000-325-15200
3.	Scientist Group-IV(3)	Rs.12000-375-16500
4.	Scientist Group-IV(4)	Rs.14300-400-18300
5.	Scientist Group-IV(5)	Rs.16400-450-20000
6.	Scientist Group-IV(6)	Rs.18400-525-22400
7.	Scientist Group-IV(7)	Rs.22400-550-24500

Note: Procedure for promotion and/or appointment to Scientist Group IV(7) in the scale of Rs.22400-24500 shall be decided subsequently.

6.1.2. Recruitment shall normally be made at the initial level of Scientists Group-IV(1). Wherever need exists or arises, recruitments at higher levels can be made on specific request of the Director with the recommendation of RC and the prior approval of DG, CSIR. In case of CSIR Hqrs. this shall be done on the recommendations of the Head of the Division and with the prior approval of the DG, CSIR.

6.2 QUALIFICATION, EXPERIENCE & AGE LIMITS FOR DIRECT RECRUITMENT

The minimum qualifications, experience and maximum age limits for direct recruitment of Group IV Scientists at various levels shall be as follows:

<u>Sl. No.</u>	<u>Group, Grade and Designation and Scale of pay of the post.</u>	<u>Qualifications</u>	<u>Experience in required areas.</u>	<u>Age limit not exceeding</u>
1.	Sci. Group-IV(1) Rs.8000-13500	Ist class M.Sc./ B.E/B.Tech./MBA*/M.Lib.Sci/ MCA/MBBS or equivalent qualifications.	Nil	35 years I

		OR M.Tech./ME/ /MVet.Sc/ M.D. or recognised equivalent qualifications OR Ph.D		
2.	<u>Sci. Group-IV(2)</u> Rs.10000-15200	Ist class M.Sc./ B.E/B.Tech./MBA*/M.Lib.Sci./ CA/MBBS or equivalent qualifications. OR M.Tech./ME/MVet.Sc/ M.D. or recognised equivalent qualification OR Ph.D OR Ph.D(Engg.)	3 years 2 years 1 year Nil	35 years
3.	<u>Sci. Group-IV(3)</u> Rs.12000-16500	Ist class M.Sc./ B.E/B.Tech./MBA*/M.Lib.Sci./ MCA/MBBS or equivalent qualifications. OR M.Tech./ME/MVet.Sc/ M.D. or recognised equivalent qualification OR Ph.D OR Ph.D(Engg.)	7 years 5 years 4 years 3 years	40 years
4.	<u>Sci. Group-IV(4)</u> Rs.14300-18300	Ist class M.Sc./ B.E/B.Tech./MBA*/M.Lib.Sci./ MCA/ MBBS or equivalent qualifications. OR M.Tech./ME/M.Vet.Sc/ M.D. or recognised equivalent qualification	10 years 8 years	45 years

		OR Ph.D OR Ph.D(Engg.)	7 years 6 years	
5.	<u>Sci. Group-IV(5)</u> Rs.16400-20000	Ist class M.Sc./ B.E/B.Tech./MBA*/M.Lib.Sci./ MCA/MBBS or equivalent qualifications. OR M.Tech./ME/MVet.Sc/ M.D. or recognised equivalent qualification OR Ph.D OR Ph.D(Engg.	13 years 11 years 10 years 9 years	50 years
6.	<u>Sci. Group-IV(6)</u> Rs.18400-22400	Ist class M.Sc./ B.E/B.Tech./MBA*/M.Lib.Sci./ MCA/MBBS or equivalent qualifications. OR M.Tech./ME/MVet.Sc/ M.D. or recognised equivalent qualification OR Ph.D OR Ph.D(Engg.)	16 years 14 years 13 years 12 years.	50 years

*This qualification shall be applicable for recruitment of Scientists for business development/project management/human resource development group.

6.3 RELAXATIONS

6.3.1 Relaxation in age limit up to 5 years may be allowed to Council/Government/Autonomous Bodies/Public Sector employees in accordance with the instructions and orders issued by the Government of India from time to time in this regard.

6.3.2 Relaxation in the qualification and/or experience prescribed may be allowed at the discretion of the DG, CSIR in the case of candidates belonging to Scheduled Castes and Scheduled Tribes/OBC against posts reserved in favour of SC/ST/OBC communities. .

6.3.3. Relaxation in age, qualification and/or experience may be permitted by DG, CSIR at any stage of selection, if the director of the laboratory based on the recommendation of Screening Committee is of the opinion that sufficient number of candidates possessing the requisite qualification and/or experience are not likely to be available to fill up the posts.

6.3.4 The date for determining the age limit/experience/qualifications shall be the closing date prescribed for receipt of applications.

6.3.5 In disciplines (including specialized areas or fields), other than mentioned under these Rules (i.e. Science, Engineering or Technology), such professional or technical qualifications, as are approved by the Government of India for appointment to superior posts and services shall be applicable. In cases where a formal Degree or Diploma is not being awarded or has not been approved, the educational qualifications and experience shall be such as may be prescribed by the DG, CSIR.

6.3.6 The period of experience in the requisite discipline/area of work wherever prescribed shall be counted with effect from the date of acquiring the prescribed minimum educational qualifications required for that grade.

6.4 The constitution of the Selection Committee for making direct recruitment to the posts covered under the Rules shall be as under:

(i) The Chairperson of the Board shall be the Chairperson of the Selection Committee.

However, the Chairperson of the Board can nominate one of the persons from the panel of Co-Chairpersons, prepared by the Chairperson of the Board and approved by the VP, CSIR, to act as Chairperson of the Selection Committee in his place.

(ii) Two External - To be nominated by the Expert Chairperson of the Board, from Members the panel of experts approved by RC of the Labs./CSIR Hqrs.

(iii) One Departmental - To be nominated by Member the Director-General,

(iv) Director of the Lab. or his nominee (In the case of CSIR Hqrs., DG or his nominee) shall be a member.

The quorum for the meeting of a Selection Committee shall be three member-including the Chairman.

6.4.1 Where the posts are reserved for SC/ST candidates or where SC/ST candidates are under consideration along with general category candidates for the posts, a member of SC/ST community shall invariably be included in the Selection Committee. Further, instructions for nomination of female members and members representing the minority community as issued by the CSIR/Government of India from time to time shall continue to be followed.

6.5. Vacancies for which the Selections are required to be made by the Board shall be decided by the Labs./Instts./CSIRHqrs with the approval of RC of the Lab.or DG, CSIR as the case may be. The vacancies shall be advertised by the respective Labs./Instts./CSIR Hqrs. A copy of the advt. shall be sent to the Board.

6.5.1 The applications, in response to the advertisement, shall be received at the respective Laboratory/Hqrs..

6.5.2 For recruitment of Scientist upto Scientist Group IV(5) level the Director in the laboratories and in the case of CSIR Hqrs.DG, CSIR shall constitute the Screening Committee. For Scientist Group IV(6), the screening committee shall be constituted by DG, CSIR. The Committee shall screen the applications received and organize a written test or seminar if considered necessary for shortlisting the candidates to be called for interview. The set of applications and recommendations of the Screening Committee shall be sent to the Board. Approval of relaxation in age, qualifications and/or experience from DG, CSIR shall be obtained by the laboratory and sent to the Board.

The Screening Committee for screening the applications shall comprise of the following:

- i) One Scientist from another CSIR Lab.
- ii) One Scientist from the Lab./CSIRHqrs.
- iii) Director/DG or his nominee

The Director can take the help of the Board in screening the applications in case he considers such assistance useful.

6.5.3 The date and time for holding the meetings of the Selection Committees shall be fixed by the laboratories in consultation with the Chairperson of the Board. The letter of invitation/intimation to the shortlisted candidates for the interview/test shall be issued by the Laboratory accordingly. In the case of CSIR Hqrs. it shall be issued by CSIR.

6.5.4 The meetings of the Selection Committees may be held at the concerned Lab. or CSIR Hqrs. as the case may be.

6.5.5 Selection Committee shall recommend a panel of candidates in order of merit for each post or group of posts as advertised. All relevant papers in respect of the selections shall be forwarded by the Board to the concerned appointing authority.

6.5.6. The panel shall be valid for one year and operated for issuing the offer of appointment to the selected candidates only to the extent of the number of the vacancies advertised. If any of the candidate(s) who have been issued the offer of appointment up to the extent of the notified vacancies does not accept the offer or does not join by the stipulated date, the next candidate on the panel can be offered the post.

6.6 **PROBATION**

6.6.1 Persons appointed to the post of Scientist Group IV(1) shall be on probation for a period of two years. Persons appointed to any other grade, viz. Scientist Group IV(2), IV(3), IV(4), IV(5) and IV(6) shall be placed on probation for a period of one year, provided that the appointing authority may extend or curtail the period of probation in accordance with the instructions issued by the Government of India from time to time.

6.6.2 On completion of period of probation or extension thereof, the scientists shall if considered fit, may be confirmed against the post, if not already confirmed in the entry grade

6.7 **PAY:**

6.7.1 The pay of a candidate selected for the post shall normally be fixed at the minimum of the pay scale attached to the post. However,

advance increments if any, could be recommended by the Selection Committee keeping in view the overall merit of the candidate. While doing so, details of the achievements/exceptionally outstanding performance/work of the candidate should be specifically mentioned in the proceedings of the Selection Committee to establish the rationale and reasoning for the increments recommended.

6.7.2 Up to three advance increments as recommended by the Selection Committee may be granted by the Director of the Lab./Instt. in respect of selections for which he is the appointing authority. Beyond three and up to five increments recommended by the Selection Committee may be granted by the DG, CSIR. Beyond five and upto seven increments recommended by the Selection Committee may be granted by the President, CSIR.

6.8 All Scientists in the Council service shall be liable to serve anywhere in India or outside. DG, CSIR shall be empowered to transfer any Scientists from one laboratory to another including their extension/ Field Centres in public interest. Director of the Lab. shall be empowered to transfer any scientist from the Headquarters of the Lab./Instt. to its extension/Field Centres and vice-versa.

6.9 **APPOINTING AUTHORITY:**

6.9.1 For the posts of scientist Group IV(6) and above and posts in equivalent grades, the appointing authority shall be the President, CSIR.

6.9.2 For the posts of Scientist up to Sci. Group IV(5) in CSIR Hqrs., the DG, CSIR shall be the appointing authority.

6.9.3 For the posts of Scientist up to Sci. Group IV(5) in the Labs./Instts., the Director shall be the appointing authority.

6.10 **ADDITION TO QUALIFYING SERVICE**

6.10.1 Scientists directly appointed to the post of Scientist Group IV (2) and above shall be entitled to the benefit of added years of service for the purpose of superannuation pension admissible under Rule-30 of the Central Civil Services (Pension) Rules, 1972.

7. **ASSESSMENTS AND PROMOTIONS**

7.1 Promotion of all Scientists governed by these Rules from one grade to the next higher grade, shall be made on the basis of Flexible Complementing. On promotion of a Scientist from one Grade to the next higher Grade, the post held by him/her shall stand upgraded automatically as personal to the Scientist concerned. On vacation of the post by the Scientist, it shall revert back to the grade in which the post was earmarked initially.

7.2 Promotion up to the level of Scientist Group IV(6) i.e. of Scientist Group IV(1), IV(2), IV(3), IV(4) & IV(5) shall be made on the basis of

(i) preliminary screening by an Internal Screening Committee formed as per Rule 7.5.1, which takes into account the Annual Confidential Reports recorded for the years covered under the residency period and

(ii) interview by the Assessment Committee as specified hereafter:

7.3 The minimum residency period to be completed in a grade for consideration for assessment shall be as under:

Scales of pay	Designation	Minimum of Residency period linked to performance.
Rs.8000-13500	Scientist Group IV(1)	3 years.
Rs.10000-15200	Scientist Group IV(2)	4 years.
Rs.12000-16500	Scientist Group IV(3)	4 years.
Rs.14300-18300	Scientist Group IV(4)I	5 years.
Rs.16400-20000	Scientist Group IV(5)	5 years.

7.3(a) The period spent on deputation/foreign service to a non-scientific post and the period of leave including leave on medical grounds, EOL, etc., availed on personal grounds shall not count towards the minimum residency period

7.3.(b) In case of permanent absorption of a scientist on deputation in the same grade in Council service from other Scientific Departments where Flexible Complementing Scheme is applicable, the entire service of that Scientist in the same grade including in the parent department shall be counted towards residency period. If an officer comes on deputation on a higher grade into the service and later permanently absorbed in the same grade in the service, the period spent on deputation shall be counted for residency period for consideration for promotion to the next higher grade;

7.4. All Scientists will be first screened for eligibility on the basis of gradings in the Annual Confidential Reports (ACRs) and only those Scientists who satisfy the minimum residency period linked to their performance threshold scores as indicated in the Table below shall be considered for further assessment.

Number of years in the grade						
	3	4	5	6	7	8
Minimum averaged percentage of ACR scores for eligibility						
Scientist Group IV(1) to Scientist IV(2)	85%	80%	70%	65%	60%	..
Scientist Group IV(2) to Scientist IV(3)	..	85%	80%	75%	70%	60%
Scientist Group IV(3) to Scientist IV(4)	..	85%	80%	75%	70%	60%
Scientist Group IV(4) to Scientist IV(5)	..	..	85%	80%	75%	70%
Scientist Group IV(5) to Scientist IV(6)	..	..	85%	80%	75%	70%

7.4.1. Notwithstanding anything contained in these rules, a relaxation of one year in the minimum residency period can be granted to a Scientist Group IV(2), (3) & (4) provided that he consistently secures 90% and above marks in the Annual Confidential Reports (introduced under Rule 8.1) in three successive years in the grade. This provision shall be applicable maximum twice in the career of a Scientist.

7.5 **INTERNAL SCREENING COMMITTEE**

7.5.1. In the case of scientists Group IV(1) and above upto Scientist Group IV(4) the Director in the Laboratories and DG, CSIR in the case of Hqrs. shall constitute an Internal Screening Committee to review the Confidential Performance Appraisal Reports and other relevant records of all Scientists completing the prescribed residency period for shortlisting and recommending the candidates for Assessment interview by the Assessment Committee.

7.5.2 The Internal Screening Committee shall comprise

(i) Director of the Lab. or a Scientist/ - Chairperson
Technologist to be nominated by
the Director in the case of the Lab./
DG, CSIR in case of CSIR Hqrs.

(ii) One Scientist from another - Member
CSIR Labs./Instts./Hqrs.

(iii) Two Scientists from the - Member
Lab./Instt./Hqrs.

The quorum of the Internal Screening Committee shall be the Chairperson and at least two members including the member from the other Lab. The recommendations of the Screening Committee shall be approved by the Director of the Lab./DG, CSIR in the case of Hqrs..

7.5.3 In case of Scientist Group IV(5) and above DG, CSIR shall constitute disciplinewise Internal Screening Committees to review the Confidential Performance Appraisal Reports and other relevant records of all the scientists completing the prescribed residency period for shortlisting and recommending the candidates for

Assessment interview by the Assessment Committee, as under:

- (i) An external Scientist/Technologist - Chairperson
to be nominated by DG, CSIR.
- (ii) Two Scientists including - Members
Directors from CSIR Labs./Instts./
Hqrs. nominated by the DG, CSIR
- (iii) The Director of the Lab./Instt./Head - Member
of Division at Hqrs.

The quorum of the Screening Committee shall be Chairperson and at least two members. DG, CSIR shall approve the Screening Committee recommendation.

- 7.5.4. The Director/DG, CSIR as the case may be shall forward the names of the candidates recommended by the Internal Screening Committee and approval of the Competent Authority to the Board,

7.6 ASSESSMENT COMMITTEE

- 7.6.1. The Board shall constitute Assessment Committee to assess the work of the candidates whose name have been forwarded by the Director/DG, CSIR, as the case may be, for their promotion to the next higher grade.

- 7.6.2 Assessment Committee upto the level of Scientist Group IV(5) shall be as under:

- (i) The Assessment Committee shall be chaired by the Chairperson of the Board. However, the Chairperson of the Board can nominate one of the persons from the panel of Co-Chairpersons prepared by the Chairperson of the Board and approved by the VP, CSIR to act as Chairperson of the Assessment Committees in his place.
- (ii) Two Departmental - At an appropriate level
Core Members. to be nominated by the
DG, CSIR.

- (iii) Two External Experts - To be nominated by the Chairperson of the Board from the panel approved by the RC of the Lab.

(iv) Director of the concerned CSIR Lab./Instt./Head of the Division at Hqrs. or his nominee

7.6.3. The Assessment Committee for Scientist Group IV(5) and above. shall be constituted disciplinewise as under:

(i) The Assessment Committee shall be chaired by the Chairperson of the Board. Only in exceptional cases when he is not able to attend, he can nominate one of the persons from the panel of Co-Chairpersons prepared by the Chairperson and approved by the VP, CSIR to act as Chairperson of the Assessment Committees in his place.

(ii) Director-General, CSIR or his nominee - Member

(iii) Two eminent External Experts to be nominated by the Chairperson of the Board from the panel of the specialists approved by the RC of the Labs. - Members

(iv) A representative from the Govt. /Industry/NGO/ Consultancy/Financial Orgn. nominated by the Chairperson of the Board. - Member

(v) Director of the concerned CSIR Lab.(none in the case of Hqrs.) - Member

7.6.4 The quorum of the meeting of the Assessment Committee shall be the Chairperson plus three members, with at least one external expert.

7.6.5. The Assessment Committee shall submit its recommendations as 'Fit for Promotion' or 'Not yet Fit for Promotion'.

7.6.6. Scientists recommended by the Committee as 'Fit' for Promotion' shall be so promoted from the due date of eligibility for assessment. Scientists who are

found 'Not fit for Promotion' will be considered after a gap of one year if they are again recommended by the Internal Screening Committee.

The pay fixation on promotion shall be as per normal pay fixation rules issued by the GOI from time to time.

7.6.7 In case of a scientist assessed and found fit for promotion but is unable to assume charge of the higher grade on effective date for being away on study leave (combined with any other leave), sanctioned by the competent authority, for pursuing higher studies or receiving specialised training in professional and technical subjects having a direct or close connection with the CSIR programs, on resumption he may reckon notional seniority in the higher grade from the date of his selection to that grade for the purposes of counting of residency period for considering for promotion to the next higher grade provided the Director General is satisfied about the performance of the scientist during the course of study/training.

7.6.8 More than one Assessment Committee may be constituted at any one time and function at various stations concurrently.

7.6.9 **PROCEDURE FOR ASSESSMENT OF SCIENTISTS WHO ARE UNDER SUSPENSION/AGAINST WHOM DISCIPLINARY PROCEEDINGS ARE PENDING.**

The assessment of the Scientists who are under suspension/against whom disciplinary proceedings are pending shall be regulated as per procedure notified, vide CSIR circular letters No.17/66/04-PPS dated 8th May, 1998 and 2nd August, 2000 as amended by the competent authority from time to time.

8.0. **PERFORMANCE APPRAISAL REPORTS**

8.1 The existing non-confidential system of Annual Performance Appraisal Reports (APAR) shall be replaced by Annual Confidential Report (ACR) w.e.f. 1.1.2001.

8.2 Those of Scientists, who leave the service of CSIR on their own volition including voluntary retirement, shall not be entitled for any assessment over and above the assessment(s) if any, already availed even if it may relate to the period when they were in CSIR service. However, those scientists who superannuate or pass away while in service shall be considered for assessment from the due date of eligibility. The cases of the deceased shall be decided by the Assessment Board on the basis of their Annual Confidential Appraisal Reports.

9. **POWER TO RELAX-** The Governing Body may relax any or all the provisions of these Rules wherever considered necessary.

10. **RELAXATION FOR SC/ST CANDIDATES** Nothing in these Rules shall affect reservations, relaxation of age limit and other concessions, required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

11. **INTERPRETATION-** Any question relating to interpretation of these rules shall be decided by the DG, CSIR.

12. **REPEAL AND SAVINGS** "CSIR Service Recruitment Rules, 1994 for Recruitment of Scientific, Technical and Support Staff" and "Merit and Normal Assessment Scheme (Revised MANAS) for Scientific, Technical and Support staff", are hereby repealed insofar as they are consistent with these rules to the extent

covered under these rules. These new Rules supersede all the existing Rules related to Recruitment and Assessment promotion of scientists in CSIR to the extent the existing rules are inconsistent with these rules. All the existing scientists shall be automatically covered under these Rules.