

Reference: SNTEA-K communication No.SK/NT/V-P/133-163 dated 7.2.2018

This bears reference to aforesaid communication. In this regard President, SNTEA-K is informed as under:

S. No	Demand	Action Taken by the University Administration
I.	Grant of due date in Two-Tier CAS	The issue regarding implementation of Clause B(ii) of Two Tier Career Advancement Scheme for Non-Teaching Employees of SKUAST-K in the matter of effective date of Second Upward Movement, was discussed with the prescribed Committee on 06.02.2018 in the office room of Registrar. The representative of SNTEA-K (Mr. Mohammad Shafi) was also present in the said meeting. Since, the Scheme has been notified for adoption and incorporation in the Statutes on the basis of concurrence of Financial Advisor (J&K Universities), followed by recommendation of Board of Management and approval of University Council, therefore, in view of the nature of the issue and the Scheme being simultaneously operative in respect of Non-Teaching employees of two SAUs of the State, it has been decided that the matter shall be jointly referred by both the SAUs to the Financial Advisor (J&K Universities) for advice. Needs to mention that the University administration is not averse to the implementation of the provisions of Scheme within the definition of respective clause under reference, to the extent as may be advised by the Financial Advisor (J&K Universities) in this regard.
II.	Implementation of SRO-311	Regarding adoption/implementation of provisions of SRO-311 dated 09.09.1997 of GoJK in the matter of counting of 50% continuous work charged/daily wage service with regular service for purpose of grant of in-situ promotion (placement) under Two Tier Career Advancement Scheme for Non-Teaching Employees of SKUAST-K in favour of concerned category of employees in the University, the

		<p>Notification bearing No:01 of 2018 dated 09.01.2018, providing amendment in the relevant provisions of Statutes on the same lines, stands already issued by the University, copy whereof is available on the University website. However, the cases of concerned category of employees falling within the purview of the said provision, are to be received from respective units/offices, which are, however, awaited.</p>
<p>III.</p>	<p>Grievances of FCLAs and LSAs like due date promotion</p>	<p>Regarding the time old issue concerning the Field-cum-Laboratory Assistants/ Livestock Assistants, the matter stands referred to a Committee, duly constituted for the said purpose. The Committee has been constituted to ensure that the issue raised by the concerned category of employees is properly examined as per merits of the case so as to address the issue in a manner as shall be admissible under rules. The details/information sought in this regard by the Committee from time to time have been made available by the Registry to the Committee. In order to expedite the process and submit the report, the Committee has been reminded by the Registry to fast-track the process. However, the Committee has now sought further details on 01.02.2018 with regard to total number of vacancies of Field-cum-Laboratory Assistants at the time of deputing the group of 27 Class-VI category employees for Field-cum-Laboratory Assistant Apprenticeship Training during the Session 1994-1996 as well as total number of vacancies available @ 25% quota on Field-cum-Laboratory Assistant positions as per Statute as on date of deputing the group of Field-cum-Laboratory Assistant Apprenticeship Training, total number of vacancies available at the time of completion of Field-cum-Laboratory Assistant Training by the group successfully and year-wise creation/available Field-cum-Laboratory Assistant positions acquired due to new creation, retirements and death in harness during the period 1994-2005. The issue raised is almost three decades old. Therefore, it needs extensive exercise by the Committee to examine/scrutinize the case to case basis in order to arrive at a logical conclusion. The University shall proceed further in the matter on receipt of the report of the Committee in accordance with the statutory provisions. Pertinent to indicate that the current information regarding promotion of staff indicated at Class-VI Schedule-I to the Chapter-III of Statutes viz: Chowkidar, Orderly, Peon, Messenger, Runner, Laboratory Attendant, Duplicating Operator, Library Attendant, including the staff indicated at</p>

	Class-VI Category-4 of the said Schedule viz: Gardener, Mali and Farm Attendant and also the staff indicated at Class-VI Category-III of Schedule-III to Chapter-III of Statutes viz: Shepherd/ Animal Attendant to the positions of Field-cum-Laboratory Assistants and Livestock Assistants, under 25% quota statutory provision, obtaining as on date, is as under:
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Total sanctioned strength in respect of FCLA viz-a-viz OCCs/Lab. Attendants and Gardener/Mali/Farm Attendants promoted as Field-cum-Laboratory Attendants, as on date, is summarized as under:

1.	Total Sanctioned strength	224
2.	No. of OCCs/Lab. Attendants and Gardener/Mali/Farm Attendants due for promotion as FCLAs in terms of 25% quota.	56
3.	No. of OCCs/Lab. Attendants and Gardener/ Mali/Farm Attendants holding as FCLA by promotion as on date.	64
4.	Excess (64-56)	08

List of OCCs/Lab. Attendants/Gardener/ Mali/Farm Attendants holding as FCLAs by promotion as on date:

S. No	Name	Present place of posting
1.	Mohammad Abdullah Bhat	Div. of Fruit Science, Shalimar
2.	Fida Mohamad Rather	Div. of Med. Ethics & Jurisprudence, Shuhama
3.	Gh. Mohammad Andrabi	FMT, Malangpora
4.	Mohd Maqbool Bhat	Div. of Vegetable Science, Shalimar
5.	Rajabullah Khan	HMAARI, Leh
6.	Gh. Rasool Dar	MCRS, Sagam
7.	Mohd. Ismail Bhat	Div of Soil Science, Shalimar
8.	Wali Mohammad Ganai	FoA/RRS, Wadura
9.	Abdul Ahad Bhat	Div of PHT, Shalimar
10.	Ab. Majid Sheikh	AARC, Pahnoo, Shopian
11.	Nazir Ahmad Wani	Div of Entomology, Shalimar
12.	Mohd. Yousuf Mir	Div of F&LA, Shalimar
13.	Nassarullah Shah	ETC, Malangpora
14.	Manzoor Ahmad Rather	Faculty of Forestry, Benhama
15.	Fida Hussain Wani	Div of Vety. Physiology, Shuhama
16.	Niyaz Ahmad Wani	Div of Vegetable Science, Shalimar
17.	Ishtiyahq Ahmad Khan	Div of Agril. Statistics, Shalimar
18.	Gh. Mohamad Bhat	ETC, Malangpora
19.	Gh. Hassan Parray	MRCS&G, Shuhama

20.	Bashir Ahmad Dar	ETC, Malanpora
21.	Ab. Rehman Samoon	MAR&ES, Gurez
22.	Shabir Ahmad Wani	Div of AGRO, Shuhama
23.	Mohd. Ashraf Bhat	MRCFC, Khudwani
24.	Wali Mohammad Teli	DARS, Budgam
25.	Farooq Ahmad Bhat	Div of Fruit Science, Shalimar
26.	Gh. Mohamad Shah	DARS, Budgam
27.	Mehraj-Ud-Din Mir	TSRI, Mirgund
28.	Syed Rasool Shah	TSRI, Mirgund
29.	Manzoor Ahmad Dar	MRCFC, Khudwani
30.	Gh. Mohd Bandroo	Div of Pl. Pathology, Shalimar
31.	Gh. Mohammad Shah	FMT, Malangpora
32.	Shafat Ahmad Wani	Div of Entomology, Shalimar
33.	Nazir Ahmad Ganai	Div of Vety. Parasitology, Shuhama
34.	Gh. Mohammad Rather	Div of Micro. & Immunology, Shuhama
35.	Nazir Ahmad Magray	MRCFC, Khudwani
36.	Ab. Majeed Reshi	Div of G&PB, FoA, Wadura
37.	Gh. Rasool Wani	Div of Vety. Parasitology, Shuhama
38.	Mohamad Bashir	HMAARI, Leh
39.	Gh. Nabi Peer	FoA/RRS, Wadura
40.	Mohd. Yousuf Dar	MRCFC, Khudwani
41.	Mohd. Afzal Mapnoo	Div of Vegetable Science, Shalimar
42.	Siraj-ud-din	Faculty of Fisheries, Rangil
43.	Ab. Rashid Mir	Div of Vety. Biotechnology, Shuhama
44.	Mohd Shaban Wagay	MRCFC, Khudwani
45.	Mohammad Shafi Bhat	Div of PI Pathology, Shalimar
46.	Mushtaq Ahmad Bhawani	MRCS, Sagam
47.	Farooq Ahmad Bhat	MRCS&G, Shuhama
48.	Ab. Hamid Mir	Div of Animal Nutrition, Shuhama
49.	Gh. Ahmad Lone	MLRI, Mansbal
50.	Ab. Gani Bhat	SRS, Pampore
51.	Ab. Salam Khan	Faculty of Fisheries, Rangil, Gbl
52.	Abdul Rashid Mir	MRCFC, Khudwani
53.	Zahoor Ahmad Baba	DARS, Budgam
54.	Shabir Ahmad Bhat	Div of LPT, Shuhama
55.	Gh. Rasool Rather	Div of Fruit Science, Shalimar
56.	Mohd. Rajab Bhat	Dte. of Extension, Shalimar
57.	Gh. Hassan Rather	Div of Vety. Biochemistry, Shuhama
58.	Javid Ahmad Gujree	Div of Fruit Science, Shalimar
59.	Mushtaq Ahmad Mir	Div of Env. Science, Shalimar
60.	Mohd. Maqbool Hajam	Div of VPH, Shuhama
61.	Maqsood Ahmad Hajam	Faculty of Fisheries, Rangil
62.	Ab. Rashid Dar	Faculty of Fisheries, Rangil
63.	Bashir Ahmad Akhoon	FoA/RRS, Wadura
64.	Mohammad Rafiq Khan	Div of PHT, Shuhama

Total sanctioned strength in respect of LSAs viz-a-viz Animal Attendants promoted as LSA, as on date, is summarized as under:

1.	Total Sanctioned strength	31
2.	No. of Animal Attendants due for promotion as LSA in terms of 25% quota (7.75 = Say 8)	8
3.	No. of Animal Attendants/Shepherds holding as LSA by promotion as on date	11
4.	No. of Animal Attendants completed LSA Apprenticeship Training Course at FVSc. & AH, Shuhama successfully pursuant to U.O.No. 631 (Est.) of 2015 dated 23.07.2015 (other than 11) Seven (07) positions of LSAs have to be earmarked/blocked for their promotion/ adjustment.	07
5.	Total (3&4)	18
6.	Excess	10

List of Animal Attendants/Shepherds holding as LSAs by promotion as on date:

S. No	Name	Present place of posting
1.	Mr. Ab. Majeed Najar	Div. of Vety. Epidemiology & Preventive Medicine, FVSc. & AH, Shuhama
2.	Gh. Nabi Dar	Div. of Vety. Clinical Service Complex, FVSc. & AH, Shuhama
3.	Ab. Hamid Pandith	Div. of Vety. Clinical Service Complex, FVSc. & AH, Shuhama
4.	Saif-ud-Din Rather	MLRI, Mansbal
5.	Mr. Gh. Nabi Khan	MLRI Manasbal
6.	Ab. Majid Reshi	MLRI, Mansbal
7.	Ali Mohamad Malik	MRCS&G, Shuhama
8.	Mohamad Sidiq Magray	Div. of Livestock Production & Management, FVSc. & AH, Shuhama
9.	Bashir Ahmad Dar	Div. of Vety. Clinical Service Complex, FVSc. & AH, Shuhama
10.	Ab. Rashid Mir	Div. of Vety. Clinical Service Complex, FVSc. & AH, Shuhama
11.	Mohamad Shafi Khan	Div. of Vety. Clinical Service Complex, FVSc. & AH, Shuhama

List of Animal Attendants/Shepherds completed LSA Apprenticeship Training Course successfully pursuant to U.O.No: 631 (Est.) of 2015 dated 23.07.2015:

S. No	Name of employee	Present place of posting
1.	Mr. Bashir Ahmad Rather	MRCS&G, Shuhama
2.	Mr. Nazir Ahmad Sheikh	Faculty of Agriculture/RRS, Wadura
3.	Mr. Mohd Ramzan Parray	Faculty of Agriculture/RRS, Wadura
4.	Mr. Fayaz Ahmad Reshi	MRCS&G, Shuhama
5.	Mr. Abdul Majid Wani	MLRI, Manasbal
6.	Mr. Fayaz Ahmad Rather	MLRI Manasbal
7.	Mr. Mohd Ashraf Lone	MLRI Manasbal

IV.	Selection Scale and issuance of Seniority List	Seniority lists of all the Class-VI category employees viz. (i) Peon, Orderly, Messenger, Runner, Chowkidar, Duplicator Operator, Laboratory Attendant, Library Attendant (ii) Gardener/Mali/Farm Attendant (iii) Cook/Hostel Attendant (iv) Shepherd/Animal Attendants (v) Safaiwalla have already been updated and issued pursuant to which placements in the next Pay Band plus Grade Pay in light of statutory provisions have also been ordered as per details given hereunder below:
	Peon, Orderly, Messenger, Runner, Chowkidar, Duplicator Operator, Laboratory Attendant, Library Attendant	<ul style="list-style-type: none"> Final Seniority List of Peon, Orderly, Messenger, Runner, Chowkidar, Duplicator Operator, Laboratory Attendant, Library Attendant circulated vide Circular issued under No:Au/Adm/Plac/OCC/8503-8573 dated 27.07.2017 Seventy Four (74) employees from the category of Peon, Orderly, Messenger, Runner, Chowkidar, Duplicator Operator, Laboratory Attendant, Library Attendant were placed in the Selection Scale vide University Order No:683 (Est.) of 2017 dated 09.08.2017 from due date against 25% quota percentage.
	Gardener/Mali/Farm Attendant	<ul style="list-style-type: none"> Final Seniority List of Gardener/Mali/Farm Attendants circulated vide Circular issued under No. Au/Adm/Plac/Gard/8432-8502 dated 27.07.2017 Forty Eight (48) employees from the category of Gardener/Mali/Farm Attendant were placed in the Selection Scale vide University Order No. 681 (Est.) 2017 dated 09.08.2017 from due date against 25% quota percentage.
	Cook/Hostel Attendant	<ul style="list-style-type: none"> Final Seniority List of Cook/Hostel Attendants circulated vide Circular issued under No. Au/Adm/SL-Cook/2017/19003-73 dated 31.01.2017

		<ul style="list-style-type: none"> • Twelve (12) employees from the category of Cooks/Hostel Attendants were placed in the Selection Scale-I vide University Order No. 285 (Est.) of 2017 dated 25.03.2017 against 50% quota percentage.
	Shepherd/Animal Attendants	<ul style="list-style-type: none"> • Final Seniority List of Shepherds/Animal Attendants circulated vide No. Au/Adm/ Plac/AA/R-19/98/ 10802-62 dated 20.09.2016. • Thirteen (13) employees from the category of Shepherds/Animal Attendants were placed in the Selection scale vide University Order No:682 (Est.) 2016 dated 09.08.2017 and University Order No:1015 (Est) of 2017 dated 13.11.2017 from due date against 25% quota percentage.
	Safaiwalla	<ul style="list-style-type: none"> • Final Seniority List of Safaiwallas circulated vide No: Au/Adm/Safai/90/ 10664-10724 dated 20.09.2016 • 26 employees from the category of Safaiwalla were placed in the Selection Scale vide University Order No. 936 (Est.) of 2017 dated 20.10.2017 from the date the post of Safaiwalla was caderized i.e. 20.02.2017
		<p>The seniority position of other categories of Non-Teaching employees is under updation and the same shall be notified after clearance by the respective Seniority Committee(s) already constituted for the purpose by the University.</p>
V.	Caderization/Selection Scale from due date in favour of Sweepers	<ul style="list-style-type: none"> • The post of Safaiwalla stands caderized vide Notification No:01 of 2017 dated 20.02.2017 and came into effect from 20.02.2017. • The issue regarding grant of selection scale to Safaiwallas from due date, it is to convey that no such case, which falls under the existing statutoy provision, is pending with the University as on date. The orders regarding placement of Safaiwallas in the selection scale pursuant to the said Statutory provision, stand issued in respect of 26 incubments vide University Order No:936 (Est) of 2017 dated 20.10.2017.
VI.	Pay anomaly orders	<p>The issue regarding pay anomaly orders has not been elucidated by the SNTEA-K. However. it is to convey that the notification regarding grade anomaly in respect of Statistician, Medical Assistants and Junior Engineers stands issued vide Notification No:01 of 2018 dated 09.01.2018. Further, the orders regarding removal of pay anomaly in respect of senior Assistant Comptroller and Assistant Registrars by stepping up of their pay stands</p>

		issued vide University Order No:29 (Est) of 2018 dated 08.01.2018 with concurrence of the Financial Advisor (J&K Universities).
VII.	Re-transfer, animosity and lobby system transfers particularly Mr. Mohammad Younis, Accountant	Regarding demand of the Association for re-transfer of staff particularly Mr. Mohammad Younis, Accountant (President, SNTEA-K), it is reiterated that no transfer has been made on animosity basis as has been wrongly projected and highlighted by the President, (Mr. Mohammad Younis), SNTEA-K for himself. The transfer of Mr. Mohammad Younis, Accountant (President, SNTEA-K) and signatory of the aforesaid communication was ordered purely in the interest of administration along with other accounts personnel. He had longest stay at one place. As many as thirty-three (33) Account personnel, which included Mr. Mohammad Younis as well, were transferred vide University Order No:465 (Est) of 2017 dated 19.05.2017 and University Order No:11 (Est) of 2018 dated 03.01.2018. Since then, many transfers/postings of Teaching as well as Non-Teaching staff have been effected on need basis and in the interest of administration and in pursuance to Government Order No:168-F of 2014 dated 14.07.2014.
VIII.	Regularization of DPLs	Regarding the issue of regularisation of DPLs raised by the Association at this point of time, the University has already constituted a Verification Team in this regard. The Team has been tasked with the job of verification of each case of DPLs at respective offices/units where engaged. University cannot proceed ahead unless credible/authentic/verifiable data in respect of genuinely engaged DPLs is available. Pertinent to convey that the case of 71 DPLs is currently under investigation with the State Crime Branch. The University can ill-afford to proceed ahead in this regard, pending decision of the investigating agency nor should the Association intervene in such sensitive issue when the matter is under high profile investigation.
IX.	Promotion of Head Assistants	In so far as the demand regarding promotion against the posts of Head Assistant and ACTs as per statutory provision is concerned, the administration is live to the issue and the case stands already taken up without waiting for any reminder from the SNTEA-K.

X.	Adjustment of ACTs against available promotion quota	Pertinent to indicate that as per 25% statutory quota for promotion of Class-VI Graduate employees having minimum 05 years regular/ satisfactory service in Class-VI category post of the University and subject to passing of type test with speed of (25) words per minute, the type test of eligible Class-VI category employees for promotion to the posts of Assistant-cum-Typist has been conducted on computer key board at NIELIT, Rangreth on 22.01.2018. Further process in this regard is under way.
XI.	Relieving Comptroller of SKUAST-K from	Regarding the demand of the Association to relieve the incumbent Comptroller (Mr.Parvez Sajad, ^{KAS} on deputation from Finance Department, GoJK), the Association has no locus-standi to interfere in such administrative matters.

In view of the above situation, the ultimatum issued by the President, SNTEA-K for resorting to hunger strike w.e.f 15.02.2018 is unjustified and uncalled for on their part. This act of SNTEAK is against the J&K Government Employees Conduct Rules-1971, ipso-facto, applicable to SKUAST-K employees as well. The Hon^{ble} Supreme Court of India in its judgement in TK Rangarajan Vs Government of Tamil Nadu has established that the government employees under no circumstances have any fundamental legal or moral right to go on strike.

With regard to all the demands/issues raised by SNTEA-K, **the University administration, as per statutory provisions, has taken action and/or being processed under rules with Financial/Legal Advisors of the University.** It is in place to mention here that the SNTEAK-K had a detailed meeting with Hon^{ble} Vice-Chancellor on 06.01.2018 at his Secretariat and all the issues were deliberated upon. Minutes of which were issued under No: Au/Adm/NTEAK/ 2018/24/81-85 dated January 10, 2018. In principle, it was agreed upon that the next meeting shall be held after a period of three (03) months, but after a passage of only one (01) month, the SNTEAK has chosen to go on hunger strike, which is unjustified and unlawful. Therefore, the President, SNTEA-K is hereby advised to introspect, exercise utmost caution and restrain from such unlawful activities, which may otherwise, lead to the vitiating/disruption of normal activities and peaceful atmosphere within the Institution where interalia educational activities of the UG/PG students, essential and important research/extension programmes are also going on. There are proper ways of ventilating the greivances, if any, within the ambit of law. In case, the Association

continues with the proposed strike, the administration shall have no other option but to proceed against the persons within the ambit of law explained above, who are found responsible for wilful disruption of activities of the University by resorting to unlawful activities starting with Hunger Stike etc and instigating the employees against the administration on the Campus.

Sd/-
Registrar

President,
SNTEA-K,Shalimar

No:AU/Adm/SNTEA-K/2018/26677-683
Dated:February 12, 2018

Copy to the:

- Principal Secretary to Hon ϕ le Governor (Hon ϕ le Chancellor, SKUAST-K), Raj Bhawan, Jammu
- Prinicpal Secretary to Hon ϕ le Chief Minister (Hon ϕ le Pro-Chancellor, SKUAST-K), Civil Secretriat, Jammu
- Divisional Commissioner (Kashmir), GoJK, Srinagar
- Inspector General of Police (Kashmir), GoJK, Srinagar
- Station House Officer, Police Station, Nishat/Harwan, Srinagar
- I/c ARIS for uploading on University Website
- Secretary to Vice-Chancellor for kind information of Hon ϕ le Vice Chancellor
- Notice Board

Sd/-
Deputy Registrar (GAD)