15 –ാം കേരള നിയമസഭ

6 –ാം സമ്മേളനം

നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 1990 **01-09-2022 - ൽ മറുപടിയ്ക്ക്**

സി-ഡിറ്റിലെ ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് റെഗുലറൈസ് ചെയ്ത നടപടി

ചോദ്യം		ഉത്തരം	
ശ്രീ. എൻ. ഷംസുദ്ദീൻ		**ശ്രീ. പിണറായി വിജയൻ (മുഖ്യമന്ത്രി)**	
(എ)	സി-ഡിറ്റിൽ 10 വർഷത്തിലധികമായി ജോലി ചെയ്ത് വന്നിരുന്ന 114 ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് റെഗുലറൈസ് ചെയ്യുന്നത് സംബന്ധിച്ച് 03.02.2021-ലെ മന്ത്രിസഭാ യോഗത്തിൽ വന്ന ഐ.ടി/സി.1/136/2019/ ഐ.ടി.ഡി. ഫയലിന്റെ പകർപ്പ് ലഭ്യമാക്കുമോ?	(എ)	ഐ.ടി.-സി1/136/2019/ഐ.ടി.ഡി. നമ്പർ തീർപ്പുഫയലിന്റെ പകർപ്പ് അനുബന്ധമായി ചേർക്കുന്നു.

സെക്ഷൻ ഓഫീസർ

File No. IT-C1/136/2019-ITD

GOVERNMENT OF KERALA

Kerala Secretariat
ITD
IT (C)

SUBJECT

Main Category	:	
Sub Category	:	
Description	:	C-Dit - Proposal for post creation and the regularisation of temperorary employees -reg

OTHER DETAILS

Language	:	English
Remarks	:	
Previous References	:	
Later References	:	

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Note # 1

Notes

Kindly see the proposal submitted by the Registrar, C-Dit for the regularization of 172 contract staff working in various categories in C-Dit, on page 1 .f.

The Registrar, C-Dit has reported that C-Dit has very limited number of regular cadre as approved by Government and and it is the need of the hour to create additional cadre posts in the centre so as to make it more accountable in executing its projects. Therefore a proposal for regularizing 172 contract employees working in C-Dit is placed in the Executive Committee meeting C-Dit held on 30.01.2019 (Agenda Item No. 76.13) and in the Governing Body meeting of C-Dit held on 19.02.2019 (Agenda No. 24.10.2). GB recommended to submit the proposal for Government approval.

The Registrar, C-Dit has now submitted a proposal for regularising of 172 contract employees working in various categories in C-Dit for the approval of Government reporting that the centre has sufficient resources to meet the exess expenditure due to the result of regularisation. It is seen that various employees joined in C-Dit from 12/2002 to 11/2013 are included in the proposal (page 3-10).

It may kindly be noted that vide Note No. 2661/Exp A1/15/Fin dated 04.02.2016 (attached as Local Reference-1), Finance Department has communicated instructions to all secretaries, on the basis of the the remarks of Law Dept obtained in their File No. 36410/WW1/15/Fin regarding the implication of the judgement of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595-3612 of 1999 – State of Karnataka vs Umadevi (attached as Local Reference -2) in matters pertaining to the regularisation of daily wage worker / temporary employees after 09.10.2006. FD has opined that it is blatantly illegal to regularise in permanent appointment any daily wage or temporary worker including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006.

In view of the facts above, Finance Dept may be consulted for advice on the proposal submitted by C-Dit for the regularisation of 172 contract staff working in C-Dit.

05/07/2019 11:02 AM

ASWATHY G.S
Asst IT (C1)

Note # 2

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05/07/2019 11:06 AM **AJITHKUMAR A**
SO IT (C)

Note # 3

05/07/2019 12:07 PM **SREEKALA S**
US (IT C)

Note # 4

06/07/2019 03:00 PM **VINOD. G**
JS (IT C)

Note # 5

06/07/2019 03:50 PM **AJITHKUMAR A**
SO IT (C)

Note # 6

06/07/2019 05:04 PM **LIJA L.J**
AO(PU-C,FIN)

Note # 7

No.PU-C2/111/2019-Fin[1243747] Finance(PU-C)Department
No.IT-C1/136/2019-ITD[1211587] Dated:-20/11/2019

The Administrative Department is informed that the employees joined in C-Dit from 12/2002

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to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595-3612 of 1999 - State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed.

It has the approval of the Hon'ble Chief Minister and the Hon'ble Minister (Finance).

For Additional Chief Secretary(Finance)

23/11/2019 03:18 PM **LIJA L.J**
AO(PU-C,FIN)

Note # 8

23/11/2019 03:24 PM **AJITHKUMAR A**
SO IT (C)

Note # 9

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Consolidated Note

The Registrar, C-Dit vide letter onpage 1 c.f has reported that C-Dit has submitted a proposal for regularising of 172 contract employees working in various categories in C-Dit for the approval of Government reporting that the centre has sufficient resources to meet the excess expenditure due to the result of regularisation. It is seen that various employees joined in C-Dit from 12/2002 to 11/2013 are included in the proposal (page 3-10 c.f).

The proposal was forwarded to Finance Dept for remarks and vide Note#7, they informed that the employees joined in C-Dit from 12/2002 to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595- 3612 of 1999 – State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed.

File submitted for perusal and orders.

26/11/2019 11:07 AM **ASWATHY G.S**
Asst IT (C1)

Note # 10

Kindly see notes above. On the basis of standing instructions and remarks of FD, the request of the Registrar, C-Dit to regularize 172 contract staff in various categories in C-Dit may be rejected and a reply may be given accordingly.

26/11/2019 02:48 PM **AJITHKUMAR A**
SO IT (C)

Note # 11

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26/11/2019 03:21 PM **VINOD. G**
JS (IT C)

Note # 12

26/11/2019 07:26 PM **M. SIVASANKAR**
SECY (IT)

Note # 13

27/11/2019 11:15 AM **VINOD. G**
JS (IT C)

Note # 14

27/11/2019 11:43 AM **AJITHKUMAR A**
SO IT (C)

Note # 15
Vide orders draft letter to Registrar, C-Dit put up for approval.

27/11/2019 03:23 PM **ASWATHY G.S**
Asst IT (C1)

Note # 16

30/11/2019 01:36 PM **AJITHKUMAR A**
SO IT (C)

Note # 17

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30/11/2019 02:57 PM **VINOD. G**
JS (IT C)

Note # 18

30/11/2019 03:10 PM **AJITHKUMAR A**
SO IT (C)

Note # 19

Kindly see the proposal submitted by the Registrar, C-Dit on page 61 c.f, for creating 114 posts in C-Dit and to appoint temporary employees who have completed ten years of temporary service in C-Dit against the posts.

C-Dit had earlier submitted a proposal to Government for the regularisation of 172 temporary employees in C-Dit. We have consulted Finance Dept for advice and vide their remarks at Note#7, the proposal was rejected.

Now with the approval of 25th Governing Body meeting of C-Dit, the Registrar, C-Dit has submitted a new proposal for creating 114 regular posts in C-Dit and to appoint 114 temporary employees who were engaged before 01.08.2010 and are still continuing in C-Dit, along with a report (may be seen on page 62-64 c.f)

The details of posts proposed for creation with the Scale of Pay may be seen on page 65 c.f and the details of of employees proposed for appointment in the posts may be seen on page 69-79 c.f.

In previous occasions, Govt have created 116 posts in C-Dit as follows for regularising the temporary employees of C-Dit having prolonged service;

i) 55 posts as per G.O(Rt) No. 196/2008/I&PRD dated 18.08.2008
ii) 7 posts as per G.O(Ms) No. 02/2011/I&PRD dated 08.02.2011,
iii) 54 posts as per G.O(Rt) No. 9/2015/I&PRD dated 06.06.2015 (Copies of G.Os are attached at Local Reference)

Details of sanctioned posts in C-Dit may be seen on page 66-68 c.f.

C-Dit Employees Association also has submitted a representation

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requesting to regularise the temporary employees in C-Dit who have completed ten years of service (may be seen onpage 79 c.f).

It may kindly be noted that vide Note No. 2661/Exp A1/15/Fin dated 04.02.2016 (attached as Local Reference), Finance Department has communicated instructions to all secretaries, on the basis of the the remarks of Law Dept obtained in their File No. 36410/WW1/15/Fin regarding the implication of the judgement of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595-3612 of 1999 – State of Karnataka vs Umadevi (attached as Local Reference) in matters pertaining to the regularisation of daily wage worker / temporary employees after 09.10.2006. FD has opined that it is blatantly illegal to regularise in permanent appointment any daily wage or temporary worker including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006.

File submitted for orders.

18/08/2020 04:38 PM **ASWATHY G.S**
Asst IT (C1)

Note # 20

Kindly see the proposal submitted by the Registrar, C-Dit onpage 61 c.f , for creating 114 posts in C-Dit and to appoint temporary employees who have completed ten years of temporary service in C-Dit against the posts.

C-Dit had earlier submitted a proposal to Government for the regularisation of 172 temporary employees in C-Dit. The proposal was rejected in consultation with Finance Department and on the basis of Note No. 2661/Exp A1/15/Fin dated 04.02.2016 (attached as Local Reference), in which Finance Department has communicated instructions to all secretaries, on the basis of the the remarks of Law Dept obtained in their File No. 36410/WW1/15/Fin regarding the implication of the judgement of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595-3612 of 1999 – State of Karnataka vs Umadevi (attached as Local Reference) in matters pertaining to the regularisation of daily wage worker / temporary employees after 09.10.2006. FD has opined that it is blatantly illegal to regularise in permanent appointment any daily wage or temporary worker including deputationists, in Govt service or in any

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Government controlled Public institution, after the specified date viz 09.10.2006.

. Now with the approval of 25th Governing Body meeting of C-Dit, the Registrar, C-Dit has submitted a new proposal for creating 114 regular posts in C-Dit and to appoint 114 temporary employees who were engaged before 01.08.2010 and are still continuing in C-Dit, along with a report (may be seen on page 62-64 c.f). The details of posts proposed for creation with the Scale of Pay may be seen on page 65 c.f and the details of of employees proposed for appointment in the posts may be seen on page 69-79 c.f.

The Registrar has reported that the C-Dit has been engaging personnel under contract appointment to run the projects undertaken by C-Dit and at present some posts of Heads of Divisions / Department which are of permanent nature and excercising administrative and financial controls are being assigned to temporary employees due to lack of sufficient regular strength. There are temporary employees who have have been engaged for more than ten years, they are now over-aged and not eligible for seeking regular positions through PSC after spending their fruitful years in C-Dit service. Therefore Registrar has requested Government to consider their regularization in the posts proposed for creation.

The details of posts proposed for creation with the Scale of Pay may be seen on page 65 c.f and the details of of employees proposed for appointment in the posts may be seen on page 69-79 c.f.

Details of posts created so far in C-Dit are detailed below.

Core Group Posts

created as per G.O (MS) 14/90/CAD dated 11.05.1990

Post	No. of posts created	Present occupancy	Present Scale of Pay
Registrar	1	1	37400-67000+GP 8900
Joint Director	1	nil	15600-39100+ GP 8900
Deputy Director (projects)	1	nil	15600-39100+GP 8800
Deputy Director (Production)	1	nil	
Deputy Director	1	nil	

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(TAAS)			
Scientific Officer	1	Nil	
Total	6	1	

Director	1	1	37400-67000+GP 8900
Administrative Officer	1	1	85000-117600
Finance Officer	-	1	68700-110400

Details of 116 posts created in C-Dit at 3 instances vide G.O(Rt) No. 196/2008/I&PRD dated 18.08.2008 (55 Posts), G.O(Ms) No. 02/2011/I&PRD dated 08.02.2011 (7 posts) and G.O(Rt) No. 9/2015/I&PRD dated 06.06.2015 (54 posts) for regularising the temporary employees of C-Dit having prolonged service in the institution. (Copies of G.Os are attached at Local Reference)

Post	No. of posts created	No. of employees against sanctioned post	Scale of pay
Junior Executive (Admn)	2	Nil	36600-79200
Junior Executive (Accounts)	1	Nil	36600-79200
Assistant Manager (PPC)	1	Nil	36600-79200
Sr. Office	2	Nil	29200-62400

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Assistant			
Office Assistant	10	9	26500-56700
Project Associate	2	2	26500-56700
Clerical Assistant	1	Nil	17500-39500
Marketing Executive	2	2	26500-56700
Research Assistant	1	1	30700-65400
Data Entry Operator	8	5	18000-41500
Production Assistant	1	1	19000-43600
Technical Assistant (Electronics)	3	2	26500-56700
Technical Assistant (Electrical)	1	1	26500-56700
Technical Assistant	24	21	26500-56700
Research Assistant	4	2	26500-56700
Junior Technician (Electronics)	1	1	19000-43600
Camera Assistant Junior Technician grade	3	2	19000-43600
Junior Technician (Video Archive)	1	1	19000-43600
Junior Technician (3D Animation)	1	1	19000-43600
Junior Technician	1	1	19000-43600

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(Civil)			
Junior Technician (Electrical/ Data Processing/ Graphic Designing)	3	3	19000-43600
Coordinator (Corporate Training)	1	Nil	26500-56700
Junior Programmer	1	1	26500-56700
Programmer	1	1	26500-56700
Content Developer	1	1	26500-56700
Reporter	1	1	26500-56700
Web Designer	1	1	19000-43600
Video Archives Assistant	1	1	19000-43600
Duplicating & Photocopying Operator	1	Nil	19000-43600
Driver - Cleaner	2	Nil	25200-54000
Light Assistant	3	2	17500-39500
Helper	9	3	17000-37500
Part time Sweepers	5	4	8200-13340
Gardener Cum Helper	1	Nil	17000-37500
Scientist (Civil)	1	1	15600-39500+ GP 7600
Engineer (Electrical) Scientist	1	1	15600-39500+ GP 7600
Sr. Editor	1	Nil	15600-39100+ GP 7600
Scientist (Geo Informatics)	1	1	15600-39100+ GP 7600
Scientist (Software)	3	3	15600-39100+ GP 6600
Project Associate	1	1	15600-39100+GP 6600

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Editor	1	1	15600-39100+ GP 6600
Scientist B (Social Science)	1	nil	15600-39100+ GP 6600
Programme Coordinator	3	2	15600-39100+ GP 6600
Field Officer	1	1	15600-39100+ GP 5400
Sr. Cameraman	1	nil	15600-39100+ GP 7600
Scientist C Optical Image	1	nil	15600-39100+GP 6600
Total	**116**	**82**	

(In the prposal C-Dit has mentioned the total posts are 116+2, in presumption that the 2 posts sanctioned by Government to appointment on CES are in addition to the posts created earlier. But the two posts so created by Government are done by reviving two vacant posts sanctioned earlier. So the total no of posts remain 116 only.)*

The above listed 116 posts are created only for the purpose of regularizing the employees and with the condition that the vacancies due to retirement / resignation may not be filled without prior approval of Government.

In the circumstance, Registrar, C-Dit requests creation of the following 114 posts for regularization under the present proposal.

List of post to be created			
	Name of Post	**No of posts proposed**	**Proposed scale of Pay**
1	Scientist	1	15600-39100+ GP 5400
2	Programmer	19	27800-59400
3	System Administrator	1	27800-59400
4	Technical Assistant	14	26500-56700
5	Coordinator	6	26500-56700
6	Production Supervisor	1	26500-56700
7	Production Coordinator (OIP)	1	19000-43600

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8	Video Production Coordinator	1	18000-41500
9	Call Centre Executive	2	19000-43600
10	Web / GUI Designer	7	22200-48000
11	Video Editing cum sound Assistant	1	26500-56700
12	Assistant Cameraman	1	19000-43600
13	Content Developer	3	26500-56700
14	News Reporter	2	26500-56700
15	Font Designer	1	19000-43600
16	Assistant Producer	1	26500-56700
17	Faculty cum Co-ordinator (web design)	1	26500-56700
18	Faculty cum Co-ordinator Animation	1	26500-56700
19	Animation Consultant cum Trainer	1	26500-56700
20	Research Associate	1	26500-56700
21	Office Assistant (Accounts)	10	26500-56700
22	Office Assistant (Administration)	7	26500-56700
23	Production Assistant	1	19000-43600
24	Junior Technician	2	19000-43600
25	Lab Assistant	3	18000-41500
26	Software Support Assistant	1	18000-41500
27	Assistant Editor cum Sound Recordist	1	18000-41500
28	Data Entry Operator	12	18000-41500
29	Scanning Assistant	1	18000-41500
30	Clerk cum Data Entry Operator	1	18000-41500
31	Driver-cum-cleaner	2	18000-41500
32	Helper	3	17000-37500
33	Helper cum Messenger	1	17000-37500
34	Messenger	1	17000-37500
35	Sweeper	1	17000-37500
36	PTS	1	8200-13340
	Total	**114**	

Registrar C-Dit may be requested to furnish the following details.

1. Minutes of 25th GB meeting
2. Whether further creation of 14 posts in Technical Assistant, 17 posts in Office Assistant (Accts + Admn), 12 posts in Data Entry Operator and 3 posts in Helper category are required as there are 21

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Technical Assistants, 9 Office Assistants, 5 Data Entry Operators and 5 Helpers are already there in the institution in permanent positions.

3. Justification for the need for 19 posts of Programmer, 6 Coordinators and 7 posts of Web / GUI Designer in the institution
4. Whether the proposal is merely based on the present post occupied by the employee or based on the need of the institution
5. Whether the posts proposed for creation are suitable for the present area of operation of C-Dit
6. Whether C-Dit has executed contract with all the 114 employees listed in the proposal and are valid at the time of furnishing of proposal
7. Whether performance appraisal of the employees were made by C-Dit after their appointment and if so a consolidated report on that
8. Last three years balance sheet on C-Dit's revenue figures and remarks on the financial stability of the institution on creation of the proposed posts

19/08/2020 03:24 PM **AJITHKUMAR A**
SO IT (C)

Note # 21

Vide Note # 19 and Note # 20, may see the remarks of Law Department and the Notes of Finance Department in the matter of regularization of casual/daily-waged/temporary employees (see local reference). It is cited by Apex court verdicts, that there should be no by passing of the constitutional requirement and regularizing and making permanent, those not duly appointed as per the Constitutional scheme. It is also remarked by Law Department that the practice of employing persons on daily waged/ad-hoc/casual on long periods and periodically regularize them on the ground that they have served for more than ten years was not to be perpetuated by the departments/instrumentalities any further. Government have received the proposal from the Registrar, C-DIT, based on the decision taken by the 25th Governing Body of C-Dit. The copy of the minutes is not seen enclosed. Therefore copy of the minutes of the GB and the details mentioned in Note # 20 may be called for from Registrar, for processing.

24/08/2020 02:30 PM **HEMA V**
US (IT C)

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Note # 22

In order to examine the proposal of the Registrar,C-Dit ,further details mentioned in Para #20 and para #21 may be called for from C-Dit. In addition to this, the Registrar,C-Dit may also instructed to clarify on the following points also.

i) Whether the reservation principle for appointment as per the standing law/ rules has been observed in the proposal for regularization.

ii)Whether the reservation principle as per the statutory laws has been observed in the regularization carried out in C-Dit earlier.

iii) Details of basic qualification and experience fixed for the proposed posts included in the proposal for creation .

25/08/2020 02:42 PM **VINOD. G**
AS (IT C)

Note # 23

To get the details from CDIT.

26/08/2020 05:34 PM **K MOHAMMED Y SAFIRULLA IAS**
AS (FULL ADDL.CHARGE OF SECY) IT

Note # 24

27/08/2020 11:22 AM **VINOD. G**
AS (IT C)

Note # 25

27/08/2020 04:10 PM **HEMA V**
US (IT C)

Note # 26

Vide orders, draft letter to Registrar, C-Dit put up for approval.

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27/08/2020 05:44 PM **ASWATHY G.S**
Asst IT (C1)

Note # 27

03/09/2020 10:17 AM **AJITHKUMAR A**
SO IT (C)

Note # 28

07/09/2020 05:19 PM **HEMA V**
US (IT C)

Note # 29

08/09/2020 10:40 AM **AJITHKUMAR A**
SO IT (C)

Note # 30

സി-ഡിറ്റിലെ താല്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതായി സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ച പ്രൊപ്പസലിൽ സി-ഡിറ്റിന്റെ ഗവേണിംഗ് ബോഡി തീരുമാനത്തിന് വിരുദ്ധമായി ശ്രീ. സാജൻ അമ്പാടിയിൽ എന്ന ജീവനക്കാരനെ മാത്രം CSIR വിഭാഗത്തിൽ ഉൾപ്പെടുത്തിയത് പരിശോധിക്കണമെന്നും എല്ലാ താല്കാലിക ജീവനക്കാരെയും എൻടി തസ്തികയിൽ സ്ഥിരപ്പെടുത്തുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്നും ആവശ്യപ്പെട്ടുകൊണ്ട് സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് ബഹു. വി.എസ്. ശിവകുമാർ എം.എൽ.എ മുഖാന്തരം ഐ.ടി സെക്രട്ടറിയ്ക്ക് സമർപ്പിച്ച നിവേദനം ന.ഫ പുറം 89 ല് കണ്ടാലും. ടി നിവേദനത്തിന്മേൽ സി-ഡിറ്റ് രജിസ്ട്രാറുടെ റിപ്പോർട്ട് ആവശ്യപ്പെടാവുന്നതാണ്. ഉത്തരവിനു വിധേയമായി കരട് കത്ത് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

08/10/2020 12:32 PM **ASWATHY G.S**
Asst IT (C1)

Note # 31

Generated from eOffice by SANDHYA S, SG-ASST IT (C1), SG-ASST IT (C1), ITD on 23/08/2022 01:14 PM

08/10/2020 12:59 PM **AJITHKUMAR A**
SO IT (C)

Note # 32

സി-ഡിറ്റിലെ താല്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതായി സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ച പ്രൊപ്പസലിൽ സി-ഡിറ്റിന്റെ ഗവേണിംഗ് ബോഡി തീരുമാനത്തിന് വിരുദ്ധമായി ശ്രീ. സാജൻ അമ്പാടിയിൽ എന്ന ജീവനക്കാരനെ മാത്രം CSIR വിഭാഗത്തിൽ ഉൾപ്പെടുത്തിയത് പരിശോധിക്കണമെന്നും എല്ലാ താല്കാലിക ജീവനക്കാരെയും എൻടി തസ്തികയിൽ സ്ഥിരപ്പെടുത്തുന്നതിനുള്ള നടപടി സ്വീകരിക്കണമെന്നും ആവശ്യപ്പെട്ടുകൊണ്ട് സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് ബഹു. വി.എസ്. ശിവകുമാർ എം.എൽ.എ മുഖാന്തരം ഐ.ടി സെക്രട്ടറിയ്ക്ക് സമർപ്പിച്ച നിവേദനം ന.ഫ പുറം 89 ൽ കണ്ടാലും. ആയതിന്മേൽ സെക്രട്ടറിയുടെ ഉത്തരവും കണ്ടാലും. പ്രസ്തുത നിവേദനത്തിന്മേൽ സി-ഡിറ്റിന്റെ റിപ്പോർട്ട് ലഭ്യമാക്കി പരിശോധിക്കാവുന്നതാണ്. അപ്രകാരം MLA-യ്ക്കും ഒരു ഇടക്കാല മറുപടി നൽകാവുന്നതുമാണ്.

08/10/2020 02:34 PM **HEMA V**
US (IT C)

Note # 33

08/10/2020 02:36 PM **VINOD. G**
AS (IT C)

Note # 34

Agreed. Give an interim reply to MLA. Detailed report to be obtained from Registrar, CDIT.

09/10/2020 10:48 AM **K MOHAMMED Y SAFIRULLA IAS**
AS (FULL ADDL.CHARGE OF SECY) IT

Note # 35

09/10/2020 04:05 PM **VINOD. G**
AS (IT C)

Note # 36

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09/10/2020 04:44 PM **HEMA V**
US (IT C)

Note # 37

12/10/2020 10:24 AM **AJITHKUMAR A**
SO IT (C)

Note # 38

ഉത്തരവിൻ പ്രകാരം കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

13/10/2020 01:11 PM **ASWATHY G.S**
Asst IT (C1)

Note # 39

13/10/2020 02:02 PM **AJITHKUMAR A**
SO IT (C)

Note # 40
Approved.

15/10/2020 12:44 PM **VINOD. G**
AS (IT C)

Note # 41

15/10/2020 01:36 PM **AJITHKUMAR A**
SO IT (C)

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Note # 42

15/10/2020 04:56 PM **ASWATHY G.S**
Asst IT (C1)

Note # 43

19/10/2020 12:31 PM **KAVITHA.R.A**
Comp-Asst IT (C)

Note # 44

Consolidated Note

This file deals with the proposal submitted by the Registrar, C-Dit on page 61 c.f. for creating 114 posts in C-Dit and to appoint temporary employees who have completed ten years of temporary service in C-Dit against the posts.

The Registrar, C-Dit, with the approval of 25th Governing Body meeting of C-Dit has submitted a proposal for creating 114 regular posts in C-Dit and to appoint 114 temporary employees who were engaged before 01.08.2010 and are still continuing in C-Dit, along with a report (may be seen on page 62-64 c.f). The details of posts proposed for creation with the Scale of Pay may be seen on page 65 c.f and the details of of employees proposed for appointment in the posts may be seen on page 69-79 c.f.

The details of posts proposed for creation with the Scale of Pay may be seen on page 65 c.f and the details of of employees proposed for appointment in the posts may be seen on page 69-79 c.f .

Details of posts created so far in C-Dit are detailed below.

Core Group Posts

created as per G.O (MS) 14/90/CAD dated 11.05.1990

Post	No. of posts	Present	Present Scale of Pay

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Post	No. of posts created	Present occupancy	Present Scale of Pay
Registrar	1	1	37400-67000+GP 8900
Joint Director	1	nil	15600-39100+ GP 8900
Deputy Director (projects)	1	nil	15600-39100+GP 8800
Deputy Director (Production)	1	nil	
Deputy Director (TAAS)	1	nil	
Scientific Officer	1	Nil	
Total	6	1	

Director	1	1	37400-67000+GP 8900
Administrative Officer	1	1	85000-117600
Finance Officer	-	1	68700-110400

116 posts were created in C-Dit at 3 instances vide G.O(Rt) No. 196/2008/I&PRD dated 18.08.2008 (55 Posts), G.O(Ms) No. 02/2011/I&PRD dated 08.02.2011 (7 posts) and G.O(Rt) No. 9/2015/I&PRD dated 06.06.2015 (54 posts) for regularising the temporary employees of C-Dit having prolonged service in the institution detailed as follows; (Copies of G.Os are attached at Local Reference)

Post	No. of posts created	No. of employees against sanctioned post	Scale of pay
Junior	2	Nil	36600-79200

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Executive (Admn)			
Junior Executive (Accounts)	1	Nil	36600-79200
Assistant Manager (PPC)	1	Nil	36600-79200
Sr. Office Assistant	2	Nil	29200-62400
Office Assistant	10	9	26500-56700
Project Associate	2	2	26500-56700
Clerical Assistant	1	Nil	17500-39500
Marketing Executive	2	2	26500-56700
Research Assistant	1	1	30700-65400
Data Entry Operator	8	5	18000-41500
Production Assistant	1	1	19000-43600
Technical Assistant (Electronics)	3	2	26500-56700
Technical Assistant (Electrical)	1	1	26500-56700
Technical Assistant	24	21	26500-56700
Research Assistant	4	2	26500-56700
Junior Technician (Electronics)	1	1	19000-43600
Camera Assistant Junior Technician	3	2	19000-43600

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grade			
Junior Technician (Video Archive)	1	1	19000-43600
Junior Technician (3D Animation)	1	1	19000-43600
Junior Technician (Civil)	1	1	19000-43600
Junior Technician (Electrical/ Data Processing/ Graphic Designing)	3	3	19000-43600
Coordinator (Corporate Training)	1	Nil	26500-56700
Junior Programmer	1	1	26500-56700
Programmer	1	1	26500-56700
Content Developer	1	1	26500-56700
Reporter	1	1	26500-56700
Web Designer	1	1	19000-43600
Video Archives Assistant	1	1	19000-43600
Duplicating & Photocopying Operator	1	Nil	19000-43600
Driver - Cleaner	2	Nil	25200-54000
Light Assistant	3	2	17500-39500
Helper	9	3	17000-37500
Part time Sweepers	5	4	8200-13340
Gardener Cum Helper	1	Nil	17000-37500
Scientist	1	1	15600-39500+ GP 7600

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Engineer (Electrical) Scientist	1	1	15600-39500+ GP 7600
Sr. Editor	1	Nil	15600-39100+ GP 7600
Scientist (Geo Informatics)	1	1	15600-39100+ GP 7600
Scientist (Software)	3	3	15600-39100+ GP 6600
Project Associate	1	1	15600-39100+GP 6600
Editor	1	1	15600-39100+ GP 6600
Scientist B (Social Science)	1	nil	15600-39100+ GP 6600
Programme Coordinator	3	2	15600-39100+ GP 6600
Field Officer	1	1	15600-39100+ GP 5400
Sr. Cameraman	1	nil	15600-39100+ GP 7600
Scientist C Optical Image	1	nil	15600-39100+GP 6600
Total	**116**	**82**	

(In the prposal C-Dit has mentioned the total posts are 116+2, in presumption that the 2 posts sanctioned by Government to appointment on CES are in addition to the posts created earlier. But the two posts so created by Government are done by reviving two vacant posts sanctioned earlier. So the total no of posts remain 116 only.)*

The above listed 116 posts are created only for the purpose of regularizing the employees and with the condition that the vacancies due to retirement/resignation may not be filled without prior approval of Government.

In the circumstance, Registrar, C-Dit requests creation of the following 114 posts for regularization under the present proposal.

List of post to be created			
	Name of Post	**No of posts**	**Proposed scale**

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		proposed	of Pay
1	Scientist	1	15600-39100+ GP 5400
2	Programmer	19	27800-59400
3	System Administrator	1	27800-59400
4	Technical Assistant	14	26500-56700
5	Coordinator	6	26500-56700
6	Production Supervisor	1	26500-56700
7	Production Coordinator (OIP)	1	19000-43600
8	Video Production Coordinator	1	18000-41500
9	Call Centre Executive	2	19000-43600
10	Web / GUI Designer	7	22200-48000
11	Video Editing cum sound Assistant	1	26500-56700
12	Assistant Cameraman	1	19000-43600
13	Content Developer	3	26500-56700
14	News Reporter	2	26500-56700
15	Font Designer	1	19000-43600
16	Assistant Producer	1	26500-56700
17	Faculty cum Co-ordinator (web design)	1	26500-56700
18	Faculty cum Co-ordinator Animation	1	26500-56700
19	Animation Consultant cum Trainer	1	26500-56700
20	Research Associate	1	26500-56700
21	Office Assistant (Accounts)	10	26500-56700
22	Office Assistant (Administration)	7	26500-56700
23	Production Assistant	1	19000-43600
24	Junior Technician	2	19000-43600
25	Lab Assistant	3	18000-41500
26	Software Support Assistant	1	18000-41500
27	Assistant Editor cum Sound Recordist	1	18000-41500
28	Data Entry Operator	12	18000-41500
29	Scanning Assistant	1	18000-41500
30	Clerk cum Data Entry Operator	1	18000-41500
31	Driver-cum-cleaner	2	18000-41500
32	Helper	3	17000-37500
33	Helper cum Messenger	1	17000-37500
34	Messenger	1	17000-37500
35	Sweeper	1	17000-37500

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36	PTS	1	8200-13340
	Total	**114**	

Vide letter on page 86 c.f, the Registrar C-Dit has been requested to furnish some details to examine the proposal. Now vide letter on page 113 c.f, C-Dit has furnished the requested details as follows;

1. Minutes of the 25th Governing Body meeting may be seen on page 117 c.f

2. There are 16 major divisions/departments in C-DIT which cater to different realms of technology. The service of the above categories of employees in permanent position is required for the reasons stated below.

   Technical Assistants provide technical support to internal units as well as to client locations on various projects. Media, Academic, e-Governance, System Integration and Technology Divisions require the service of Technical Assistants. Technical support to various state wide projects are also being provided by them through Regional Centres. The requirement for the Head Office (5) and other four offices in the state capital (4), three Regional Centres (6) and for district level support (20) across the state.

   The service of Office Assistants/Data Entry Operators are required for establishment, HR, accounting, social security and related matters.

   Office Assistants are the dealing hands performing administrative and accounting related functions. They are engaged as one OA (Adm) and one OA (Ac) in each division at HO (total 5+5), four city offices (total 5+5) and three Regional Centres (total 3+3).

   Data Entry Operators are engaged in major divisions at HO (4), four city offices (5), three regional Centres (3) and the rest in client projects (5).

   Helpers are engaged in HO/HO-production unit (4), city offices (2) and academic division (2)

3. Informatics Division is an ISO certified unit performing the design, development, software quality control, documentation, testing, implementation, maintenance of more than 50 software products and solutions. Web service Department handles more than 250 websites (both figures are current) under various projects of Government departments and institutions. The service of programmers and web/GUI designers on regular basis are required

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for these divisions. Presently there is only one programmer and one junior programmmer on regular basis and the rest are being engaged on casual basis.

The role of 'Web/GUI Designer' is to design and development of user interfaces websites, documents required for various projects and trainings, etc.

These justify the requirement of 19 Programmers and seven Web/GUI designers.

4. As per the decision of25th GB (item no 25.09) the proposal for creation of posts and regularisation of employees from the select list was submitted to Government based on the need of the organisation. Selection has to be done from the approved select list to fill up the number of regular posts thus sanctioned by the Government. Appropriate selection criteria may be decided.

5. C-DIT has 16 major divisions/departments which functions in areas like Media Communication, IT & IT enabled services, Web & Social Media, Media and IT Academic, R&D, Hologram & Security Products, Digitisation, e-Governance Implementation, etc. and hence the posts proposed are suitable for the current areas of operation of C-DIT.

6. C-DIT have executed contract agreement with all the 114 employees listed in the proposal which is valid from 01-02-2019 to 31-01-2023.

   Annexure-II (page 140 c.f) (List of employees whose designation has been changed as per the agreement executed) and the remarks in column-(g) may also be seen. The designation of those 22 employees were changed – from column-(c) shows the entry designation, to column-(e) that shows the present designation-while renewing the above contract, considering their nature of duties at that time. They are presently engaged on monthly consolidated pay and the corresponding pay shown in columns (d) and (f) are only indicative which show what they would be eligible if regularised in that post. Accordingly appropriate upward/downward revision may be considered. This may attribute to some changes in the number of various posts originally proposed videletter on page 61 c.f.

7. Performance appraisal of employees were done on 2018 before extending their contract for four more years w.e.f. 01-02-2019. Accordingly, their contract has been extended for four more years. Next appraisal is due and will be done shortly.

8. Audit Reports, balance sheets and income & expenditure accounts

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of financial year 2015-2016, 2016-2017 and 2017-2018 are attached as Annexure-III (a,b,c)(page 141 -152 c.f) which show profits. Provisional balance sheet of 2018-19 presented in 25th GB (Annexure-4) may be seen on page 153 c.f.Internal audit of 2018-2019 is being finalised and of 2019-20 to be commenced. Stability/present financial status can be commented only after the audit of the last Financial Year is completed.

The major chunk of funds are from the Government departments only and some of which are long pending. With timely completion of projects and receipt of funds without undue delay, it is felt that the financial commitment in regularisation with prospective effect can be met by C-Dit.

9. The proposal was forwarded to Government as per the decision taken in the 25th GB for creation of posts and preparation of select list. As such, reservation principles for appointment as per standing law/rules were not observed while preparing the select list already furnished.

10. There has not been any appointment to various regular posts in C-DIT at previous occasions, other than that of regularising casual employees that was done on three occasions. It is seen that the reservation principles for appointment as per standing law/rules have not been observed on earlier occasions.

11. Details of basic qualification and experience required for the proposed posts are attached in Annexure-V

Special Notes furnished by C-Dit w.r.to points 3,4,6,7 above

Note#1: There were 19 candidates in the 'programmer'category as per the first select list. Presently, two of them are engaged in other duties (such as Technical Assistant) as per the renewed contract and then two are engaged in other works as per the work assignment based on the work status report. For that reason, those are not found eligible for the higher scale for Programmer proposed vide letter on page 61 c.f. Remarks in column-(g) of Annexure-II (1,2,23,24) may be seen.

Note#2: There were seven candidates in the category in the category of web/GUI designer as per the first select list. Presently, one of them is engaged in other duties (Office Assistant) as per the present contract and work assignment. The latter will be in a higher scale of pay. Remarks in column-(g) of Annexure-II (14) may be seen.

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Note#3: The role of 'Co-ordinator' is to coordinate state wide projects viz CMO/CMDRF, ration card, tech support at districts, etc. There were six candidates in this category as per the first select list. Presently, five of them are engaged in other duties (such as Technical Assistant) as per the present contract and work assignment. Both posts are in the same scale of pay. Remarks in column-(g) ofAnnexure-II (6 to 10) may be seen.

Note#4: There were two candidates in the category of 'Call Center Executive' as per the first select list. Presently, both of them are engaged in other duties (such as Junior Technician and Technical Assistant) as per the present contract and work assignment. One is in the same scale of pay and the other is in the higher scale of pay. Remarks in column-(g) of Annexure-II (17) may be seen.

Note#5: there was one candidate in the category of 'Font Designer' as per the first select list. Presently, he is engaged in other duties (such as Technical Assistant) as per the present contract and work assignmnet. The latter is in the higher scale of pay. Remarks in column-(g) of Annexure-II (18) may be seen.

Note#6: There was one candidate in the category of 'Production Assistant' as per the first select list. Presently, he is engaged in other duties (such as Office Assistant) as per the present contract and work assignment. The latter is in the higher scale of pay. Remarks in column-(g) of Annexure-II (19) may be seen.

In the meantime, C-Dit Employees Congress has submitted a representation to the Secretary, E&IT through the Hon'ble V.S Sivakumar MLA, requesting that all the temporary employees of C-Dit proposed for regularisation may be regularised in their entry post. Report from C-Dit requested vide letter on page 112 c.f has not been received so far.

Submitted for orders.

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30/10/2020 08:06 AM **ASWATHY G.S**
Asst IT (C1)

Note # 45

Kindly see notes above. The proposal furnished by C-Dit for regularisation of 173 temporary employees working in the institution was rejected by Government on the basis of the remarks of Finance Department in Note #7 n.f ante, which is offered on the basis of remarks of Law Department in file No. 36410/WW1/15/FIN. Further C-Dit has furnished a proposal for post creation and regularisation of 114 employees who were engaged before 01.08.2010 and are still continuing in C-Dit, with the approval of 25th GB of C-Dit. C-Dit has now furnished the report called for by Government vide lr in page 86 c.f and the same may be seen page 113 c.f. A representation against the creation of one scientist post proposed by C-Dit has been received through Hon'ble V.S Sivakumar MLA and the same has been forwarded for the report of C-Dit, which is not received so far.

Remarks of Law Department may be obtained in the proposal for regularisation 114 contract employees in C-Dit so as to ascertain its scope on legal grounds.

30/10/2020 10:37 AM **AJITHKUMAR A**
SO IT (C)

Note # 46

05/11/2020 04:58 PM **HEMA V**
US (IT C)

Note # 47

Put up a consolidated note by including the facts called for as per Govt lr dated 7/09/2020.

09/11/2020 02:29 PM **VINOD. G**
AS (IT C)

Note # 48

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09/11/2020 02:50 PM **HEMA V**
US (IT C)

Note # 49

Consolidated Note

The Registrar, C-Dit, with the approval of 25th Governing Body of C-Dit has submitted a proposal for creating 114 regular posts in C-Dit and to appoint 114 temporary employees who were engaged before 01.08.2010 and are still continuing in C-Dit, along with a report (may be seen on page 62-64 c.f). The details of posts proposed for creation and their Scale of Pay may be seen on page 65 c.f . List of of employees proposed for appointment in the posts may be seen on page69-79 c.f.

Before the above said proposal to regularize 114 temporary employees, C-Dit has earlier come up with a proposal to regularize 172 employees and Government had rejected the proposal in consultation with Finance Department. Remarks offered by FD may kindly be seen in para Note # 7 n.f . Thereafter the proposal to create 114 posts and to regularise the employees listed in page 69-79 c.f is received from C-Dit.

Government have examined the proposal of C-Dit and called for some details. Reply furnished by C-Dit in this regard is detailed below.

Sl.No.	Details called for by Government	Reply of C-Dit
1	Minutes of 25th GB meeting	Minutes of the 25 th Governing Body meeting may be seen on page 117 c.f
2	Whether further creation of 14 posts in Technical Assistant, 17 posts in Office Assistant (Accts + Admn), 12 posts in Data Entry Operator and 3 posts in Helper category are required as there are 21 Technical Assistants, 9 Office Assistants, 5 Data Entry Operators and 5 Helpers are already there in the institution in permanent positions.	There are 16 major divisions/departments in C-DIT which cater to different realms of technology. The service of the above categories of employees in permanent position is required for the reasons stated below. Technical Assistants provide technical support to internal units as well as to client locations on various projects. Media, Academic, e-Governance, System Integration and Technology Divisions require the service of Technical Assistants. Technical support to various state wide projects are also being provided by them through Regional Centres. The requirement for the Head Office (5) and other four offices in the state capital (4), three Regional Centres (6) and for district level support (20) across the state. The service of Office Assistants/Data Entry Operators are required for establishment, HR,

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		accounting, social security and related matters. Office Assistants are the dealing hands performing administrative and accounting related functions. They are engaged as one OA (Adm) and one OA (Ac) in each division at HO (total 5+5), four city offices (total 5+5) and three Regional Centres (total 3+3). Data Entry Operators are engaged in major divisions at HO (4), four city offices (5), three regional Centres (3) and the rest in client projects (5). Helpers are engaged in HO/HO-production unit (4), city offices (2) and academic division (2)
3	Justification for the need for 19 posts of Programmer, 6 Coordinators and 7 posts of Web / GUI Designer in the institution	Informatics Division is an ISO certified unit performing the design, development, software quality control, documentation, testing, implementation, maintenance of more than 50 software products and solutions. Web service Department handles more than 250 websites (both figures are current) under various projects of Government departments and institutions. The service of programmers and web/GUI designers on regular basis are required for these divisions. Presently there is only one programmer and one junior programmmer on regular basis and the rest are being engaged on casual basis. The role of 'Web/GUI Designer' is to design and development of user interfaces websites, documents required for various projects and trainings, etc. These justify the requirement of 19 Programmers and seven Web/GUI designers.
4	Whether the proposal is merely based on the present post occupied by the employee or based on the need of the institution	As per the decision of 25 th GB (item no 25.09) the proposal for creation of posts and regularisation of employees from the select list was submitted to Government based on the need of the organisation. Selection has to be done from the approved select list to fill up the number of regular posts thus sanctioned by the Government. Appropriate selection criteria may be decided.
5	Whether the posts proposed for creation are suitable for the present area of operation of C-	C-DIT has 16 major divisions/departments which functions in areas like Media Communication, IT & IT enabled services, Web & Social Media, Media and IT Academic,

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	Dit	R&D, Hologram & Security Products, Digitisation, e-Governance Implementation, etc. and hence the posts proposed are suitable for the current areas of operation of C-DIT.
6	Whether C-Dit has executed contract with all the 114 employees listed in the proposal and are valid at the time of furnishing of proposal	C-DIT have executed contract agreement with all the 114 employees listed in the proposal which is valid from 01-02-2019 to 31-01-2023. Annexure-II (page 140 c.f) (List of employees whose designation has been changed as per the agreement executed) and the remarks in column-(g) may also be seen. The designation of those 22 employees were changed – from column-(c) shows the entry designation, to column-(e) that shows the present designation-while renewing the above contract, considering their nature of duties at that time. They are presently engaged on monthly consolidated pay and the corresponding pay shown in columns (d) and (f) are only indicative which show what they would be eligible if regularised in that post. Accordingly appropriate upward/downward revision may be considered. This may attribute to some changes in the number of various posts originally proposed vide letter on page 61 c.f.
7	Whether performance appraisal of the employees were made by C-Dit after their appointment and if so a consolidated report on that	Performance appraisal of employees were done on 2018 before extending their contract for four more years w.e.f. 01-02-2019. Accordingly, their contract has been extended for four more years. Next appraisal is due and will be done shortly.
8	Last three years balance sheet on C-Dit's revenue figures and remarks on the financial stability of the institution on creation of the proposed posts	Audit Reports, balance sheets and income & expenditure accounts of financial year 2015-2016, 2016-2017 and 2017-2018 are attached as Annexure-III (a,b,c)(page 141 -152 c.f) which show profits. Provisional balance sheet of 2018-19 presented in 25 th GB (Annexure-4) may be seen on page 153 c.f. Internal audit of 2018-2019 is being finalised and of 2019-20 to be commenced. Stability/present financial status can be commented only after the audit of the last Financial Year is completed. The major chunk of funds are from the Government departments only and some of which are long pending. With timely completion of projects and receipt of funds

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		without undue delay, it is felt that the financial commitment in regularisation with prospective effect can be met by C-Dit.
9	Whether the reservation principles for appointment as per the standing law / rules has been observed in the proposal for regularization	The proposal was forwarded to Government as per the decision taken in the 25 th GB for creation of posts and preparation of select list. As such, reservation principles for appointment as per standing law/rules were not observed while preparing the select list already furnished.
10	Whether the reservation principle as per the statutory laws has been observed in the regularization carried out in C-Dit earlier	There has not been any appointment to various regular posts in C-DIT at previous occasions, other than that of regularising casual employees that was done on three occasions. It is seen that the reservation principles for appointment as per standing law/rules have not been observed on earlier occasions.
11	Details of basic qualification and experience fixed for the proposed posts included in the proposal for creation	Details of basic qualification and experience required for the proposed posts are attached in Annexure-V

C-Dit was registered as a society in the year 1988 and six core group posts were created in the institution was as per G.O (MS) No. 14/90/CAD dated 11/05/ 1990. Thereafter 55 employees were regularized in 2008, 7 employees were regularized in 2011 and 54 employees were regularised in 2015 by creating such no of posts. It is seen that the employees were regularized in their entry posts considering their prolonged contract with C-Dit for more than a decade at the time of regularisation. The posts were created with the conditions that their creation is only for the purpose of regularising the employees and promotion / further appointment to the vacant posts on this account should be done with the prior approval of Government / GB of C-Dit.

The present proposal by C-Dit is also to regularise 114 number of employees in prolonged contract. In the 114 posts requested, one post is for regularising Sri.Sajan Ambadiyil, who is working as Scientist on contract basis. Petition of C-Dit Employees Congress has been received against the proposal pointing out that the entry cadre of the incumbent in C-Dit was not Scientist. The report of Registrar, C-Dit in page 157-159 says that Sri.Sajan Ambadiyil was engaged as Research Associate in 01.12.2003 on daily wage basis and then converted to contract basis on 27.04.2007. Later in 03.01.2008 he was appointed as Scientist on contract basis on consolidated pay on the basis of the selection process through

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an open notification. On getting extension of contract in subsequent years he completed 10 years service in C-Dit in 02.01.2018. Though Sri.Sajan Ambadiyil was regularised in 2015 in the post of Research Assistant, he moved the Hon'ble High Court for getting regularized in the post of Scientist. On the basis of the direction of Hon'ble High Court, Government considered his application and rejected the request. Further he moved another W.P before the Hon'ble High Court with a prayer for his continuance in the temporary post as Scientist. On the basis of the Hon'ble High Court order, Government permitted him to continue in the temporary post of Scientist cancelling his regularisation. Now C-Dit has included his name for regularisation as Scientist in the present list as he completed more than 10 years tenure in the particular post. In the original proposal for regularisation C-Dit has suggested Scientist post in CSIR / UGC scale. But now an another option is suggested to regularise Sri.Sajan Ambadiyil as Scientist Officer in the State Scale of pay of Rs.39,500 - 83000.

Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local Reference), Finance Department has communicated instructions to all Secretaries, on the basis of the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595- 3612 of 1999 – State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above FD disagreed to the earlier proposal of the Registrar, C-Dit to regularise 172 employees.

Since C-Dit has again come up with a proposal for post creation and regularisation of employees, reducing the number to 114, we may seek the advise of Law Department / Finance Department on the present proposal.

10/11/2020 03:12 PM **AJITHKUMAR A**
SO IT (C)

Note # 50

Vide Note # 49, in the first instance file may be forwarded to Finance Department for remarks.

17/11/2020 02:45 PM **HEMA V**

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US (IT C)

Note # 51

Please see the notes on pre page and the proposal of the Registrar,C-Dit for creating 114 posts in C-Dit and appointing 114 temporary employees working in C-Dit on contract basis.First of all it is submitted that,the proposal for creation of 114 posts in C-dit is not based on a scientific study or based on the need of institution as per present requirement but is merely based on to regularize the employees occupied in the present post.The post of Technical Assistant ,Office assistant ,Data entry operator included in the proposal is not based on a scientific work study and the number are excess when compared to the present activities of the institution.Moreover it is pointed out that the construction of new office of C-dit is in progress and the various offices functioning in the rented building in the city can be shifted to the new office within one year .In this scenario, the number of administrative staff included in the proposal becomes excess in near future .

It is also reported that the reservation principles for appointment as per the statutory laws has not been observed in the present proposal of regularization .It is also seen that the reservation principles for appointment have not been observed on earlier occasion of regularisation in C-dit.

The proposal need to be examined in consultation with Law dept and Finance Department since it involves several legal and financial implications.In the first instant file may be forwarded to Law Department for legal advise on the proposal of the Registrar ,C-Dit with reference to State Of Karnataka Vs Umadevi case and other cases .

20/11/2020 01:40 PM **VINOD. G**
AS (IT C)

Note # 52

As remarked in the file IT-C1/181/2017-ITD, a meeting may be scheduled by Secretary to consolidate the pending human resources issues at CDIT. Based on the legal position, action may then be initiated.

20/11/2020 02:09 PM **K MOHAMMED Y SAFIRULLA IAS**
AS-I IT

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Note # 53

Addl Secy safirulla may take the meeting and put up the file with recommendations

24/11/2020 12:27 PM **SAURABH JAIN IAS**
SECY (IT)

Note # 54

Pls schedule a meeting on 9th December at 11 AM.

25/11/2020 10:11 AM **K MOHAMMED Y SAFIRULLA IAS**
AS-I IT

Note # 55

25/11/2020 10:45 AM **VINOD. G**
AS (IT A)

Note # 56

25/11/2020 10:53 AM **HEMA V**
US (IT A)

Note # 57

25/11/2020 10:55 AM **AJITHKUMAR A**
SO IT (C)

Note # 58

Discussed with AS-1 (IT). The meeting is postponed to **10th December 2020 at 11.00 AM.** Draft letter to the Director and the Registrar, C-Dit informing about the meeting put up for approval.

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25/11/2020 05:24 PM **ASWATHY G.S**
Asst IT (C1)

Note # 59

27/11/2020 02:12 PM **AJITHKUMAR A**
SO IT (C)

Note # 60

27/11/2020 03:29 PM **HEMA V**
US (IT C)

Note # 61

27/11/2020 03:41 PM **AJITHKUMAR A**
SO IT (C)

Note # 62

29/11/2020 11:25 PM **ASWATHY G.S**
Asst IT (C1)

Note # 63

30/11/2020 03:03 PM **KAVITHA.R.A**
Comp-Asst IT (C)

Note # 64

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File submitted for the meeting on**10th December 2020 at 11.00 AM.**

03/12/2020 04:07 PM **ASWATHY G.S**
Asst IT (C1)

Note # 65

A meeting to discuss the HR issues of C-Dit is scheduled on **10.12.2020, 11.00 AM through VC** File may be submitted to Additional Secretary-I to chair the meeting.

The following things may be discussed in the meeting.

1. Proposal of C-Dit to create 114 posts and to regularize the employees working in prolonged contract.

2. Work load of the present regular employees and the need for new permanent posts.

3. Proposal for upgradation / re-designation of the posts created in 2008, 2011 and 2015. A total of 116 posts were created in C-Dit during the above said years with the condition that the vacancies on these posts due to the retirement / resignation of the employees may not be filled. Since the employees are continuing in the posts to which they are regularized, C-Dit has put forth a suggestion for re-designation or upgradation of the posts. In the file for formulation of Special Rules for C-Dit, the Finance Department has agreed for one time promotion / upgradation of 52 posts out of the above 116 posts. In the case of remaining 64 posts, FD has remarked to obtain proposal from C-Dit for creation of regular posts. It may please be noted that 116 posts are already created and the matter of upgradation / making promotion and also inclusion of the posts in Special Rules is the issue now since they are created with the condition that promotions / further filling up is not allowed.

4. Conversion of the posts in CSIR scales to appropriate State scale of pay posts as C-Dit is currently not focusing in reasearch related activities.

5. Financial stability of C-Dit to accommodate the creation of 114 new posts and promotions / upgradations in the existing posts.

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07/12/2020 01:26 PM **AJITHKUMAR A**
SO IT (C)

Note # 66

09/12/2020 04:09 PM **HEMA V**
US (IT C)

Note # 67

Point No 3 & 4 are most critical and a lot of complaints have been received in Govt on the issue of finalisation of Special Rules of C-Dit.Both the proposal of regularization of employees and finalization of special Rules in C-Dit may be examined in separate file .

09/12/2020 04:22 PM **VINOD. G**
AS (IT C)

Note # 68

Meeting conducted yesterday. Let us discuss to prepare a note for further processing.

11/12/2020 10:29 AM **K MOHAMMED Y SAFIRULLA IAS**
AS-I IT

Note # 69

11/12/2020 11:37 AM **VINOD. G**
AS (IT C)

Note # 70

11/12/2020 12:39 PM **HEMA V**

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US (IT C)

Note # 71

Consolidated Note

The Registrar, C-Dit, with the approval of 25 th Governing Body of C-Dit has submitted a proposal for creating 114 regular posts in C-Dit and to appoint 114 temporary employees who were engaged before 01.08.2010 and are still continuing in C-Dit, along with a report (may be seen on page 62-64 c.f). The details of posts proposed for creation and their Scale of Pay may be seen on page 65 c.f . List of of employees proposed for appointment in the posts may be seen onpage 69-79 c.f.

Government have examined the proposal of C-Dit and called for some details. Reply furnished by C-Dit in this regard is detailed below.

Sl.No.	Details called for by Government	Reply of C-Dit
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		(total 3+3). Data Entry Operators are engaged in major divisions at HO (4), four city offices (5), three regional Centres (3) and the rest in client projects (5). Helpers are engaged in HO/HO-production unit (4), city offices (2) and academic division (2)
3	Justification for the need for 19 posts of Programmer, 6 Coordinators and 7 posts of Web / GUI Designer in the institution	Informatics Division is an ISO certified unit performing the design, development, software quality control, documentation, testing, implementation, maintenance of more than 50 software products and solutions. Web service Department handles more than 250 websites (both figures are current) under various projects of Government departments and institutions. The service of programmers and web/GUI designers on regular basis are required for these divisions. Presently there is only one programmer and one junior programmmer on regular basis and the rest are being engaged on casual basis. The role of 'Web/GUI Designer' is to design and development of user interfaces websites, documents required for various projects and trainings, etc. These justify the requirement of 19 Programmers and seven Web/GUI designers.
4	Whether the proposal is merely based on the present post occupied by the employee or based on the need of the institution	As per the decision of 25 th GB (item no 25.09) the proposal for creation of posts and regularisation of employees from the select list was submitted to Government based on the need of the organisation. Selection has to be done from the approved select list to fill up the number of regular posts thus sanctioned by the Government. Appropriate selection criteria may be decided.
5	Whether the posts proposed for creation are suitable for the present area of operation of C-Dit	C-DIT has 16 major divisions/departments which functions in areas like Media Communication, IT & IT enabled services, Web & Social Media, Media and IT Academic, R&D, Hologram & Security Products, Digitisation, e-Governance Implementation, etc. and hence the posts proposed are suitable for the current areas of operation of C-DIT.
6	Whether C-Dit has executed contract with all the 114 employees	C-DIT have executed contract agreement with all the 114 employees listed in the proposal which is valid from 01-02-2019 to 31-01-2023.

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	listed in the proposal and are valid at the time of furnishing of proposal	Annexure-II (page 140 c.f) (List of employees whose designation has been changed as per the agreement executed) and the remarks in column-(g) may also be seen. The designation of those 22 employees were changed – from column-(c) shows the entry designation, to column-(e) that shows the present designation-while renewing the above contract, considering their nature of duties at that time. They are presently engaged on monthly consolidated pay and the corresponding pay shown in columns (d) and (f) are only indicative which show what they would be eligible if regularised in that post. Accordingly appropriate upward/downward revision may be considered. This may attribute to some changes in the number of various posts originally proposed vide letter on page 61 c.f.
7	Whether performance appraisal of the employees were made by C-Dit after their appointment and if so a consolidated report on that	Performance appraisal of employees were done on 2018 before extending their contract for four more years w.e.f. 01-02-2019. Accordingly, their contract has been extended for four more years. Next appraisal is due and will be done shortly.
8	Last three years balance sheet on C-Dit's revenue figures and remarks on the financial stability of the institution on creation of the proposed posts	Audit Reports, balance sheets and income & expenditure accounts of financial year 2015-2016, 2016-2017 and 2017-2018 are attached as Annexure-III (a,b,c)(page 141 -152 c.f) which show profits. Provisional balance sheet of 2018-19 presented in 25 th GB (Annexure-4) may be seen on page 153 c.f. Internal audit of 2018-2019 is being finalised and of 2019-20 to be commenced. Stability/present financial status can be commented only after the audit of the last Financial Year is completed. The major chunk of funds are from the Government departments only and some of which are long pending. With timely completion of projects and receipt of funds without undue delay, it is felt that the financial commitment in regularisation with prospective effect can be met by C-Dit.
9	Whether the reservation principles for appointment as per the standing law / rules has	The proposal was forwarded to Government as per the decision taken in the 25 th GB for creation of posts and preparation of select list. As such, reservation principles for

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	been observed in the proposal for regularization	appointment as per standing law/rules were not observed while preparing the select list already furnished.
10	Whether the reservation principle as per the statutory laws has been observed in the regularization carried out in C-Dit earlier	There has not been any appointment to various regular posts in C-DIT at previous occasions, other than that of regularising casual employees that was done on three occasions. It is seen that the reservation principles for appointment as per standing law/rules have not been observed on earlier occasions.
11	Details of basic qualification and experience fixed for the proposed posts included in the proposal for creation	Details of basic qualification and experience required for the proposed posts are attached in Annexure-V

C-Dit was registered as a society in the year 1988 and six core group posts were created in the institution was as per G.O (MS) No. 14/90/CAD dated 11/05/ 1990. Thereafter 55 employees were regularized in 2008, 7 employees were regularized in 2011 and 54 employees were regularised in 2015 by creating such no of posts. It is seen that the employees were regularized in their entry posts considering their prolonged contract with C-Dit for more than a decade at the time of regularisation. The posts were created with the conditions that their creation is only for the purpose of regularising the employees and promotion / further appointment to the vacant posts on this account should be done with the prior approval of Government / GB of C-Dit.

The present proposal by C-Dit is also to regularise 114 number of employees in prolonged contract. In the 114 posts requested, one post is for regularising Sri.Sajan Ambadiyil, who is working as Scientist on contract basis. Petition of C-Dit Employees Congress has been received against the proposal pointing out that the entry cadre of the incumbent in C-Dit was not Scientist. The report of Registrar, C-Dit in page 157-159 says that Sri.Sajan Ambadiyil was engaged as Research Associate in 01.12.2003 on daily wage basis and then converted to contract basis on 27.04.2007. Later in 03.01.2008 he was appointed as Scientist on contract basis on consolidated pay on the basis of the selection process through an open notification. On getting extension of contract in subsequent years he completed 10 years service in C-Dit in 02.01.2018. Though Sri.Sajan Ambadiyil was regularised in 2015 in the post of Research Assistant, he moved the Hon'ble High Court for getting regularized in the post of Scientist. On the basis of the direction of Hon'ble High Court, Government considered his application and rejected the request. Further

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he moved another W.P before the Hon'ble High Court with a prayer for his continuance in the temporary post as Scientist. On the basis of the Hon'ble High Court order, Government permitted him to continue in the temporary post of Scientist cancelling his regularisation. Now C-Dit has included his name for regularisation as Scientist in the present list as he completed more than 10 years tenure in the particular post. In the original proposal for regularisation C-Dit has suggested Scientist post in CSIR / UGC scale. But now an another option is suggested to regularise Sri.Sajan Ambadiyil as Scientist Officer in the State Scale of pay of Rs.39,500 - 83000.

The Registrar has reported that the C-Dit has been engaging personnel under contract appointment to run the projects undertaken by C-Dit and at present some posts of Heads of Divisions / Department which are of permanent nature and excercising administrative and financial controls are being assigned to temporary employees due to lack of sufficient regular strength. There are temporary employees who have have been engaged for more than ten years, they are now over-aged and not eligible for seeking regular positions through PSC after spending their fruitful years in C-Dit service. The proposal was forwarded to Government as per the decision taken in the GB for creation of posts and preparation of select list. As such, reservation principles for appointment as per standing law/rules were not observed while preparing the select list. It is seen that the reservation principles for appointment as per standing law/rules have not been observed on earlier occasions also.

Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local Reference), Finance Department has communicated instructions to all Secretaries, on the basis of the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595- 3612 of 1999 – State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above FD disagreed to the earlier proposal of the Registrar, C-Dit to regularise 172 employees. Remarks offered by FD may kindly be seen in para Note # 7 n.f . Thereafter the present proposal to create 114 posts and to regularise the employees is received from C-Dit.

Remarks of Law Department may be obtained in the proposal of C-Dit to regularise contract employees.

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16/12/2020 10:30 AM **AJITHKUMAR A**
SO IT (C)

Note # 72

16/12/2020 10:43 AM **HEMA V**
US (IT C)

Note # 73

Please see the notes on pre page and the proposal of the Registrar,C-Dit for creating 114 posts in C-Dit and appointing 114 temporary employees working in C-Dit on contract basis.First of all it is submitted that,the proposal for creation of 114 posts in C-dit is not based on a scientific study or based on the need of institution as per present requirement but is merely based on to regularize the employees occupied in the present post.The post of Technical Assistant ,Office assistant ,Data entry operator included in the proposal is not based on a scientific work study and the number are excess when compared to the present activities of the institution.Moreover it is pointed out that the construction of new office of C-dit is in progress and the various offices functioning in the rented building in the city can be shifted to the new office within one year .In this scenario, the number of administrative staff included in the proposal becomes excess in near future .

It is also reported that the reservation principles for appointment as per the statutory laws has not been observed in the present proposal of regularization .It is also seen that the reservation principles for appointment have not been observed on earlier occasion of regularisation in C-dit.

The proposal need to be examined in consultation with Law dept and Finance Department since it involves several legal and financial implications.In the first instant file may be forwarded to Law Department for legal advise on the proposal of the Registrar ,C-Dit with reference to State Of Karnataka Vs Umadevi case and other cases .

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16/12/2020 10:59 AM **VINOD. G**
AS (IT C)

Note # 74

As mentioned in Note #71 and #73 there are issues regarding the scientific basis for the regularization proposal in the absence of a future roadmap. The financial sustainability of the institution may be at risk if future financial resources (through Government projects) dry up. In the absence of principles of reservation in the current proposal, additional requirements may be required in future to meet statutory provisions.

File may be forwarded to Law first and subsequently to finance department for remarks.

16/12/2020 11:37 AM **K MOHAMMED Y SAFIRULLA IAS**
AS-I IT

Note # 75

16/12/2020 12:05 PM **SAURABH JAIN IAS**
SECY (IT)

Note # 76

16/12/2020 12:32 PM **K MOHAMMED Y SAFIRULLA IAS**
AS-I IT

Note # 77

16/12/2020 12:37 PM **VINOD. G**
AS (IT A)

Note # 78

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16/12/2020 02:47 PM **HEMA V**
US (IT A)

Note # 79

16/12/2020 02:51 PM **AJITHKUMAR A**
SO IT (C)

Note # 80

16/12/2020 04:39 PM **BEENA S**
CRU.LAW

Note # 81

18497.PDF

05/01/2021 04:13 PM **SIGI K K**
SO (OPN-F) LAW

Note # 82

06/01/2021 10:38 AM **SUNILKUMAR K S**
ATTENDER (OS) IT

Note # 83

Consolidated Note

The Registrar, C-Dit, with the approval of 25th Governing Body of C-Dit has submitted a proposal for creating 114 regular posts in C-Dit and to appoint 114 temporary employees who were engaged before 01.08.2010 and are still continuing in C-Dit, along with a report (may be seen on page 62-64

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c.f). The details of posts proposed for creation and their Scale of Pay may be seen on page 65 c.f . List of of employees proposed for appointment in the posts may be seen on page 69-79 c.f. Government have examined the proposal of C-Dit and called for some clarifications / details vide letter in pages 86 - 87 c.f and the reply furnished by C-Dit may be seen page 113 - 156 c.f .

C-Dit was registered as a society in the year 1988 and six core group posts were created in the institution was as per G.O (MS) No. 14/90/CAD dated 11/05/ 1990. Thereafter 55 employees were regularized in 2008, 7 employees were regularized in 2011 and 54 employees were regularised in 2015 by creating such no of posts (Copies of the G.Os attached as local reference). It is seen that the employees were regularized in their entry posts considering their prolonged contract with C-Dit for more than a decade at the time of regularisation. The posts were created with the conditions that their creation is only for the purpose of regularising the employees and promotion / further appointment to the vacant posts on this account should be done with the prior approval of Government / GB of C-Dit.

The Registrar has reported that the C-Dit has been engaging personnel under contract appointment to run the projects undertaken by C-Dit and at present some posts of Heads of Divisions / Department which are of permanent nature and excercising administrative and financial controls are being assigned to temporary employees due to lack of sufficient regular strength. There are temporary employees who have have been engaged for more than ten years, they are now over-aged and not eligible for seeking regular positions through PSC after spending their fruitful years in C-Dit service. The proposal was forwarded to Government as per the decision taken in the GB for creation of posts and preparation of select list. As such, reservation principles for appointment as per standing law/rules were not observed while preparing the select list. It is seen that the reservation principles for appointment as per standing law/rules have not been observed on earlier occasions also.

Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local Reference), Finance Department has communicated instructions to all Secretaries, on the basis of the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595- 3612 of 1999 – State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above FD disagreed to the earlier proposal of the Registrar, C-Dit to regularise 172 employees. Remarks offered by FD may kindly be seen in para Note # 7 n.f . Thereafter the present proposal to create 114 posts and to regularise the

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employees is received from C-Dit.

Remarks of offered by Law Department in the proposal for regularization of 114 employees is as follows.

ഭരണവകുപ്പിന്റെ നിർദ്ദേശം പരിശോധിച്ചതിൽ നിലവിലില്ലാത്ത തസ്തികകളിൽ കഴിഞ്ഞ കുറെക്കാലമായി കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്ന 114പേരെ തസ്തിക സൃഷ്ടിച്ച് സ്ഥിരപ്പെടുത്തുന്നതിന് വേണ്ടിയുള്ള പ്രപ്പോസലാണ് CDIT രജിസ്റ്റാർ സമർപ്പിച്ചിട്ടുള്ളത് എന്നാണ്. സ്ഥാപനത്തിൽ നിയമനരീതി സംബന്ധിച്ചിട്ടുള്ള ചട്ടങ്ങളും പുറപ്പെടുവിച്ചിട്ടില്ലായെന്നും ഫയലിൽനിന്നും വ്യക്തമാകുന്നുണ്ട്. ഇല്ലാത്ത തസ്തികകളിലാണ് കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്നത് എന്നതിനാൽ കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങൾക്ക് മാത്രമേ ഇവർക്ക് അർഹതയുള്ളൂ.

പബ്ലിക് എംപ്ലോയ്മെന്റിൻ കീഴിൽ വരുന്ന തസ്തികകളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു.സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത്. പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ ഫയലിലെ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയാക്കി സ്ഥിരപ്പെടുത്തുന്നതിന് ബഹു. കോടതി അനുമതി നൽകിയിരുന്നത്. ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്ത:സത്ത.

നിലവിലെ ഫയലിലെ വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടു കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളൂ. തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്ന കാര്യം ഭരണവകുപ്പിനെ അറിയിക്കുന്നു.

The remarks offered by Law Department clearly states that the employees who are working in contract basis and in non sanctioned posts are eligible for the benefits as per their contract only. Sanctioned posts are not available in C-Dit to make appointments as proposed. Appointments are possible only after creation of the required number of posts. Systematic procedures for making regular appointments also to be followed. The Law Department has also advised that appointments to be made by following reservation principles wherever applicable and also by giving equal opportunity to equally qualified.

Remarks Finance Department may also be obtained in the matter.

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06/01/2021 03:22 PM **AJITHKUMAR A**
SO IT (C)

Note # 84

Please see the notes on pre-page and the remarks of the Law Dept at Note # 81 .As per the advise of the Law Dept, it is illegal to regularize the contract appointments in permanent positions in C-Dit which defeats the principles behind the systematic procedures for making regular appointments.Also the regularisation of the contract employees deny the right of reservation to the benefited and equal opportunity to equally qualified.

The proposal for creation of 114 posts in C-dit is not based on a scientific study or based on the need of institution as per present requirement but is merely based on to regularize the employees occupied in the present post.The post of Technical Assistant ,Office assistant ,Data entry operator included in the proposal is not based on a scientific work study and the number are excess when compared to the present activities of the institution.Creation of 114 posts without looking the present area of operation of C-Dit may also adversely effect the financial stability of the institution a lot.

In the above circumstances, the file may be forwarded to Fin Department for remarks on the proposal of the Registrar,C-Dit for creating 114 regular posts in C-Dit and to appoint 114 temporary employees who were engaged before 01.08.2010 and are still continuing in C-Dit taking into accounts of the advise of the Law Dept and their earlier remarks in the matter.

07/01/2021 04:32 PM **VINOD. G**
AS (IT C)

Note # 85

Pls forward to Finance for remarks.

08/01/2021 07:32 PM **K MOHAMMED Y SAFIRULLA IAS**
AS (FULL ADDL.CHARGE OF SECY) IT

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Note # 86

11/01/2021 10:46 AM **VINOD. G**
AS (IT A)

Note # 87

11/01/2021 10:52 AM **AJITHKUMAR A**
SO IT (C)

Note # 88

11/01/2021 11:00 AM **ASWATHY G.S**
Asst IT (C1)

Note # 89

11/01/2021 11:15 AM **LIJA L.J**
AO(PU-C,FIN)

Note # 90

(1243747) PU-C2/111/2019-FIN Finance (PU-C) Department

(1211587) IT-C1/136/2019-ITD Dated:13/1/2021

ധനവകുപ്പ് മുൻപ് നൽകിയ അഭിപ്രായത്തിലേയ്ക്ക് ഭരണവകുപ്പിൻറെ ശ്രദ്ധ ക്ഷണിക്കുന്നു (remarks dated 20/11/2019).ടി

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അഭിപ്രായത്തോടൊപ്പം ഭരണ വകുപ്പിന് , പ്രസ്തുത തസ്തികകളിൽ സ്ഥിരപ്പെടുത്തൽ അത്യാവശ്യമാണെന്ന് കരുതുന്നുവെങ്കിൽ , മന്ത്രിസഭയുടെ പരിഗണനക്ക് സമർപ്പിച്ച തീരുമാനം എടുക്കാവുന്നതാണെന്നും അറിയിക്കുന്നു.

ഇതിന് ബഹു. ധനവകുപ്പ് മന്ത്രിയുടെ അംഗീകാരമുണ്ട്.

ധനകാര്യ വ്യയം സെക്രട്ടറിക്കു വേണ്ടി

13/01/2021 11:42 AM **LIJA L.J**
AO(PU-C,FIN)

Note # 91

13/01/2021 02:05 PM **AJITHKUMAR A**
SO IT (C)

Note # 92

Consolidated Note

This file deals with the proposal submitted by C-Dit for creating 114 regular posts in C-Dit and to appoint 114 temporary employees who were engaged before 01.08.2010 and are still continuing in C-Dit.

C-Dit had earlier submitted a proposal to Government for the regularisation of 172 temporary employees in C-Dit. We have consulted Finance Dept for advice and vide Note#7, they remarked as follows;

"The Administrative Department is informed that the employees joined in C-Dit from 12/2002 to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595- 3612 of 1999 – State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in

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permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed."

Accordingly the proposal was rejected.

Now with the approval of 25th Governing Body of C-Dit, the Registrar, C-Dit has submitted a proposal for creating 114 regular posts in C-Dit and to appoint 114 temporary employees who were engaged before 01.08.2010 and are still continuing in C-Dit, along with a report (may be seen on page 62-64 c.f) . The details of posts proposed for creation and their Scale of Pay may be seen on page 65 c.f . List of of employees proposed for appointment in the posts may be seen on page 69-79 c.f. Government have examined the proposal of C-Dit and called for some clarifications /details vide letter in pages 86 - 87 c.f and the reply furnished by C-Dit may be seen page 113 - 156 c.f.

C-Dit was registered as a society in the year 1988 and six core group posts were created in the institution was as per G.O (MS) No. 14/90/CAD dated 11/05/ 1990. Thereafter 55 employees were regularized in 2008, 7 employees were regularized in 2011 and 54 employees were regularised in 2015 by creating such no of posts (Copies of the G.Os attached as local reference). It is seen that the employees were regularized in their entry posts considering their prolonged contract with C-Dit for more than a decade at the time of regularisation. The posts were created with the conditions that their creation is only for the purpose of regularising the employees and promotion / further appointment to the vacant posts on this account should be done with the prior approval of Government / GB of C-Dit.

The Registrar has reported that the C-Dit has been engaging personnel under contract appointment to run the projects undertaken by C-Dit and at present some posts of Heads of Divisions / Department which are of permanent nature and excercising administrative and financial controls are being assigned to temporary employees due to lack of sufficient regular strength. There are temporary employees who have have been engaged for more than ten years, they are now over-aged and not eligible for seeking regular positions through PSC after spending their fruitful years in C-Dit service. The proposal was forwarded to Government as per the decision taken in the GB for creation of posts and preparation of select list. As such, reservation principles for appointment as per standing law/rules were not observed while preparing the select list. It is seen that the reservation principles for appointment as per standing law/rules have not been observed on earlier occasions also.

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Remarks of offered by Law Department in the proposal for regularization of 114 employees is as follows.

"ഭരണവകുപ്പിന്റെ നിർദ്ദേശം പരിശോധിച്ചതിൽ നിലവിലില്ലാത്ത തസ്തികകളിൽ കഴിഞ്ഞ കുറെക്കാലമായി കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്ന 114 പേരെ തസ്തിക സൃഷ്ടിച്ച് സ്ഥിരപ്പെടുത്തുന്നതിന് വേണ്ടിയുള്ള പ്രപ്പോസലാണ് C D I T രജിസ്ട്രാർ സമർപ്പിച്ചിട്ടുള്ളത് എന്നാണ്. സ്ഥാപനത്തിൽ നിയമനരീതി സംബന്ധിച്ചിട്ടുള്ള ചട്ടങ്ങളും പുറപ്പെടുവിച്ചിട്ടില്ലായെന്നും ഫയലിൽനിന്നും വ്യക്തമാകുന്നുണ്ട്. ഇല്ലാത്ത തസ്തികകളിലാണ് കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്നത് എന്നതിനാൽ കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങൾക്ക് മാത്രമേ ഇവർക്ക് അർഹതയുള്ളു.

പബ്ലിക് എംപ്ലോയ്മെന്റിൽ കീഴിൽ വരുന്ന തസ്തികളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത്. പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ ഫയലിലെ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയാക്കി സ്ഥിരപ്പെടുത്തുന്നതിന് ബഹു. കോടതി അനുമതി നൽകിയിരുന്നത്. ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്തസത്ത.

നിലവിലെ ഫയലിലെ വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടു കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളു. തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്ന കാര്യം ഭരണവകുപ്പിനെ അറിയിക്കുന്നു."

File was then forwarded to Finance Dept on the proposal for regularization of 114 employees in C-Dit and they offered as follows;

"ധനവകുപ്പ് മുൻപ് നൽകിയ അഭിപ്രായത്തിലേയ്ക്ക് ഭരണവകുപ്പിൻറെ ശ്രദ്ധ ക്ഷണിക്കുന്നു(remarks dated 20/11/2019).ടി അഭിപ്രായത്തോടൊപ്പം ഭരണ വകുപ്പിന് , പ്രസ്തുത തസ്തികകളിൽ സ്ഥിരപ്പെടുത്തൽ അത്യാവശ്യമാണെന്ന് കരുതുന്നുവെങ്കിൽ , മന്ത്രിസഭയുടെ പരിഗണനക്ക് സമർപ്പിച്ച തീരുമാനം എടുക്കാവുന്നതാണെന്നും അറിയിക്കുന്നു.

ഇതിന് ബഹു. ധനവകുപ്പ് മന്ത്രിയുടെ അംഗീകാരമുണ്ട്."

File submitted for orders.

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18/01/2021 02:35 PM **ASWATHY G.S**
Asst IT (C1)

Note # 93

19/01/2021 10:56 AM **AJITHKUMAR A**
SO IT (C)

Note # 94

Vide notes at Note # 92 ante, Finance Department and Law Department have not concurred to the regularization of the contract/temporary employees. It is stated that the proposal does not come under the ambit of directions of the Apex court in Umadevi Vs State of Karnataka. On the basis of their remarks, file may be circulated to Hon'ble CM for orders whether the proposal may be rejected or not.

19/01/2021 03:00 PM **HEMA V**
US (IT C)

Note # 95

19/01/2021 03:31 PM **VINOD. G**
AS (IT C)

Note # 96

The Finance department in its remarks dated 23.11.2019 has remarked that "Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed."

The Law department has also recommended against the regularisation of the

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employees reference the judgement in Hon'ble Supreme Court in the case "State of Karnataka Vs.Umadevi and others".

In the above context of remarks received from Finance and Law department and looking at the additional financial burden this may bring to CDIT, I do not recommend the regularization of CDIT employees.

19/01/2021 04:45 PM **K MOHAMMED Y SAFIRULLA IAS**
AS (FULL ADDL.CHARGE OF SECY) IT

Note # 97

ധനകാര്യവകുപ്പിന്റെ അഭിപ്രായം കൂടി കണക്കിലെടുത്ത് 10 വർഷം പൂർത്തിയാക്കിയ ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്ന വിഷയം മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുക.

21/01/2021 09:46 AM **PINARAYI VIJAYAN**
CM,GOK

Note # 98

21/01/2021 12:06 PM **K MOHAMMED Y SAFIRULLA IAS**
AS (FULL ADDL.CHARGE OF SECY) IT

Note # 99

21/01/2021 12:37 PM **VINOD. G**
AS (IT A)

Note # 100

21/01/2021 01:04 PM **HEMA V**
US (IT A)

Note # 101

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സമാഹൃതക്കുറിപ്പ്

സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി(സി-ഡിറ്റ്) യിൽ താൽകാലിക തസ്തികകളിൽ ജോലി ചെയ്യവരുന്ന 114 ജീവനക്കാരെ സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസൽ സംബന്ധിച്ചുള്ളതാണ് ഈ ഫയൽ

1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്ററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) ഇലക്ട്രോണിക്സും വിവരസാങ്കേതികവിദ്യയും വകുപ്പിന്റെ ഭരണനിയന്ത്രണത്തിലുള്ള സ്വയംഭരണ സ്ഥാപനമാണ്. സി-ഡിറ്റിന്റെ ആരംഭകാലത്ത് 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിച്ചിരുന്നു തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താൽകാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്യവന്ന 55 ജീവനക്കാരെ 2008 ലും, 7 ജീവനക്കാരെ 2011 ലും, 54 ജീവനക്കാരെ 2015 ലും സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്തിട്ടുണ്ട് 6 കോർ ഗ്രൂപ്പ് തസ്തികകളൊഴികെ സി-ഡിറ്റിൽ സൃഷ്ടിച്ചിട്ടുള്ള 116 തസ്തികകളും ആയതിൽ നിയമിക്കപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടെ ഇല്ലാതാകുമെന്നും പ്രസ്തുത തസ്തികകളിലേക്ക് പുന:നിയമനങ്ങളോ പ്രൊമോഷനുകളോ സർക്കാരിന്റെയും സി-ഡിറ്റ് ഭരണ സമിതിയുടെയും അനുമതിയില്ലാതെ നടത്തുവാൻ പാടില്ല എന്നുമുള്ള നിബന്ധനയ്ക്ക് വിധേയമായാണ് സൃഷ്ടിച്ചിട്ടുള്ളത്.

സി-ഡിറ്റിൽ താൽകാലിക തസ്തികകളിൽ ജോലിചെയ്യവരുന്ന172 ജീവനക്കാരെ തസ്തിക സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിന് സി-ഡിറ്റ് ഭരണ സമിതിയുടെ അംഗീകാരത്തോടെ സി-ഡിറ്റ് രജിസ്ട്രാർ സർക്കാരിലേക്ക് പ്രൊപ്പോസൽ സമർപ്പിച്ചിരുന്നു. പ്രസ്തുത പ്രൊപ്പോസൽ ഇലക്ട്രോണികസ് & വിവര സാങ്കേതിക വിദ്യ വകുപ്പിൽ പരിശോധിക്കുകയും ധനകാര്യ വകുപ്പ് നൽകിയ അഭിപ്രായത്തിന്റെ കൂടി അടിസ്ഥാനത്തിൽ സി-ഡിറ്റിന്റെ പ്രൊപ്പോസൽ നിരസിക്കുന്നതിന് തീരുമാനമെടുക്കുകയും വിവരം സിഡിറ്റിനെ അറിയിക്കുകയും ചെയ്തു. തുടർന്ന് സി-ഡിറ്റിന്റെ ഭരണ സമിതിയുടെ അംഗീകാരത്തോടുകൂടി114 താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനുള്ള പ്രൊപ്പോസൽ സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ചു ബഹു. സുപ്രീംകോടതിയുടെ വിധിന്യായത്തിന്റെ അടിസ്ഥാനത്തിൽ നിയമവകുപ്പിന്റെ ഉപദേശ പ്രകാരം ധനകാര്യ വകുപ്പ് പുറപ്പെടുവിച്ചിട്ടുള്ള നിർദ്ദേശങ്ങൾ താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് വിലക്കിയിട്ടുള്ള സാഹചര്യത്തിൽ സി-ഡിറ്റ് ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി സമർപ്പിച്ച പ്രൊപ്പോസലിൻമേൽ നിയമവകുപ്പിന്റെ ഉപദേശം തേടുകയുണ്ടായി. കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്ന ജീവനക്കാർക്ക് കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങൾക്ക് മാത്രമേ അർഹതയുള്ളു എന്നും പബ്ലിക് എംപ്ലോയ്മെന്റിൽ കീഴിൽ വരുന്ന തസ്തികളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത് എന്നും പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയാക്കി സ്ഥിരപ്പെടുത്തുന്നതിനാണ് ബഹു. കോടതി അനുമതി നൽകിയിരുന്നത് എന്നും ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്ത:സത്ത എന്നും അറിയിച്ചുകൊണ്ട് നിലവിലെ വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടു കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളു എന്നും തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്നും നിയമവകുപ്പ് ഉപദേശം നൽകുകയുണ്ടായി.

നിയമ വകുപ്പ് നൽകിയിട്ടുള്ള അഭിപ്രായ സഹിതം ഫയൽ ഒരിക്കൽകൂടി ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തിനായി അയച്ചപ്പോൾ ധനകാര്യ വകുപ്പ് മുൻപ് നൽകിയ അഭിപ്രായത്തോടൊപ്പം സ്ഥിരപ്പെടുത്തൽ അത്യാവശ്യമാണെന്ന് കരുതുന്നുവെങ്കിൽ, മന്ത്രിസഭയുടെ പരിഗണനക്ക് സമർപ്പിച്ച തീരുമാനം എടുക്കാവുന്നതാണെന്ന് അറിയിക്കുകയാണുണ്ടായത്.

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സി-ഡിറ്റിലെ 114 താൽകാലിക ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്ന വിഷയം ബഹ്മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ ബഹു.മുഖ്യമന്ത്രി ഉത്തരവായിട്ടുണ്ട്.

സി-ഡിറ്റ് റഗുലറൈസേഷന് സമർപ്പിച്ചിട്ടുള്ള പ്രൊപ്പോസലിൽ ഉൾപ്പെട്ടിട്ടുള്ള ജീവനക്കാരെല്ലാം തന്നെ 31.12.2020 ന് 10 വർഷ താൽകാലിക സർവ്വീസ് പൂർത്തിയാക്കിയവരാണ് അതിൽ ശ്രീ.സാജൻ അമ്പാടിയിൽ എന്ന വ്യക്തിയെ സയന്റിസ്റ്റ് തസ്തികയിൽ സി.എസ്.ഐ.ആർ സ്കെയിലിൽ (15600 – 39100 + GP 5400) റഗുലറൈസ് ചെയ്യുന്നതിനാണ് ഉൾപ്പെടുത്തിയിട്ടുള്ളത്. ശ്രീ.സാജൻ അമ്പാടിയിൽ-നെ അപ്രകാരം റഗുലറൈസ് ചെയ്യുന്നതിനെതിരെ സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് പരാതി സമർപ്പിച്ചിട്ടുണ്ട് ഇക്കാര്യത്തിൽ സി-ഡിറ്റ് രജിസ്ട്രാറുടെ റിപ്പോർട്ട് ഇപ്രകാരമാണ് ശ്രീ.സാജൻ അമ്പാടിയിൽ 01.12.2003 ൽ ദിവസവേതനാടിസ്ഥാനത്തിൽ റിസർച്ച് അസിസ്റ്റന്റ് തസ്തികയിൽ നിയമിക്കപ്പെടുകയും 27.04.2007 മുതൽ കരാർ നിയമനത്തിലേക്ക് മാറ്റപ്പെടുകയും ചെയ്തു. തുടർന്ന് ഓപ്പൺ നോട്ടിഫിക്കേഷൻ മുഖേന തെരഞ്ഞെടുക്കപ്പെട്ട് 03.01.2008 മുതൽ ഒരു വർഷത്തേക്ക് സയന്റിസ്റ്റ്/ എൻജിനീയർ (റിസർച്ച്) തസ്തികയിൽ ടിയാൻ നിയമിക്കപ്പെടുകയുണ്ടായി. തുടർന്ന് ടിയാന്റെ കാലാവധി ദീർഘിപ്പിച്ച് ലഭിക്കുകയും02.01.2018 ൽ 10 വർഷം പൂർത്തിയാക്കുകയും ചെയ്തു സി-ഡിറ്റിൽ 2015 ൽ ശ്രീ.സാജൻ അമ്പാടിയിൽ-നെ ടിയാന്റെ എൻടി കേഡർ തസ്തികയായ റിസർച്ച് അസിസ്റ്റന്റ് തസ്തികയിൽ റഗുലറൈസ് ചെയ്തുവെങ്കിലും ആയത് സ്വീകരിക്കാതെ ശ്രീ.സാജൻ അമ്പാടിയിൽ ബഹു.ഹൈക്കോടതി മുമ്പാകെ റിട്ട് ഹർജി ഫയൽ ചെയ്ത് കരാർ തസ്തികയിൽ തുടരാൻ അനുവദിക്കണമെന്ന് അപേക്ഷിച്ചതിന്റെ അടിസ്ഥാനത്തിൽ ടിയാനെ സയന്റിസ്റ്റ് (റിസർച്ച്) തസ്തികയിൽ കരാർ കാലാവധി തീരുന്നതുവരെ തുടരാൻ സർക്കാർ അനുവദിച്ചു ശ്രീ.സാജൻ അമ്പാടിയിൽ സയന്റിസ്റ്റ് (റിസർച്ച്) തസ്തികയിൽ 02.01.2018 ൽ 10 വർഷം പൂർത്തിയാക്കിയ സാഹചര്യത്തിലാണ് ടിയാനെ സയന്റിസ്റ്റ് തസ്തികയിൽ റഗുലറൈസ് ചെയ്യുന്നതിന് സി-ഡിറ്റ് ഇപ്പോൾ പ്രൊപ്പോസ് ചെയ്തിട്ടുള്ളത്.

ശ്രീ.സാജൻ അമ്പാടിയിൽ - നെ സി.എസ്.ഐ.ആർ സ്കെയിലിൽ സയന്റിസ്റ്റ് തസ്തികയിലേക്കോ അല്ലെങ്കിൽ ആനുപാതികമായ സ്റ്റേറ്റ് സ്കെയിൽ 39500 – 83000 –ൽ സയന്റിസ്റ്റ് ഓഫീസർ എന്ന തസ്തികയിലേക്കോ പരിഗണിക്കാവുന്നതാണെന്ന് സി-ഡിറ്റ് രജിസ്ട്രാർ അഭിപ്രായപ്പെട്ടിട്ടുണ്ട് 2003 ൽ സി-ഡിറ്റിൽ റിസർച്ച് അസിസ്റ്റന്റായി നിയമനം ലഭിച്ച ശ്രീ.സാജൻ അമ്പാടിയിൽ ഒരു ഓപ്പൺ നോട്ടിഫിക്കേഷൻ സെലക്ഷനിലൂടെ 03.01.2008 ൽ സയന്റിസ്റ്റ് തസ്തികയിൽ കരാർ അടിസ്ഥാനത്തിൽ നിയമിക്കപ്പെട്ട് ഇപ്പോഴും പ്രസ്തുത തസ്തികയിൽ തുടർന്നുവരുന്നതിനാൽ ടിയാന്റെ എൻടി കേഡർ തസ്തിക സയന്റിസ്റ്റ് ആയി കണക്കാക്കുന്നതിൽ അപാകതയില്ല എന്ന് കാണുന്നു. ശ്രീ.സാജൻ അമ്പാടിയിൽ - നെ സയന്റിസ്റ്റ് തസ്തികയിലേക്ക് പരിഗണിക്കുന്നതിനെതിരെ സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് സമർപ്പിച്ച പരാതി മേൽ വസ്തുതകളുടെ അടിസ്ഥാനത്തിൽ പരിഗണിക്കേണ്ടതില്ല എന്നും കാണുന്നു.

സി-ഡിറ്റിന്റെ റഗുലറൈസേഷൻ പ്രൊപ്പോസലിൽ ക്രമ നം 44 ആയി ഉൾപ്പെടുത്തിയിരുക്കുന്ന

ശ്രീ.സത്യനേശൻ എം.വി, വീഡിയോ പ്രൊഡക്ഷൻ കോർഡിനേറ്റർക്ക്SSLC, PGDCA & Multimedia എന്നാണ് വിദ്യാഭ്യാസ യോഗ്യത സൂചിപ്പിച്ചിട്ടുള്ളത് എന്നാൽ ടിയാന് SSLC യോഗ്യത മാത്രമേ ഉള്ളൂ എന്നും സി-ഡിറ്റ് അഭിപ്രായം നൽകിയിട്ടുണ്ട്

റഗുലറൈസ് ചെയ്യുന്നതിനായി ശിപാർശ ചെയ്തിട്ടുള്ള ജീവനക്കാരെ സിഡിറ്റിൽ അവർ ആദ്യനിയമനം നേടിയ തസ്തികകളിലേക്ക് സി-ഡിറ്റിന് നിലവിൽ അനുവദിക്കപ്പെട്ടിട്ടുള്ള ശമ്പള സ്കെയിലിൽ ആണ് പരിഗണിച്ചിട്ടുള്ളത്. ചുവടെ പറയുന്ന സംഗതികളിൽ ആണ് വ്യത്യാസം വന്നിട്ടുള്ളത്

i. ശ്രീ.സാജൻ അമ്പാടിയിൽ - റിസർച്ച് അസിസ്റ്റന്റ് തസ്തികയിൽ2003 ൽ നിയമിക്കപ്പെട്ടെങ്കിലും 03.01.2008 ൽ ഓപ്പൺ നോട്ടിഫിക്കേഷൻ സെലക്ഷനിലൂടെ സയന്റിസ്റ്റ് തസ്തികയിൽ നിയമനം ലഭിച്ചത് എൻടി കേഡർ ആയി കണക്കാക്കി സയന്റിസ്റ്റ് തസ്തികയിൽ റഗുലറൈസേഷന് ശിപാർശ ചെയ്തിരിക്കുന്നു. ശ്രീ.സാജൻ അമ്പാടിയിൽ - സയന്റിസ്റ്റ് തസ്തികയിൽ10 വർഷം പൂർത്തിയാക്കിയ സാഹചര്യത്തിലും സി-ഡിറ്റിലെ സി.എസ്.ഐ.ആർ സയന്റിസ്റ്റ് തസ്തികകൾ സ്റ്റേറ്റ് സ്കെയിലിലേക്ക് മാറ്റുന്ന കാര്യത്തിൽ സർക്കാർ തീരുമാനമെടുത്തിട്ടില്ലാത്ത സാഹചര്യത്തിലും ടിയാനെ സയന്റിസ്റ്റ് തസ്തികയിൽ 15600-39100+GP 5400 സ്കെയിലിൽ

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റഗുലറൈസേഷന് പരിഗണിക്കാവുന്നതാണ്.

ii. സി-ഡിറ്റിൽ പ്രോഗ്രാമർക്കും ജൂനിയർ പ്രോഗ്രാമർക്കും അനുവദിച്ചിട്ടുള്ള ശമ്പള സ്കെയിൽ26500 -56700 ആണ്. ആയതിനാൽ പ്രോഗ്രാമറുടെ ശമ്പള സ്കെയിൽ27800 – 59400 എന്ന് ഉയർത്തുന്നതിന് നിർദ്ദേശം വച്ചുകൊണ്ട് നിലവിലെ പ്രോപ്പോസലിൽ പ്രോഗ്രാമർക്ക് 27800-59400 എന്ന സ്കെയിലാണ് ശിപാർശ ചെയ്തിട്ടുള്ളത് സി-ഡിറ്റ് ജീവനക്കാർക്ക് പത്താം ശമ്പളപരിഷ്കരണം അനുവദിച്ച സ.ഉ (എം.എസ്) നം.20/2018/വി.സ.വ, തീയതി 15.08.2018 ഉത്തരവ് പ്രകാരം പ്രോഗ്രാമർ തസ്തികയ്ക്ക് അനുവദിച്ചിട്ടുള്ള സ്കെയിൽ26500-56700 ആണ്. റഗുലറൈസേഷൻ പ്രൊപ്പോസലിൽ പ്രോഗ്രാമർ തസ്തികയ്ക്ക് സൂചിപ്പിച്ചിട്ടുള്ളത്27800-59400 എന്ന ഉയർന്ന സ്കെയിലാണ് പ്രോഗ്രാമർ തസ്തികയ്ക്ക് 26500-56700 എന്ന സ്കെയിൽ തന്നെ നിലനിർത്താവുന്നതാണ്.

iii. സി-ഡിറ്റിൽ ഡ്രൈവർ കം ക്ലീനർ തസ്തികയ്ക്ക് അനുവദിക്കപ്പെട്ടിട്ടുള്ള26500-56700 സ്കെയിൽ സർക്കാർ കോമൺ കാറ്റഗറികൾക്കായി അനുവദിച്ചിട്ടുള്ള സ്കെയിലിനെക്കാളും ഉയർന്നതാകയാൽ പ്രസ്തുത തസ്തികയുടെ സ്കെയിൽ 18,000-41,500 ലേക്ക് താഴ്ത്തുന്നതിന് പ്രോപ്പോസ് ചെയ്തിരിക്കുന്നു. ആയത് പരിഗണിക്കാവുന്നതാണ്.

iv. സി-ഡിറ്റിൽ പ്രോഗ്രാമർക്ക് പരിഗണിച്ചുവരുന്ന യോഗ്യതകൾB.Tech / MCA / Msc Comp Science ആയിരിക്കെ പ്രോഗ്രാമർ തസ്തികയിൽ റഗുലറൈസേഷന് പരിഗണിച്ചിട്ടുള്ള ശ്രീ.അജയ്.വി (ക്രമ നം.11) ബി.എസ്.സി കംപ്യൂട്ടർ സയൻസ് യോഗ്യതയുമായി17.10.2007 ൽ സി-ഡിറ്റിൽ ജോലിയിൽ പ്രവേശിച്ച ശേഷം01.07.2008 ലാണ് എം.സി.എ യോഗ്യത കരസ്ഥമാക്കിയിട്ടുള്ളത്. ടിയാന്റെ അർഹതപ്പെട്ട സേവനകാലയളവ് തസ്തിക, ശമ്പള സ്കെയിൽ എന്നിവ ഇക്കാര്യം കണക്കിലെടുത്ത് നിശ്ചയിക്കേണ്ടതുണ്ട് എന്നാണ് രജിസ്ട്രാർ അഭിപ്രായപ്പെട്ടിട്ടുള്ളത്. ശ്രീ. അജയ്.വി 2007 ൽ MCA ബിരുദം കരസ്ഥമാക്കിയിട്ടുള്ളതിനാൽ ടിയാനെ പ്രോഗ്രാമർ തസ്തികയിലേക്ക് തന്നെ പരിഗണിക്കാവുന്നതാണ്.

സി-ഡിറ്റ് സമർപ്പിച്ചിട്ടുള്ള പ്രൊപ്പോസൽ (ജീവനക്കാരുടെ പട്ടിക[ന.ഫ പുറം 69-78](#)) ചുവടെ പറയുന്ന ഭേദഗതികളോടെ ബഹു.മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കാവുന്നതാണ്.

1. സി-ഡിറ്റ് ജീവനക്കാർക്ക് പത്താം ശമ്പളപരിഷ്കരണം അനുവദിച്ച സഭ (എം.എസ്) നം.20/2018/വി.സ.വ, തീയതി 15.08.2018 ഉത്തരവ് പ്രകാരം പ്രോഗ്രാമർ തസ്തികയ്ക്ക് അനുവദിച്ചിട്ടുള്ള സ്കെയിൽ 26500-56700 ആണ്. റഗുലറൈസേഷൻ പ്രൊപ്പോസലിൽ പ്രോഗ്രാമർ തസ്തികയ്ക്ക് സൂചിപ്പിച്ചിട്ടുള്ളത് 27800-59400 എന്ന ഉയർന്ന സ്കെയിലാണ് പ്രോഗ്രാമർ തസ്തികയ്ക്ക് 26500-56700 എന്ന സ്കെയിൽ തന്നെ നിലനിർത്താവുന്നതാണ്
2. ഓഫീസ് അസിസ്റ്റന്റ് (അക്കൗണ്ട്സ് / അഡ്മിനിസ്ട്രേഷൻ) എന്ന വേർതിരിവില്ലാതെ ഓഫീസ് അസിസ്റ്റന്റ് എന്ന് നിശ്ചയിക്കുന്നത് ജോലിഭാരമനുസരിച്ച് തസ്തികകൾ പുനർവിന്യസിക്കുന്നതിന് സഹായകരമാകും എന്നതിനാൽ അപ്രകാരം പരിഗണിക്കാവുന്നതാണ്.
3. പ്രോപ്പോസലിൽ ക്രമ നം 44 ആയി ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീ.സത്യനേശൻ.വി യുടെ തസ്തിക ടിയാന്റെ വിദ്യാഭ്യാസ യോഗ്യത സംബന്ധിച്ച സി-ഡിറ്റ് രജിസ്ട്രാറുടെ അഭിപ്രായത്തിന്റെ അടിസ്ഥാനത്തിൽ വീഡിയോ പ്രൊഡക്ഷൻ അസിസ്റ്റന്റ് എന്ന് നിശ്ചയിക്കുന്നത് പരിഗണിക്കാവുന്നതാണ്.
4. പ്രൊപ്പോസലിൽ ക്രമ നം 56 ആയി ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീമതി. പാർവ്വതി തമ്പിയ്ക്ക് ബിഎ വിദ്യാഭ്യാസ യോഗ്യത മാത്രമാണുള്ളത് എന്നതിനാൽ ടിയാളെ സാങ്കേതിക തസ്തികയ്ക്ക പകരം ഓഫീസ് അസിസ്റ്റന്റ് തസ്തികയിൽ റഗുലറൈസ് ചെയ്യുന്ന കാര്യം പരിഗണിക്കാവുന്നതാണ്.

ചുവടെ പറയുന്ന നിർദ്ദേശങ്ങൾ സി-ഡിറ്റിന് നൽകാവുന്ന കാര്യം കൂടി ബഹു.മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കാവുന്നതാണ്.

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a. ഓഫീസ് അസിസ്റ്റന്റ് / ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ തസ്തികകളിൽ വളരെയധികം ജീവനക്കാരുള്ള സാഹചര്യത്തിൽ പ്രസ്തുത തസ്തികകളിലേക്ക് സർക്കാർ അനുമതിയില്ലാതെ കരാർ നിയമനങ്ങൾ ഇനി നടത്താൻ പാടില്ല.

b. സി-ഡിറ്റിന്റെ വിവിധ പദ്ധതികളിലേക്ക് നിയമിക്കപ്പെടുന്ന താൽകാലിക ജീവനക്കാരെ യാതൊരു കാരണവശാലും 5 വർഷം അല്ലെങ്കിൽ 3 0 വയസിൽ കൂടുതൽ തുടരാൻ അനുവദിക്കരുത്. സ്ഥിരനിയമത്തിന് അർഹതയുണ്ടായിരിക്കില്ല എന്നത് നിയമന ഉത്തരവിലും കരാറിലും പ്രത്യേകം സൂചിപ്പിക്കേണ്ടതാണ്.

c. ഒരു വർഷത്തിൽ കൂടുതൽ ദൈർഘ്യം വരുന്ന താൽകാലിക തസ്തികകൾ സർക്കാരിന്റെ അനുമതിയോടുകൂടി മാത്രമേ സൃഷ്ടിക്കുവാൻ പാടുള്ളൂ. സി-ഡിറ്റ് സ്വമേധയാ സൃഷ്ടിക്കുന്ന താൽകാലിക തസ്തികകൾ ഒരു വർഷത്തിനുശേഷം യാതൊരു കാരണവശാലും തുടരുവാൻ പാടില്ലാത്തതും അത്തരം തസ്തികകൾക്ക് തുടർച്ചാനുമതി ലഭിക്കുന്നതിനോ തുടർന്നതിന് ശേഷം സാധൂകരണത്തിനോ ഉള്ള പ്രൊപ്പോസലുകൾ സർക്കാർ അനുമതിക്കായി സമർപ്പിക്കുവാൻ പാടില്ലാത്തതുമാണ്.

ശമ്പള സ്കെയിൽ, . വിദ്യാഭ്യാസ യോഗ്യത എന്നിവയുടെ അടിസ്ഥാനത്തിൽ ധനകാര്യവകുപ്പ് ഈ പ്രൊപ്പോസൽ പരിശോധിച്ച് അഭിപ്രായം നൽകിയിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്നതിന് ശിപാർശ ചെയ്തിട്ടുള്ള ശമ്പള സ്കെയിൽ തസ്തികയ്ക്കും വിദ്യാഭ്യാസ യോഗ്യതയ്ക്കും അനുസൃതമാണോ എന്ന കാര്യത്തിലും മുകളിൽ ക്രമ നം. (I) മുതൽ (iv), 1 മുതൽ 4, (a) മുതൽ (c) വരെയും പ്രതിപാദിച്ചിട്ടുള്ള സംഗതികളിലും ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം തേടിയ ശേഷം റഗുലറൈസേഷൻ പ്രൊപ്പോസൽ ബഹു. മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുന്നതാവും ഉചിതമെന്ന് കാണുന്നു.

22/01/2021 12:50 PM **AJITHKUMAR A**
SO IT (C)

Note # 102

Vide notes at Note # 101, as suggested it seems appropriate to obtain the remarks/concurrence of Finance Department on the said points therein before placing matter before the Council of Ministers (Note # 97). Hence for orders whether file may be forwarded to Finance Department for the same.

22/01/2021 12:58 PM **HEMA V**
US (IT C)

Note # 103

ഖണ്ഡിക **101-** ലെ നിർദ്ദേശങ്ങൾക്കു പുറമെ ചുവടെ പറയുന്ന നിർദ്ദേശങ്ങളും റെഗുലറൈസേഷൻ പ്രൊപ്പോസൽ പരിഗണിക്കുന്ന വേളയിൽ കണക്കിലെടുക്കുന്നതിനായി സമർപ്പിക്കുന്നു.

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1.സി-ഡിറ്റിൽ നിലവിൽ കൈകാര്യം ചെയ്യുന്ന ജോലിക്കനുസൃതമായി തസ്തികകളുടെ ശാസ്ത്രീയമായ പുന:സംഘടന നടപ്പിലാക്കുന്നതിനായി വൈദഗ്ധ്യമുള്ള സർക്കാർ ഏജൻസിയെക്കൊണ്ട് പഠനവിധേയമാക്കി പരിശോധിക്കേണ്ടതുണ്ട്. ആയതിനായി ഉദ്യോഗസ്ഥഭരണപരിഷ്കാര വകുപ്പിനെ സി-ഡിറ്റിലെ നിലവിലെ ജോലിയും റഗുലറൈസേഷൻ ചെയ്യുന്ന തസ്തികകളും തമ്മിൽ താരതമ്യം നടത്തി ശാസ്ത്രീയമായ രീതിയിൽ തസ്തികകൾ പുന:സംഘടന നടത്തുന്നതിനുള്ള പഠന റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിന് ചുമതലപ്പെടുത്താവുന്നതാണ്.

2 . സി-ഡിറ്റിൽ നിലവിലുള്ള സി.എസ്.ഐ.ആർ ശമ്പള സ്കെയിലുകൾ തുല്യതയുള്ള സ്റ്റേറ്റ് ശമ്പള സ്കെയിലുകളായി മാറ്റുന്നതിനുള്ള നിർദ്ദേശം പരിഗണനയിലുള്ള വിഷയമായതിനാൽ (PUC2/190/2018-Fin) ഇപ്പോൾ C S I R സ്കെയിലിൽ റഗുലറൈസേഷൻ ചെയ്യുന്നതിന് പകരമായി തുല്യതയുള്ള സ്റ്റേറ്റ് സ്കെയിലിലെ സയന്റിഫിക് തസ്തികയിൽ റഗുലറൈസ് ചെയ്യുന്നതാണ് അഭികാമ്യം എന്ന് കരുതുന്നു. ഈ കാര്യത്തിൽ ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം ആരായാവുന്നതാണ്.

3 . റഗുലറൈസ് ചെയ്യുന്നതിനായി സമർപ്പിച്ചിട്ടുള്ള ജീവനക്കാരുടെ വിദ്യാഭ്യാസ യോഗ്യത തെളിയിക്കുന്ന സർട്ടിഫിക്കറ്റിന്റെ ആധികാരിക പരിശോധന സി-ഡിറ്റ് രജിസ്ട്രാർ നടത്തണമെന്ന വ്യവസ്ഥ ഉൾപ്പെടുത്താവുന്നതാണ്.

4. കാലാനുസൃതമായി ജോലി പുനർനിർണയിക്കേണ്ട തസ്തികകൾ(ഉദാ: Serial No.61 :- Fond Designer) ഇപ്പോൾ സമർപ്പിച്ച പ്രൊപ്പോസലിൽ ഉൾപ്പെട്ടിട്ടുണ്ട് ഇപ്രകാരമുള്ള തസ്തികകളുടെ നാമധേയവും ജോലിയും കാലാനുസൃതമായി പുനർനിർണയിച്ചുകൊണ്ട് നിർദ്ദേശം സമർപ്പിക്കുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാറെ ചുമതലപ്പെടുത്താവുന്നതാണ്.

മേൽ നിർദ്ദേശങ്ങളും **ഖണ്ഡിക 101** -ലെ നിർദ്ദേശങ്ങളും പരിഗണിച്ചുകൊണ്ട് റഗുലറൈസ് ചെയ്യുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച 114 താത്കാലിക ജീവനക്കാരുടെ ശമ്പള സ്കെയിൽ, മറ്റ് വ്യവസ്ഥകൾ എന്നിവയിൽ അഭിപ്രായം രേഖപ്പെടുത്തുന്നതിനായി ഫയൽ ധനകാര്യ വകുപ്പിലേക്ക് അയക്കാവുന്നതാണ്.

22/01/2021 04:57 PM

VINOD. G
AS (IT C)

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Note # 104

Ok, pls forward to Finance dept for getting remarks / confirmation before forwarding the proposal to Cabinet.

23/01/2021 11:32 AM **K MOHAMMED Y SAFIRULLA IAS**
AS (FULL ADDL.CHARGE OF SECY) IT

Note # 105

23/01/2021 12:27 PM **VINOD. G**
AS (IT A)

Note # 106

23/01/2021 12:28 PM **HEMA V**
US (IT A)

Note # 107

23/01/2021 12:30 PM **AJITHKUMAR A**
SO IT (C)

Note # 108

23/01/2021 12:31 PM **ASWATHY G.S**
Asst IT (C1)

Note # 109

Generated from eOffice by SANDHYA S, SG-ASST IT (C1), SG-ASST IT (C1), ITD on 23/08/2022 01:14 PM

23/01/2021 12:36 PM **LIJA L.J**
AO(PU-C,FIN)

Note # 110

(1243747) PU-C2/111/2019-FIN Finance (PU-C) Department

(1211587) IT-C1/136/2019-ITD Dated:27/1/2021

ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം ബഹു:ധനമന്ത്രിയുടെ ഉത്തരവോട്ടുകൂടി നേരത്തെ തന്നെ ഭരണവകുപ്പിനെ അറിയിച്ചിട്ടുള്ളതാണ്(remarks dated 13/1/2021). കൂടുതൽ ആയി അഭിപ്രായം ടി വിഷയത്തിൽ ധനവകുപ്പിന് രേഖപ്പെടുത്താൻ ഇല്ലെന്നു ഭരണവകുപ്പിനെ അറിയിക്കുന്നു .

ധനകാര്യ വ്യയം സെക്രട്ടറിക്കു വേണ്ടി

27/01/2021 05:20 PM **LIJA L.J**
AO(PU-C,FIN)

Note # 111

28/01/2021 09:59 AM **AJITHKUMAR A**
SO IT (C)

Note # 112

Note 112-127.pdf

04/02/2021 12:55 PM **ASWATHY G.S**
Asst IT (C1)

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Note # 113

മുകളിലെ അറ്റാച്ച്മെന്റിലെ, മന്ത്രിസഭായോഗത്തിന്റെ തീരുമാനം ഉൾപ്പെടെയുള്ളയുള്ള നോട്ട് 112-127 സദയം കണ്ടാലും. മന്ത്രിസഭായോഗ തീരുമാന പ്രകാരം സി-ഡിറ്റിലെ 114 താല്കാലിക ജീവനക്കാരെ തസ്തിക സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്തുകൊണ്ടുള്ള സർക്കാർ ഉത്തരവിന്റെ കരട് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

04/02/2021 02:37 PM **ASWATHY G.S**
Asst IT (C1)

Note # 114

04/02/2021 02:43 PM **AJITHKUMAR A**
SO IT (C)

Note # 115

04/02/2021 02:49 PM **HEMA V**
US (IT C)

Note # 116

04/02/2021 02:54 PM **VINOD. G**
AS (IT C)

Note # 117
GO approved as per decision of the Cabinet.

04/02/2021 09:04 PM **K MOHAMMED Y SAFIRULLA IAS**
AS (FULL ADDL.CHARGE OF SECY) IT

Note # 118

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05/02/2021 11:00 AM **VINOD. G**
AS (IT C)

Note # 119

05/02/2021 11:12 AM **HEMA V**
US (IT C)

Note # 120

05/02/2021 11:35 AM **AJITHKUMAR A**
SO IT (C)

Note # 121

മുൻ കറിപ്പുകൾ സദയം കണ്ടാലും. 10 വർഷത്തിലധികമായി സി-ഡിറ്റിൽ ജോലിചെയ്യ വരുന്ന 114 താല്കാലിക ജീവനക്കാരെ റെഗുലറൈസ് ചെയ്യകൊണ്ട് പുറപ്പെടുവിച്ച സ.ഉ(കൈ) നം. 5/2021/വി.സാ.വ തീയതി 04.02.2021 ഉത്തരവിലെ ഖണ്ഡിക 3 ലെ ക്രമ നം. 7 പ്രകാരം സി-ഡിറ്റിലെ നിലവിലെ ജോലിയും ഇതുവരെ റെഗുലറൈസ് ചെയ്ത തസ്തികകളും തമ്മിൽ താരതമ്യം നടത്തി ശാസ്ത്രീയമായ രീതിയിൽ തസ്തികകൾ പുന:സംഘടന നടത്തുവാനായുള്ള റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിന് ഉദ്യോഗസ്ഥ ഭരണപരിഷ്കാര വകുപ്പിനെ ചുമതലപ്പെടുത്തി ഉത്തരവായിട്ടുണ്ട് ടി സാഹചര്യത്തിൽ ഉത്തരവിൽ സൂചിപ്പിച്ചിരിക്കുന്ന പ്രകാരം താരതമ്യ പഠനം നടത്തി റിപ്പോർട്ട് അടിയന്തരമായി ലഭ്യമാക്കണമെന്നഭ്യർത്ഥിച്ചുകൊണ്ട് ഉദ്യോഗസ്ഥ ഭരണപരിഷ്കാര വകുപ്പിലെ ജോയിന്റ് സെക്രട്ടറിയ്ക്ക് ഒരു കുറിപ്പ് നൽകാവുന്നതാണ്. ഉത്തരവിനു വിധേയമായി കരട് കുറിപ്പ് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

10/02/2021 03:27 PM **ASWATHY G.S**
Asst IT (C1)

Note # 122

12/02/2021 02:28 PM **AJITHKUMAR A**
SO IT (C)

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Note # 123

Vide notes and orders ante, Addl Secy may approve the draft.

16/02/2021 11:45 AM **HEMA V**
US (IT C)

Note # 124

Please see the notes on pre-para.Based on the decision of the cabinet meeting held on 3/02/2021 ,it was decided to entrust P&AR dept to conduct a scientific study regarding the restructuring of the posts in tune with the present area of operation of C-Dit.Hence a Do lr from secretary(IT) may be issued to ACS,P&ARD for initiating the study .Subject to orders draft DO lr is put up for approval.

17/02/2021 11:08 AM **VINOD. G**
AS (IT C)

Note # 125

Pls send details to P&ARD. Additional Secretary may approve the letter.

18/02/2021 03:20 PM **K MOHAMMED Y SAFIRULLA IAS**
AS (FULL ADDL.CHARGE OF SECY) IT

Note # 126

18/02/2021 06:27 PM **VINOD. G**
AS (IT C)

Note # 127

19/02/2021 02:03 PM **HEMA V**
US (IT C)

Note # 128

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File submitted to Additional Secretary for approval of draft

20/02/2021 11:13 AM **AJITHKUMAR A**
SO IT (C)

Note # 129

20/02/2021 03:30 PM **HEMA V**
US (IT C)

Note # 130

22/02/2021 11:18 AM **VINOD. G**
AS (IT C)

Note # 131

22/02/2021 12:08 PM **HEMA V**
US (IT C)

Note # 132

22/02/2021 01:02 PM **AJITHKUMAR A**
SO IT (C)

Note # 133

22/02/2021 03:30 PM **ASWATHY G.S**
Asst IT (C1)

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Note # 134

23/02/2021 12:24 PM **KAVITHA.R.A**
Comp-Asst IT (C)

Note # 135

As per G.O(Ms) No. 5/2021/ITD dated 04.02.2021, P&ARD is entrusted to conduct a scientific study regarding restructuring of posts in C-Dit in tune with the present area of operation of C-Dit. Vide DO letter on page 270 c.f, we have requested P&ARD to take necessary steps to initiate actions to conduct the study and to furnish the report to this Dept at the earliest.

Now vide UO Note on page 271 c.f, P&ARD has requested us to furnish the report called for from C-Dit vide letter on page 272 c.f with specific remarks of this Dept. The details furnished by C-Dit in this regard may be seen on page 273-284 c.f) .

The details are as follows;

1.	Whether all the temporary/ daily wages/ contract workers in C-Dit have already regularised ?	Govt have regularised the service of 55 temporary employees Vide G.O(Rt) No. 196/2008/I&PRD dated 18.08.2008, 7 employees vide G.O(Ms) No. 2/2011/I&PRD dated 08.02.2011 and 54 employees vide G.O(Ms) No. 9/2015/I&PRD dated 06.06.2015 in previous 3 occassions. In February 2021, as per G.O(Ms) No. 4/2021/ITD dated 04.02.2021, the service of 114 temporary employees were regularised. There are other temporary/ daily wages/ contract employees in C-Dit who are not regularised.
2.	Furnish the nature of work in respect of each worker regularised, specifying if the work is technical or non-technical	Nature of work in respect of regularised staff may be seen on page 274-281 c.f.
3	Whether C-	List of non-regularised staff in C-Dit may be seen page

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.	Dit still have non-regularised staff? If yes, provide the details	282-284c.f
4.	Whether C-Dit have Special Rules? If no, provide reasons	Proposal for Special Rules formation for C-Dit is under the consideration of Government.

File submitted for perusal and orders.

24/03/2021 02:50 PM **ASWATHY G.S**
Asst IT (C1)

Note # 136

Kindly see notes above and the letter in page 272 c.f . The report furnished by C-Dit may be forwarded to P&ARD

25/03/2021 10:20 AM **AJITHKUMAR A**
SO IT (C)

Note # 137

Vide notes ante, Government have entrusted P&ARD to have a work study in C-DIT. The details furnished by C-DIT at P 273 may be furnished to P&ARD for use in the work study.

07/04/2021 11:12 AM **HEMA V**
US (IT C)

Note # 138

Yes.

07/04/2021 02:24 PM **VINOD. G**
AS (IT C)

Note # 139

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07/04/2021 02:59 PM **HEMA V**
US (IT C)

Note # 140

08/04/2021 10:14 AM **AJITHKUMAR A**
SO IT (C)

Note # 141

Vide orders, DFA.

08/04/2021 01:28 PM **ASWATHY G.S**
Asst IT (C1)

Note # 142

13/04/2021 10:44 AM **AJITHKUMAR A**
SO IT (C)

Note # 143

19/04/2021 12:48 PM **HEMA V**
US (IT C)

Note # 144

19/04/2021 01:01 PM **AJITHKUMAR A**
SO IT (C)

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File Number: 18497/Opinion F3/2020/Law **Section: Opinion F**

ExtrnRefNo: IT-C1/136/2019-ITD (e-1211587)

Notes:-

Subject:- C-Dit - Proposal for post creation and the regularisation of temperorary employees -reg

തീയതി:04/01/2021

ഭരണവകുപ്പിന്റെ നിർദ്ദേശം പരിശോധിച്ചതിൽ നിലവിലില്ലാത്ത തസ്തികകളിൽ കഴിഞ്ഞ കുറെക്കാലമായി കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്ന 114പേരെ തസ്തിക സൃഷ്ടിച്ച് സ്ഥിരപ്പെടുത്തുന്നതിന് വേണ്ടിയുള്ള പ്രപ്പോസലാണ് CDIT രജിസ്ട്രാർ സമർപ്പിച്ചിട്ടുള്ളത് എന്നാണ്. സ്ഥാപനത്തിൽ നിയമനരീതി സംബന്ധിച്ചിട്ടുള്ള ചട്ടങ്ങളും പുറപ്പെടുവിച്ചിട്ടില്ലായെന്നും ഫയലിൽനിന്നും വ്യക്തമാകുന്നുണ്ട്. ഇല്ലാത്ത തസ്തികകളിലാണ് കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്നത് എന്നതിനാൽ കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങൾക്ക് മാത്രമേ ഇവർക്ക് അർഹതയുള്ളൂ.

പബ്ലിക് എംപ്ലോയ്മെന്റിൻ കീഴിൽ വരുന്ന തസ്തികകളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു.സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത്. പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ ഫയലിലെ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയാക്കി സ്ഥിരപ്പെടുത്തുന്നതിന് ബഹു. കോടതി അനുമതി നൽകിയിരുന്നത്. ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്ത:സത്ത.

നിലവിലെ ഫയലിലെ വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടു കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളൂ. തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്ന കാര്യം ഭരണവകുപ്പിനെ അറിയിക്കുന്നു.

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അരവിന്ദ ബാബു പി.കെ.,
നിയമ സെക്രട്ടറി

B Prathapachandran (Additional Law Secretary, Opinion F)
05-Jan-2021 13:04:17

Date:05-Jan-2021 13:44:56

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ചംക്രമണ കുറിപ്പ്

112) സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) യിൽ താൽകാലിക തസ്തികകളിൽ ജോലി ചെയ്യുവരുന്ന 114 ജീവനക്കാരെ സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസൽ സംബന്ധിച്ചുള്ളതാണ് ഈ ഫയൽ.

113) 1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്റററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) ഇലക്ട്രോണിക്സും വിവരസാങ്കേതികവിദ്യയും വകുപ്പിന്റെ ഭരണനിയന്ത്രണത്തിലുള്ള സ്വയംഭരണ സ്ഥാപനമാണ്. സി-ഡിറ്റ് സൊസൈറ്റിയുടെ റൂൾസ് & റഗുലേഷൻസ്, റിക്രൂട്ട്മെന്റ് റൂൾസ് എന്നിവ പ്രകാരം സ്ഥാപനത്തിലെ ഡയറക്ടർ, രജിസ്ട്രാർ തസ്തികകളുടെ നിയമനാധികാരി സർക്കാരും മറ്റു തസ്തികകളുടെ നിയമനാധികാരി സി-ഡിറ്റ് രജിസ്ട്രാറുമാണ്. സി-ഡിറ്റിന്റെ ആരംഭകാലത്ത് 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിച്ചിരുന്നു. തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താൽകാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്തുവന്ന 55 ജീവനക്കാരെ 2008 ലും, 7 ജീവനക്കാരെ 2011 ലും, 54 ജീവനക്കാരെ 2015 ലും സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്തിട്ടുണ്ട്. 6 കോർ ഗ്രൂപ്പ് തസ്തികകളൊഴികെ സി-ഡിറ്റിൽ സൃഷ്ടിച്ചിട്ടുള്ള 116 തസ്തികകളും ആയതിൽ നിയമിക്കപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടെ ഇല്ലാതാകുമെന്നും പ്രസ്തുത തസ്തികകളിലേക്ക് പുനഃനിയമനങ്ങളോ പ്രൊമോഷനുകളോ സർക്കാരിന്റെയും സി-ഡിറ്റ് ഭരണ സമിതിയുടെയും അനുമതിയില്ലാതെ നടത്തുവാൻ പാടില്ല എന്നുമുള്ള നിബന്ധനയ്ക്ക് വിധേയമായാണ് സൃഷ്ടിച്ചിട്ടുള്ളത്.

114) സി-ഡിറ്റിൽ താൽകാലിക തസ്തികകളിൽ ജോലിചെയ്തുവരുന്ന 172 ജീവനക്കാരെ തസ്തിക സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിന് സി-ഡിറ്റ് ഭരണ സമിതിയുടെ അംഗീകാരത്തോടെ സർക്കാരിലേക്ക് പ്രൊപ്പോസൽ

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സമർപ്പിച്ചിരുന്നു. പ്രസ്തുത പ്രൊപ്പോസൽ ഇലക്ട്രോണിക്സ് & വിവര സാങ്കേതിക വിദ്യ വകുപ്പിൽ പരിശോധിക്കുകയും ധനകാര്യ വകുപ്പ് നൽകിയ അഭിപ്രായത്തിന്റെ കൂടി അടിസ്ഥാനത്തിൽ സി-ഡിറ്റിന്റെ പ്രൊപ്പോസൽ നിരസിക്കുന്നതിന് തീരുമാനമെടുക്കുകയും വിവരം സി-ഡിറ്റിനെ അറിയിക്കുകയും ചെയ്തു. തുടർന്ന് സി-ഡിറ്റിന്റെ ഭരണ സമിതിയുടെ അംഗീകാരത്തോടുകൂടി 114 താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനുള്ള പ്രൊപ്പോസൽ സി-ഡിറ്റ് സർക്കാരിലേക്ക് വീണ്ടും സമർപ്പിച്ചു. ബഹു. സുപ്രീംകോടതിയുടെ വിധിന്യായത്തിന്റെ അടിസ്ഥാനത്തിൽ നിയമവകുപ്പിന്റെ ഉപദേശ പ്രകാരം ധനകാര്യ വകുപ്പ് പുറപ്പെടുവിച്ചിട്ടുള്ള നിർദ്ദേശങ്ങൾ പ്രകാരം താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് വിലക്കിയിട്ടുള്ള സാഹചര്യത്തിൽ സി-ഡിറ്റ് ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി സമർപ്പിച്ച പ്രൊപ്പോസലിൻമേൽ നിയമവകുപ്പിന്റെ ഉപദേശം തേടുകയുണ്ടായി. കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്ന ജീവനക്കാർക്ക് കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങൾക്ക് മാത്രമേ അർഹതയുള്ളൂ എന്നും പബ്ലിക് എംപ്ലോയ്മെന്റിന് കീഴിൽ വരുന്ന തസ്തികളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു . സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത് എന്നും പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയായി സ്ഥിരപ്പെടുത്തുന്നതിനാണ് ബഹു . കോടതി അനുമതി നൽകിയിരുന്നത് എന്നും ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്തഃസത്ത എന്നും അറിയിച്ചുകൊണ്ട് നിലവിലെ വിഷയത്തിൽ

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തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടു കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളൂ എന്നും തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്നും നിയമവകുപ്പ് ഉപദേശം നൽകുകയുണ്ടായി.

Pg 49 N.F

115) നിയമ വകുപ്പ് നൽകിയിട്ടുള്ള അഭിപ്രായ സഹിതം ഫയൽ ഒരിക്കൽകൂടി ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തിനായി അയച്ചപ്പോൾ ധനകാര്യ വകുപ്പ് മുൻപ് നൽകിയ അഭിപ്രായത്തോടൊപ്പം സ്ഥിരപ്പെടുത്തൽ അത്യാവശ്യമാണെന്ന് കരുതുന്നുവെങ്കിൽ, മന്ത്രിസഭയുടെ പരിഗണനക്ക് സമർപ്പിച്ചു തീരുമാനം എടുക്കാവുന്നതാണെന്ന് അറിയിക്കുകയാണുണ്ടായത്.

Pg 57 N.F

116) സി-ഡിറ്റിലെ 114 താൽകാലിക ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്ന വിഷയം ബഹു.മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ ബഹു.മുഖ്യമന്ത്രി ഉത്തരവ് നൽകിയതിനെ തുടർന്ന് സി-ഡിറ്റ് സമർപ്പിച്ച പ്രൊപ്പോസലിലെ ശമ്പള സ്കെയിലുകൾ, വിദ്യാഭ്യാസ യോഗ്യത എന്നിവ തസ്തികയ്ക്ക് അനുസൃതമാണോ എന്നതുൾപ്പെടെയുള്ള ചുവടെ പറയുന്ന സംഗതികളിൽ അഭിപ്രായത്തിനായി ഫയൽ ധനകാര്യ വകുപ്പിലേക്ക് അയച്ചു

1. സി - ഡിറ്റ് ജീവനക്കാർക്ക് പത്താം ശമ്പളപരിഷ്കരണം അനുവദിച്ച സ . ഉ (എം . എസ്) നം .20/2018/ വി . സ . വ , തീയതി 15.08.2018 ഉത്തരവ് പ്രകാരം പ്രോഗ്രാമർ തസ്തികയ്ക്ക് അനുവദിച്ചിട്ടുള്ള സ്കെയിൽ 26500-56700 ആണ് . റഗുലറൈസേഷൻ പ്രൊപ്പോസലിൽ പ്രോഗ്രാമർ തസ്തികയ്ക്ക് സൂചിപ്പിച്ചിട്ടുള്ളത് 27800-59400 എന്ന ഉയർന്ന സ്കെയിലാണ് . പ്രോഗ്രാമർ തസ്തികയ്ക്ക് 26500-56700 എന്ന സ്കെയിൽ തന്നെ നിലനിർത്താവുന്നതാണ്.

Pg 69 C.F

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2. ഓഫീസ് അസിസ്റ്റന്റ് (അക്കൗണ്ട്സ് / അഡ്മിനിസ്ട്രേഷൻ) എന്ന വേർതിരിവില്ലാതെ ഓഫീസ് അസിസ്റ്റന്റ് എന്ന് നിശ്ചയിക്കുന്നത് ജോലിഭാരമനുസരിച്ച് തസ്തികകൾ പുനർവിന്യസിക്കുന്നതിന് സഹായകരമാകും എന്നതിനാൽ അപ്രകാരം പരിഗണിക്കാവുന്നതാണ്. pg 72 c/f

3. പ്രൊപ്പോസലിൽ ക്രമ നം . 44 ആയി ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീ . സത്യനേശൻ . വി യുടെ തസ്തിക ടിയാന്റെ വിദ്യാഭ്യാസ യോഗ്യത സംബന്ധിച്ച സി - ഡിറ്റ് രജിസ്ട്രാറുടെ അഭിപ്രായത്തിന്റെ അടിസ്ഥാനത്തിൽ വീഡിയോ പ്രൊഡക്ഷൻ അസിസ്റ്റന്റ് എന്ന് നിശ്ചയിക്കുന്നത് പരിഗണിക്കാവുന്നതാണ്.

4. പ്രൊപ്പോസലിൽ ക്രമ നം . 56 ആയി ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീമതി . പാർവ്വതി തമ്പിയ്ക്ക് ബി . എ വിദ്യാഭ്യാസ യോഗ്യത മാത്രമാണുള്ളത് എന്നതിനാൽ ടിയാളെ സാങ്കേതിക തസ്തികയ്ക്ക് പകരം ഓഫീസ് അസിസ്റ്റന്റ് തസ്തികയിൽ റഗുലറൈസ് ചെയ്യുന്ന കാര്യം പരിഗണിക്കാവുന്നതാണ് . pg 73 c/f

5. സി - ഡിറ്റിൽ നിലവിൽ കൈകാര്യം ചെയ്യുന്ന ജോലിക്കനുസൃതമായി തസ്തികകളുടെ ശാസ്ത്രീയമായ പുന : സംഘടന നടപ്പിലാക്കുന്നതിനായി വൈദഗ്ധ്യമുള്ള സർക്കാർ ഏജൻസിയെക്കൊണ്ട് പഠനവിധേയമാക്കി പരിശോധിക്കേണ്ടതുണ്ട് . ആയതിനായി ഉദ്യോഗസ്ഥഭരണപരിഷ്കാര വകുപ്പിനെ സി - ഡിറ്റിലെ നിലവിലെ ജോലിയും റഗുലറൈസേഷൻ ചെയ്യുന്ന തസ്തികകളും തമ്മിൽ താരതമ്യം നടത്തി ശാസ്ത്രീയമായ രീതിയിൽ തസ്തികകൾ പുന : സംഘടന നടത്തുന്നതിനുള്ള പഠന റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിന് ചുമതലപ്പെടുത്താവുന്നതാണ് .

6. സി - ഡിറ്റിൽ നിലവിലുള്ള സി . എസ് . ഐ . ആർ ശമ്പള സ്കെയിലുകൾ തുല്യതയുള്ള സ്റ്റേറ്റ് ശമ്പള സ്കെയിലുകളായി മാറ്റുന്നതിനുള്ള നിർദ്ദേശം പരിഗണനയിലുള്ള വിഷയമായതിനാൽ (PUC2/190/2018-Fin) ഇപ്പോൾ CSIR സ്കെയിലിൽ റഗുലറൈസേഷൻ

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7. റഫലറൈസ് ചെയ്യുന്നതിനായി സമർപ്പിച്ചിട്ടുള്ള ജീവനക്കാരുടെ വിദ്യാഭ്യാസ യോഗ്യത തെളിയിക്കുന്ന സർട്ടിഫിക്കറ്റിന്റെ ആധികാരിക പരിശോധന സി - ഡിറ്റ് രജിസ്ട്രാർ നടത്തണമെന്ന വ്യവസ്ഥ ഉൾപ്പെടുത്താവുന്നതാണ്.

Pg 73 C.f

8. കാലാനുസൃതമായി ജോലി പുനർനിർണയിക്കേണ്ട തസ്തികകൾ (ഉദാ : Serial No.61 :- Fond Designer) ഇപ്പോൾ സമർപ്പിച്ച പ്രൊപ്പോസലിൽ ഉൾപ്പെട്ടിട്ടുണ്ട് . ഇപ്രകാരമുള്ള തസ്തികകളുടെ നാമധേയവും ജോലിയും കാലാനുസൃതമായി പുനർനിർണയിച്ചുകൊണ്ട് നിർദ്ദേശം സമർപ്പിക്കുന്നതിനായി സി - ഡിറ്റ് രജിസ്ട്രാറെ ചുമതലപ്പെടുത്താവുന്നതാണ് .

11) ചുവടെ പറയുന്ന നിർദ്ദേശങ്ങൾ ബഹു.മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുന്ന വിഷയത്തിൽ ഉൾപ്പെടുത്തുന്നത് സംബന്ധിച്ച് ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം തേടുകയുണ്ടായി.

a) ഓഫീസ് അസിസ്റ്റന്റ് / ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ തസ്തികകളിൽ വളരെയധികം ജീവനക്കാരുള്ള സാഹചര്യത്തിൽ പ്രസ്തുത തസ്തികകളിലേക്ക് സർക്കാർ അനുമതിയില്ലാതെ കരാർ നിയമനങ്ങൾ ഇനി നടത്താൻ പാടില്ല.

b) സി - ഡിറ്റിന്റെ വിവിധ പദ്ധതികളിലേക്ക് നിയമിക്കപ്പെടുന്ന താൽകാലിക ജീവനക്കാരെ യാതൊരു കാരണവശാലും 5 വർഷം അല്ലെങ്കിൽ 30 വയസിൽ കൂടുതൽ തുടരാൻ അനുവദിക്കരുത്

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സ്ഥിരനിയമത്തിന് അർഹതയുണ്ടായിരിക്കില്ല എന്നത് നിയമന ഉത്തരവിലും കരാറിലും പ്രത്യേകം സൂചിപ്പിക്കേണ്ടതാണ്.

c) ഒരു വർഷത്തിൽ കൂടുതൽ ദൈർഘ്യം വരുന്ന താൽകാലിക തസ്തികകൾ സർക്കാരിന്റെ അനുമതിയോടുകൂടി മാത്രമേ സൃഷ്ടിക്കുവാൻ പാടുള്ളൂ. സി - ഡിറ്റ് സ്വമേധയാ സൃഷ്ടിക്കുന്ന താൽകാലിക തസ്തികകൾ ഒരു വർഷത്തിനുശേഷം യാതൊരു കാരണവശാലും തുടരുവാൻ പാടില്ലാത്തതും അത്തരം തസ്തികകൾക്ക് തുടർച്ചാനുമതി ലഭിക്കുന്നതിനോ തുടർന്നതിന് ശേഷം സാധൂകരണത്തിനോ ഉള്ള പ്രൊപ്പോസലുകൾ സർക്കാർ അനുമതിക്കായി സമർപ്പിക്കുവാൻ പാടില്ലാത്തതുമാണ്.

11e) എന്നാൽ ധനകാര്യ വകുപ്പിന് മുൻപ് നൽകിയ അഭിപ്രായത്തിനുപരിയായി മറ്റൊന്നും അഭിപ്രായപ്പെടാനില്ല എന്നാണ് അറിയിച്ചത്.

11f) സി-ഡിറ്റ് റഗുലറൈസേഷന് സമർപ്പിച്ചിട്ടുള്ള ജീവനക്കാരെല്ലാം തന്നെ 31.12.2020 ന് 10 വർഷ താൽകാലിക സർവ്വീസ് പൂർത്തിയാക്കിയവരാണ്. അതിൽ ശ്രീ.സാജൻ അമ്പാടിയിൽ എന്ന വ്യക്തിയെ സയന്റിസ്റ്റ് തസ്തികയിൽ കേന്ദ്ര സർക്കാർ സ്കെയിലിൽ (15600 - 39100 + GP 5400) റഗുലറൈസ് ചെയ്യുന്നതിനാണ് ഉൾപ്പെടുത്തിയിട്ടുള്ളത്. ശ്രീ.സാജൻ അമ്പാടിയിൽ-നെ അപ്രകാരം റഗുലറൈസ് ചെയ്യുന്നതിനെതിരെ സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് പരാതി സമർപ്പിച്ചിട്ടുണ്ട്. ഇക്കാര്യത്തിൽ സി-ഡിറ്റ് രജിസ്ട്രാറുടെ റിപ്പോർട്ട് ഇപ്രകാരമാണ്. ശ്രീ.സാജൻ അമ്പാടിയിൽ 01.12.2003 ൽ ദിവസവേതനാടിസ്ഥാനത്തിൽ റിസർച്ച് അസിസ്റ്റന്റ് തസ്തികയിൽ നിയമിക്കപ്പെടുകയും 27.04.2007 മുതൽ കരാർ നിയമനത്തിലേക്ക് മാറ്റപ്പെടുകയും

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ചെയ്തു. തുടർന്ന് ഓപ്പൺ നോട്ടിഫിക്കേഷൻ മുഖേന തെരഞ്ഞെടുക്കപ്പെട്ട് 03.01.2008 മുതൽ ഒരു വർഷത്തേക്ക് സയന്റിസ്റ്റ് / എൻജിനീയർ (റിസർച്ച്) തസ്തികയിൽ ടിയാൻ നിയമിക്കപ്പെടുകയുണ്ടായി. തുടർന്ന് ടിയാന്റെ കാലാവധി ദീർഘിപ്പിച്ച് ലഭിക്കുകയും 02.01.2018 ൽ 10 വർഷം പൂർത്തിയാക്കുകയും ചെയ്തു. സി-ഡിറ്റിൽ 2015 ൽ ശ്രീ.സാജൻ അമ്പാടിയിൽ-നെ ടിയാന്റെ എൻട്രി കേഡർ തസ്തികയായ റിസർച്ച് അസിസ്റ്റന്റ് തസ്തികയിൽ റഗുലറൈസ് ചെയ്യുവെങ്കിലും ആയത് സ്വീകരിക്കാതെ ശ്രീ.സാജൻ അമ്പാടിയിൽ ബഹു.ഹൈക്കോടതി മുമ്പാകെ റിട്ട് ഹർജി ഫയൽ ചെയ്ത് കരാർ തസ്തികയിൽ തുടരാൻ അനുവദിക്കണമെന്ന് അപേക്ഷിച്ചതിന്റെ അടിസ്ഥാനത്തിൽ ടിയാനെ സയന്റിസ്റ്റ് (റിസർച്ച്) തസ്തികയിൽ കരാർ കാലാവധി തീരുന്നതുവരെ തുടരാൻ സർക്കാർ അനുവദിച്ചു. ശ്രീ.സാജൻ അമ്പാടിയിൽ സയന്റിസ്റ്റ് (റിസർച്ച്) തസ്തികയിൽ 02.01.2018 ൽ 10 വർഷം പൂർത്തിയാക്കിയ സാഹചര്യത്തിലാണ് ടിയാനെ സയന്റിസ്റ്റ് തസ്തികയിൽ റഗുലറൈസ് ചെയ്യുന്നതിന് സി-ഡിറ്റ് ഇപ്പോൾ പ്രൊപ്പോസ് ചെയ്തിട്ടുള്ളത്.

120) ശ്രീ.സാജൻ അമ്പാടിയിൽ - നെ സി.എസ്.ഐ.ആർ സ്കെയിലിൽ സയന്റിസ്റ്റ് തസ്തികയിലേക്കോ അല്ലെങ്കിൽ ആനുപാതികമായ സ്റ്റേറ്റ് സ്കെയിൽ 39500 - 83000 - ൽ സയന്റിസ്റ്റ് ഓഫീസർ എന്ന തസ്തികയിലേക്കോ പരിഗണിക്കാവുന്നതാണെന്ന് സി-ഡിറ്റ് രജിസ്ട്രാർ അഭിപ്രായപ്പെട്ടിട്ടുണ്ട്.

121) സി-ഡിറ്റിന്റെ റഗുലറൈസേഷൻ പ്രൊപ്പോസലിൽ ക്രമ നം. 44 ആയി ഉൾപ്പെടുത്തിയിരിക്കുന്ന ശ്രീ.സത്യനേശൻ എം.വി, വീഡിയോ പ്രൊഡക്ഷൻ കോർഡിനേറ്റർക്ക് SSLC, PGDCA & Multimedia എന്നാണ് വിദ്യാഭ്യാസ യോഗ്യത സൂചിപ്പിച്ചിട്ടുള്ളത്. എന്നാൽ ടിയാന് SSLC യോഗ്യത മാത്രമേ ഉള്ളൂ എന്നും സി-ഡിറ്റ് അഭിപ്രായം നൽകിയിട്ടുണ്ട്. ടിയാൻ അവകാശപ്പെട്ടിരുന്ന ഉയർന്ന സാങ്കേതിക യോഗ്യതയിൽ സംശയമുള്ളതിനാൽ ഇക്കാര്യത്തിൽ

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തുടർപരിശോധന നടത്തി തീരുമാനമെടുക്കുന്നതിന് സി-ഡിറ്റ് രജിസ്ട്രാറെ ചുമതലപ്പെടുത്താവുന്നതാണ്.

122) റഗുലറൈസ് ചെയ്യുന്നതിനായി ശിപാർശ ചെയ്തിട്ടുള്ള ജീവനക്കാരെ സി-ഡിറ്റിൽ അവർ ആദ്യനിയമനം നേടിയ തസ്തികകളിലേക്ക് സി-ഡിറ്റിന് നിലവിൽ അനുവദിക്കപ്പെട്ടിട്ടുള്ള ശമ്പള സ്കെയിലിൽ ആണ് പരിഗണിച്ചിട്ടുള്ളത്. ചുവടെ പറയുന്ന സംഗതികളിൽ ആണ് വ്യത്യാസം വന്നിട്ടുള്ളത്.

i. ശ്രീ.സാജൻ അമ്പാടിയിൽ - റിസർച്ച് അസിസ്റ്റന്റ് തസ്തികയിൽ 2003 ൽ നിയമിക്കപ്പെട്ടെങ്കിലും 03.01.2008 ൽ ഓപ്പൺ നോട്ടിഫിക്കേഷൻ സെലക്ഷനിലൂടെ സയന്റിസ്റ്റ് തസ്തികയിൽ നിയമനം ലഭിച്ചത് എൻടി കേഡർ ആയി കണക്കാക്കി സയന്റിസ്റ്റ് തസ്തികയിൽ റഗുലറൈസേഷന് ശിപാർശ ചെയ്തിരിക്കുന്നു.

ii. സി-ഡിറ്റിൽ പ്രോഗ്രാമർക്കും ജൂനിയർ പ്രോഗ്രാമർക്കും അനുവദിച്ചിട്ടുള്ള ശമ്പള സ്കെയിൽ 26500 -56700 ആണ്. ആയതിനാൽ പ്രോഗ്രാമറുടെ ശമ്പള സ്കെയിൽ 27800 - 59400 എന്ന് ഉയർത്തുന്നതിന് നിർദ്ദേശം വച്ചുകൊണ്ട് നിലവിലെ പ്രോപ്പോസലിൽ പ്രോഗ്രാമർക്ക് 27800-59400 എന്ന സ്കെയിലാണ് ശിപാർശ ചെയ്തിട്ടുള്ളത്.

iii. സി-ഡിറ്റിൽ ഡ്രൈവർ കം ക്ലീനർ തസ്തികയ്ക്ക് അനുവദിക്കപ്പെട്ടിട്ടുള്ള 26500-56700 സ്കെയിൽ സർക്കാർ കോമൺ കാറ്റഗറികൾക്കായി അനുവദിച്ചിട്ടുള്ള സ്കെയിലിനെക്കാളും ഉയർന്നതാകയാൽ പ്രസ്തുത തസ്തികയുടെ സ്കെയിൽ 18,000-41,500 ലേക്ക് താഴ്ത്തുന്നതിന് പ്രോപ്പോസ് ചെയ്തിരിക്കുന്നു.

iv. സി-ഡിറ്റിൽ പ്രോഗ്രാമർക്ക് പരിഗണിച്ചുവരുന്ന യോഗ്യതകൾ B.Tech / MCA / Msc Comp Science ആയിരിക്കെ പ്രോഗ്രാമർ തസ്തികയിൽ

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റഗുലറൈസേഷന് പരിഗണിച്ചിട്ടുള്ള ശ്രീ.അജയ്.വി (ക്രമ നം.11) ബി.എസ്.സി കംപ്യൂട്ടർ സയൻസ് യോഗ്യതയുമായി 17.10.2007 ൽ സി-ഡിറ്റിൽ ജോലിയിൽ പ്രവേശിച്ച ശേഷം 01.07.2008 ലാണ് എം.സി.എ യോഗ്യത കരസ്ഥമാക്കിയിട്ടുള്ളത്. ടിയാന്റെ അർഹതപ്പെട്ട സേവനകാലയളവ്, തസ്തിക, ശമ്പള സ്കെയിൽ എന്നിവ ഇക്കാര്യം കണക്കിലെടുത്ത് നിശ്ചയിക്കേണ്ടതുണ്ട്.

123) മേൽസാഹചര്യത്തിൽ 114 ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്നതിന് സി-ഡിറ്റ് സമർപ്പിച്ച പ്രൊപ്പോസൽ ചുവടെ പറയുന്ന പ്രകാരം ബഹു.മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കാവുന്നതാണ്.

1.

(a) പ്രൊപ്പോസലിൽ ക്രമനം.1 ൽ ഉൾപ്പെടുത്തിയിരിക്കുന്ന ശ്രീ.സാജൻ അമ്പാടിയിൽ 10 വർഷം പൂർത്തിയാക്കിയ സാഹചര്യത്തിലും സി-ഡിറ്റിലെ സി.എസ്.ഐ.ആർ സയന്റിസ്റ്റ് തസ്തികകൾ സ്റ്റേറ്റ് സ്കെയിലിലേക്ക് മാറ്റുന്ന വിഷയം സർക്കാരിന്റെ ഉള്ളതിനാലും ടിയാനെ തുല്യമായ സ്റ്റേറ്റ് സ്കെയിലിലെ സയന്റിഫിക് ഓഫീസർ തസ്തികയിൽ (39500 - 83000) റഗുലറൈസ് ചെയ്യാവുന്നതാണ്.

pg 69 c.f

(b) പ്രൊപ്പോസലിൽ ക്രമനം. 11 ൽ ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീ. അജയ്.വി 2008 ൽ MCA ബിരുദം കരസ്ഥമാക്കിയിട്ടുള്ളതിനാൽ ടിയാനെ പ്രോഗ്രാമർ തസ്തികയിലേക്ക് പരിഗണിക്കാവുന്നതാണ്.

pg 70 c.f

(c) സി-ഡിറ്റ് ജീവനക്കാർക്ക് പത്താം ശമ്പളപരിഷ്കരണം അനുവദിച്ച സ.ഉ (എം.എസ്) നം.20/2018/വി.സ.വ, തീയതി 15.08.2018 ഉത്തരവ് പ്രകാരം പ്രോഗ്രാമർ തസ്തികയ്ക്ക് അനുവദിച്ചിട്ടുള്ള സ്കെയിൽ 26500-56700 ആണ്. റഗുലറൈസേഷൻ പ്രൊപ്പോസലിൽ പ്രോഗ്രാമർ തസ്തികയ്ക്ക് സൂചിപ്പിച്ചിട്ടുള്ളത് 27800-59400 എന്ന ഉയർന്ന

pg 70 c.f

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സ്കെയിലാണ്. ഈ അപാകത നീക്കിക്കൊണ്ട് പ്രോഗ്രാമർ തസ്തികയ്ക്ക് 26500–56700 എന്ന സ്കെയിൽ തന്നെ നിലനിർത്താവുന്നതാണ്.

(d) പ്രോപ്പോസലിൽ ക്രമ നം. 44 ആയി ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീ.സത്യനേശൻ.വി യുടെ തസ്തിക ടിയാന്റെ വിദ്യാഭ്യാസ യോഗ്യത (എസ്.എസ്.എൽ.സി) സംബന്ധിച്ച സി–ഡിറ്റ് രജിസ്ട്രാറുടെ അഭിപ്രായത്തിന്റെ അടിസ്ഥാനത്തിൽ വീഡിയോ പ്രൊഡക്ഷൻ അസിസ്റ്റന്റ് എന്ന് നിശ്ചയിക്കാവുന്നതാണ്.

pg 72 c/f

(e) പ്രോപ്പോസലിൽ ക്രമ നം. 56 ആയി ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീമതി. പാർവ്വതി തമ്പിയ്ക്ക് ബി.എ വിദ്യാഭ്യാസ യോഗ്യത മാത്രമാണുള്ളത്. ശ്രീമതി. പാർവ്വതി തമ്പിയ്ക്ക് തസ്തികകയ്ക്ക് ആവശ്യമായ യോഗ്യതയില്ലെന്ന സി–ഡിറ്റ് രജിസ്ട്രാറുടെ അഭിപ്രായത്തിന്റെ അടിസ്ഥാനത്തിൽ ടിയാളെ ഓഫീസ് അസിസ്റ്റന്റ് തസ്തികയിൽ റഗുലറൈസ് ചെയ്യുന്ന കാര്യം പരിഗണിക്കാവുന്നതാണ്.

pg 72 c/f

2. സി–ഡിറ്റിൽ 114 തസ്തികകൾ സൃഷ്ടിക്കുന്നത് 10 വർഷത്തിലധികമായി ജോലിയ്യെടുക്കുന്ന ജീവനക്കാരെ മനുഷ്യത്വപരമായ കാരണങ്ങൾ കണക്കിലെടുത്ത് റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി മാത്രമാണ്. റഗുലറൈസ് ചെയ്യപ്പെടുന്ന ജീവനക്കാർ തസ്തികയിൽ നിന്നും വിടുതൽ ചെയ്യുന്നതോടെ അവർ റഗുലറൈസ് ചെയ്യപ്പെട്ട തസ്തികയും ഇല്ലാതാകുന്നതാണ്. പ്രസ്തുത തസ്തികകളിലേക്ക് പ്രൊമോഷൻ, പുതിയ നിയമനം എന്നിവ സർക്കാരിന്റെ അനുമതിയില്ലാതെ നടത്തുവാൻ പാടില്ല.

3. റഗുലറൈസ് ചെയ്യുന്നതിനായി സമർപ്പിച്ചിട്ടുള്ള ജീവനക്കാരുടെ വിദ്യാഭ്യാസ യോഗ്യത തെളിയിക്കുന്ന സർട്ടിഫിക്കറ്റിന്റെ ആധികാരികത സി – ഡിറ്റ് രജിസ്ട്രാർ പരിശോധിക്കേണ്ടതാണ്.

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4. കാലാനുസൃതമായി ജോലി സ്വഭാവവും നാമധേയവും പുനർനിർണയിക്കേണ്ട തസ്തികകൾ ഇപ്പോൾ സമർപ്പിച്ച പ്രൊപ്പോസലിൽ ഉൾപ്പെട്ടിട്ടുണ്ടോയെന്ന് പരിശോധിച്ച് ഇപ്രകാരമുള്ള തസ്തികകളുടെ നാമധേയവും ജോലിയും കാലാനുസൃതമായി പുനർനിർണയിച്ചുകൊണ്ട് നിർദ്ദേശം സമർപ്പിക്കുന്നതിനായി സി - ഡിറ്റ് രജിസ്ട്രാറെ ചുമതലപ്പെടുത്താവുന്നതാണ്.

5. സി - ഡിറ്റിൽ നിലവിൽ കൈകാര്യം ചെയ്യുന്ന ജോലിക്കനുസൃതമായി തസ്തികകളുടെ ശാസ്ത്രീയമായ പുന : സംഘടന നടപ്പിലാക്കുന്നതിനായി വൈദഗ്ധ്യമുള്ള സർക്കാർ ഏജൻസിയെക്കൊണ്ട് പഠനവിധേയമാക്കി പരിശോധിക്കേണ്ടതുണ്ട് .. ആയതിനായി ' ഉദ്യോഗസ്ഥഭരണപരിഷ്കാര വകുപ്പിനെ സി - ഡിറ്റിലെ നിലവിലെ ജോലിയും റഗുലറൈസേഷൻ ചെയ്യുന്ന തസ്തികകളും തമ്മിൽ താരതമ്യം നടത്തി ശാസ്ത്രീയമായ രീതിയിൽ തസ്തികകൾ പുന : സംഘടന നടത്തി റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിന് ചുമതലപ്പെടുത്താവുന്നതാണ്.

6. സി-ഡിറ്റിന്റെ വിവിധ പദ്ധതികളിലേക്ക് നിയമിക്കപ്പെടുന്ന താൽകാലിക ജീവനക്കാരെ രണ്ട് വർഷത്തിൽ കൂടുതൽ തുടരാൻ അനുവദിക്കേണ്ട സാഹചര്യമുണ്ടായാൽ സ.ഉ (അച്ചടി) നം.56/2017/ധന, തീയതി 28.04.2017 ഉത്തരവിലെ II) വ്യവസ്ഥ പ്രകാരം സർക്കാരിന്റെ മുൻകൂർ അനുമതി തേടേണ്ടതാണ്. എന്നാൽ പരമാവധി 5 വർഷത്തിൽ കൂടുതൽ കരാർ ജീവനക്കാരെ തുടരാൻ അനുവദിക്കരുത്.

7. ഒരു വർഷത്തിൽ കൂടുതൽ ദൈർഘ്യം വരുന്ന താൽകാലിക തസ്തികകൾ സർക്കാരിന്റെ അനുമതിയോടുകൂടി മാത്രമേ സൃഷ്ടിക്കുവാൻ പാടുള്ളൂ.

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NOTE 112 (Attachment: 1386/1612254887.pdf)

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Ef IT(L) Dept

(124) മേൽ ഖണ്ഡികയിലെ നിർദ്ദേശങ്ങൾ പരിഗണിച്ചുകൊണ്ട് ഖണ്ഡിക Note #97 ലെ ബഹു.മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് പ്രകാരം ബഹു.മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുന്നതിനായുള്ള കുറിപ്പിന്റെ കരട് ഇംഗ്ലീഷിലും മലയാളത്തിലും തയ്യാറാക്കിയിട്ടുള്ളത് അംഗീകാരത്തിനായി സമർപ്പിക്കുന്നു.

30.01.2021

30/1/2021

30/01/2021

VINOD. G.
Additional Secretary
Electronics & Information Technology Department
Govrenment Secretariat,
Thiruvananthapuram.

Hema. V
30/01/2021

HEMA .V
Under Secretary to Govt.
Electronics & IT Department
Govt. Secretariat
Thiruvananthapuram

Addl Secy

K. MOHAMMED. Y. SAFIRULLA IAS
Additional Secretary
I/c of Secretary to Government
Electronics and Information Technology Dept.
Government of Kerala, Secretariat
PEN No. 689481

Secretary

Chief Secretary

Dr. VISHWAS MEHTA
Chief Secretary

Hon'ble CM

(125) ഭേദഗതിയോടെ അംഗീകരിച്ചു

2/2/21

പിണറായി വിജയൻ
മുഖ്യമന്ത്രി

GOVERNMENT OF KERALA * OFFICE OF THE CHIEF SECRETARY TO GOVT. OF KERALA
01 FEB 2021
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OFFICE OF THE CHIEF MINISTER
1630
02 FEB 2021
KERALA, THIRUVANANTHAPURAM

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NOTE 112 (Attachment : 14387_1612423468876.pdf)

IT-C1/136/2019-ITD -77- E&IT(C) Dept

126) ബഹു. മുഖ്യമന്ത്രി അംഗീകരിച്ചു നൽകിയ കുമ്പിനട് നേറ്റിവിറ്റി ഫെയർ കൊച്ചി (മലയാളത്തിലുള്ള 25 പതിപ്പുകളും ഇംഗ്ലീഷിലുള്ള 5 പതിപ്പുകളും) സഭയിലും, മന്ത്രിസഭായോഗത്തിന്റെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുന്നതിലേയ്ക്കായുള്ള തുടർനടപടികൾക്കായി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു (എസ്.സി) വസ്തുതിലേക്ക് നടപടിക്കുന്നുണ്ടാണ്

02.02.2021

2/2/2021

Hema.V
02/02/2021

HEMA .V
Under Secretary to Govt.
Electronics & IT Department
Govt. Secretariat
Thiruvananthapuram

GA (SC) Dept

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NOTE 112 (Attachment : 14387_1612423458876.pdf)

രഹസ്യം

കേരള സർക്കാർ

മന്ത്രിസഭായോഗത്തിന്റെ നടപടിക്കുറിപ്പുകൾ

(27) തീയതി : 03-02-2021

ഫയൽ നം. ഐ.ടി.-സി1/136/2019/ഐടിഡി. ഇനം നം: 4565

വിഷയം : ഇലക്ട്രോണിക്സ് & ഐ.ടി. വകുപ്പ് - സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്)-യിലെ 114 താൽക്കാലിക ജീവനക്കാരെ തസ്തിക സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നത്.

തീരുമാനം : കുറിപ്പിലെ നിർദ്ദേശം അംഗീകരിച്ചു.

(ഒപ്പ്)
പിണറായി വിജയൻ
മുഖ്യമന്ത്രി

(ശരിപ്പകർപ്പ്)

ഡോ. വിശ്വാസ് മേത്ത
ചീഫ് സെക്രട്ടറി

സെക്രട്ടറി, ഇലക്ട്രോണിക്സ് & ഐ.ടി. വകുപ്പ്.

Vinod
pls prop
4.2.21
So(c)/Us(c)
4/2/202

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REFERRED IN NOTE 9

Note # 7

No.PU-C2/111/2019-Fin[1243747] Finance(PU-C)Department
No.IT-C1/136/2019-ITD[1211587] Dated:-20/11/2019

The Administrative Department is informed that the employees joined in C-Dit from 12/2002 to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595-3612 of 1999 - State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed.

It has the approval of the Hon'ble Chief Minister and the Hon'ble Minister (Finance).

For Additional Chief Secretary(Finance)

23/11/2019 03:18 PM **LIJA L.J**
AO(PU-C,FIN)

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REFERRED IN NOTE 19

Note # 7

No.PU-C2/111/2019-Fin[1243747] Finance(PU-C)Department
No.IT-C1/136/2019-ITD[1211587] Dated:-20/11/2019

The Administrative Department is informed that the employees joined in C-Dit from 12/2002 to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595-3612 of 1999 - State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed.

It has the approval of the Hon'ble Chief Minister and the Hon'ble Minister (Finance).

For Additional Chief Secretary(Finance)

23/11/2019 03:18 PM **LIJA L.J**
AO(PU-C,FIN)

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REFERRED IN NOTE 45

Note # 7

No.PU-C2/111/2019-Fin[1243747] Finance(PU-C)Department
No.IT-C1/136/2019-ITD[1211587] Dated:-20/11/2019

The Administrative Department is informed that the employees joined in C-Dit from 12/2002 to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595-3612 of 1999 - State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed.

It has the approval of the Hon'ble Chief Minister and the Hon'ble Minister (Finance).

For Additional Chief Secretary(Finance)

23/11/2019 03:18 PM **LIJA L.J**
AO(PU-C,FIN)

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REFERRED IN NOTE 49

Note # 7

No.PU-C2/111/2019-Fin[1243747] Finance(PU-C)Department
No.IT-C1/136/2019-ITD[1211587] Dated:-20/11/2019

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For Additional Chief Secretary(Finance)

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REFERRED IN NOTE 71

Note # 7

No.PU-C2/111/2019-Fin[1243747] Finance(PU-C)Department
No.IT-C1/136/2019-ITD[1211587] Dated:-20/11/2019

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For Additional Chief Secretary(Finance)

23/11/2019 03:18 PM **LIJA L.J**
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REFERRED IN NOTE 83

Note # 7

No.PU-C2/111/2019-Fin[1243747] Finance(PU-C)Department
No.IT-C1/136/2019-ITD[1211587] Dated:-20/11/2019

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For Additional Chief Secretary(Finance)

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REFERRED IN NOTE 92

Note # 7

No.PU-C2/111/2019-Fin[1243747] Finance(PU-C)Department
No.IT-C1/136/2019-ITD[1211587] Dated:-20/11/2019

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For Additional Chief Secretary(Finance)

23/11/2019 03:18 PM **LIJA L.J**
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Note # 7

No.PU-C2/111/2019-Fin[1243747] Finance(PU-C)Department

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For Additional Chief Secretary(Finance)

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CORRESPONDENCE(3543852/2019/IT(OS)) REFERRED IN NOTE 1

ANNEXURE- 10

LIST OF CONTRACT EMPLOYEES IN C-DIT PROPOSED FOR REGULARISATION

Sl. No.	Category	Name of Employee	Proposed post	Date of Joining	Proposed scale of pay
1	I	Munirudeen. M	Helper	08-03-2007	17000-37500
2	I	Suma. K	Helper	01-10-2007	17000-37500
3	I	Shaheer. A	Helper	16-11-2007	17000-37500
4	I	Kumar. R	Helper	27-03-2008	17000-37500
5	I	Jagadesh P. R	Helper	17-06-2013	17000-37500
6	I	Jayakumar. S	Helper	20-04-2012	17000-37500
7	I	Rajesh. R	Helper	19-04-2012	17000-37500
8	I	Mohandas. S.S	Helper	24-04-2012	17000-37500
9	I	Bindu. S	Helper	18-02-2009	17000-37500
10	I	Benny. T	Helper	27-08-2012	17000-37500
11	I	Sudarsanan. S	Helper	01-01-2010	17000-37500
12	I	Sudhakaran. T.V	Helper	25-02-2009	17000-37500
13	Ia	Sindhu. S	Sweeper	15-05-2009	8200-13400
14	Ia	Sudha Kumari S	Sweeper	26-04-2012	8200-13400
15	Ia	Usha kumari	Sweeper	20-04-2012	8200-13400
16	Ia	Sandhya B	Sweeper	01-01-2013	8200-13400
17	II	Rajendra Kumar. D	Driver	22-08-2008	18000-41500

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Registrar stated that business turnover of C-DIT has shown a steady increase during the last three financial years. GB noted the income and expenditure statement for the F.Y. 2017-18. GB approved the provisional income and expenditure statement for current F.Y. 2018-19 and the budget estimate for the next financial year 2019-20 **(Annexure D)**.

AGENDA ITEM NO. GB 24.10

To consider and ratify the EC decision regarding upgrading of regular posts for career advancement of employees and to consider the proposal for regularisation of temporary employees.

1. GB approved the proposal to create 42 Nos. of higher category/grade regular posts, by upgrading the regular junior posts sanctioned and forward the proposal to the Government as part of the Special Rules **(Annexure-E)**.

2. GB ratified the EC decision to forward, for approval of the Government, a proposal for regularisation of the service of 172 temporary employees, who have been working on contract basis in C-DIT in various departments **(Annexure-F)**.

AGENDA ITEM NO. GB 24.11

To consider amendments in the delegation of powers in C-DIT as approved by EC.

1.	GB ratified the EC decision vide Agenda Item No. EC 76.21 as below;	
		a. That the following officers (i) Head of Department and (ii) another Officer of Scientist-C grade/equivalent and above, who has been assigned the supervisory/financial charge of the divisions/departments, be authorised to sign and issue jointly, the bank cheques and other instruments for making payments due to the contractors and agencies or others, as the case may be, upto a limit of Rs.10 lakhs per transaction; *provided that the related expenditure thereof has been prior approved by the Competent Authority and funds transfer to the respective department/project bank accounts has been made with concurrence of the Registrar and Head of the Finance and*

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	periods and at such rates as determined by the nature and terms of such project contracts executed by C-DIT with the client departments. Registrar is authorised to approve such temporary engagement for period not exceeding 179 days at a time; subject to the directions issued by the Government, regarding contract/daily wage appointments. f) EC approved the proposal to engage employees on temporary contract basis for the work of routine nature connected with office administration and technical services, for periods not exceeding one year at a time and if extended, the total contract period not exceeding 4 years in any case and authorised the Registrar to consider and approve these contract appointments, subject to the directions issued by the Government regarding contract appointments. g) In all cases of contract appointments as above, it will be made clear that the appointees will have no claim for continuing in C-DIT service for getting appointment in a regular post in C-DIT on completion of their contract periods and their contract periods will cease on the date of expiry prescribed in the contract, unless C-DIT decides to extend their contract periods in writing, at its discretion, for reasons found to be in the interest of the organisation. h) EC also approved the proposal for suitable redesignation/renaming of the contract posts to match the nature of jobs performed and the qualifications and to bring uniformity in the names/designations and authorised the Registrar to do this.
ITEM NO. EC 76.12 To consider the appointment to additional posts on contract basis	Considering the need for realising the higher potential of the experienced employees, EC approved contract appointment to the following higher category temporary posts by selection from among temporary contract employees, by following a due process (Annexure-F). The higher posts will be formed by converting/abolishing the junior posts of the incumbent contract employees, who are found eligible for appointment in the senior post; through an assessment process involving skill test (30% weightage), work performance review (60% weighatge) and personal interview (10% weightage). Contract employees in one category may also be considered for appointment in a different category, if they possess the prescribed qualifications for the new category and have completed the prescribed years of service.
ITEM NO. EC 76.13 To consider the creation of additional posts for	EC decided to approve and forward the proposal for regularisation of the service of 172 temporary employees, who have been working on contract basis in C-DIT in various departments, with the

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ANNEXURE- 10

LIST OF CONTRACT EMPLOYEES IN C-DIT PROPOSED FOR REGULARISATION

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9	I	Bindu. S	Helper	18-02-2009	17000-37500
10	I	Benny. T	Helper	27-08-2012	17000-37500
11	I	Sudarsanan. S	Helper	01-01-2010	17000-37500
12	I	Sudhakaran. T.V	Helper	25-02-2009	17000-37500
13	Ia	Sindhu. S	Sweeper	15-05-2009	8200-13400
14	Ia	Sudha Kumari S	Sweeper	26-04-2012	8200-13400
15	Ia	Usha kumari	Sweeper	20-04-2012	8200-13400
16	Ia	Sandhya B	Sweeper	01-01-2013	8200-13400
17	II	Rajendra Kumar. D	Driver	22-08-2008	18000-41500

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Annexure-I

CORRESPONDENCE(4536180/2020/IT (C)) REFERRED IN NOTE 19

List of sanctioned post and vacant posts in C-DIT

Post	No. of posts sanctioned	No. of employees against sanctioned post	Scale of pay
Junior Executive (Admn)	2	Nil	36600-79200
Junior Executive (Accounts)	1	Nil	36600-79200
Assistant Manager (PPC)	1	Nil	36600-79200
Sr. Office Assistant	2	Nil	29200-62400
Office Assistant	10	9	26500-56700
Project Associate	2	2	26500-56700
Clerical Assistant	1	Nil	17500-39500
Marketing Executive	2	2	26500-56700
Data Entry Operator	8	5	18000-41500
Production Assistant	1	1	19000-43600
Technical Assistant (Electronics)	3	2	26500-56700
Technical Assistant (Electrical)	1	1	26500-56700
Technical Assistant	24	21	26500-56700
Research Assistant	4	2	26500-56700
Junior Technician (Electronics)	1	1	19000-43600
Camera Assistant Junior Technician grade	3	2	19000-43600
Junior Technician (Video Archive)	1	1	19000-43600
Junior Technician (3D Animation)	1	1	19000-43600
Junior Technician (Civil)	1	1	19000-43600
Junior Technician (Electrical/ Data Processing/ Graphic Designing)	3	3	19000-43600
Coordinator (Corporate Training)	1	Nil	26500-56700

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C-DIT EMPLOYEES ASSOCIATION (CITU)

(Centre for Development of Imaging Technology)

Reg. No. 01 -18-90, Chithranjali Studio Complex, Thiruvallom, Thiruvananthapuram – 695 027

CMO20019812

President
B.Satheesan

General Secretary
RB.Shajith

OFFICE OF THE CHIEF MINISTER
26 JUN 2020
KERALA, THIRUVANANTHAPURAM

25.06.2020

261 / CEA / C-DIT / 2020

ചീഫ്: സെക്രട്ടറി.
വിവരം ധരിക്കുന്നതിനും വേണ്ട
ആവശ്യമായ നടപടിക്ക്

പിണറായി വിജയൻ
മുഖ്യമന്ത്രി

ശ്രീ. പിണറായി വിജയൻ
ബഹു . മുഖ്യമന്ത്രി,
ചെയർമാൻ സി-ഡിറ്റ്

സി-ഡിറ്റിൽ കഴിഞ്ഞ പത്ത് വർഷം ജോലി ചെയ്ത ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് സംബന്ധിച്ച്

സി-ഡിറ്റിന്റെ 25 ാ മത് ഗവേർണിംഗ് ബോഡി തീരുമാനപ്രകാരം കഴിഞ്ഞ പത്ത് വർഷം സ്ഥാപനത്തിൽ ജോലിചെയ്തുവരുന്ന മുഴുവൻ ജീവനക്കാരെയും സ്ഥിരപ്പെടുത്താനുള്ള തീരുമാനം ബഹുമാനപ്പെട്ട മുഖ്യമന്ത്രി നിർദേശിക്കുകയും ഗവേർണിംഗ് ബോഡി അംഗീകരിക്കുകയും ചെയ്തിരിക്കുകയാണ്. സി-ഡിറ്റ് എംപ്ലോയീസ് അസോസോസിയേഷന്റെ ദീർഘ നാളത്തെ സുപ്രധാന ആവശ്യമാണ് ഇതോടെ അംഗീകരിച്ചിരിക്കുന്നത്. സ്ഥിരതാ നടപടികൾ വേഗത്തിൽ നടപ്പിലാക്കാനുള്ള പ്രവർത്തനങ്ങൾ അങ്ങയുടെ ഭാഗത്തുനിന്നും ഉണ്ടാകണമെന്ന് വിനീതമായി അഭ്യർത്ഥിക്കുന്നു. കഴിഞ്ഞ പത്ത് വർഷം പൂർത്തിയായ ജീവനക്കാരുടെ ലിസ്റ്റ് കൂടി നിവേദനത്തിന്റെ കൂടെ സമർപ്പിക്കുന്നു

ഷജിത്ത്.ആർ.ബി
ജനറൽ സെക്രട്ടറി

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CORRESPONDENCE(453680/2020/IT (C)) REFERRED IN NOTE 20

File No. IT-C1/136/2019-ITD (Computer No. 1211587)

ANNEXURE - III

C-DIT - LIST OF TEMPORARY EMPLOYEES PROVISIONALLY SELECTED FOR APPOINTMENT AGAINST NEW REGULAR POSTS

Sl.No.	Category/Cadre Name of Post	Scale of pay	Name of Employee	Date of Birth	Date of joining temporary post in C-DIT	Entry level Qualification	Completed years of temporary service as on 30.06.2020	LWA on medical grounds	LWA as on 30.06.2020	Remarks
1	Scientist	15600-39100+GP 5400	Sajan Ambadiyil	24-04-77	03-01-08	M.Sc Physics (Uty of Calicut 1999), M.Tech Opto-Electronics & Laser Technology (Cusat 2002)	12 yrs 5 m			Research Associate on daily wage basisi w.e.f 01.12.2003
2	Programmer	27800-59400	Shiny. D.S	30.05.1983	27-07-2007	B.Tech - Electronics & Communication Engineering (CUSAT - 2004)	12yrs 11 m	74		
3	Programmer	27800-59400	Ajish. M.R	30.04.1980	30-07-2007	B.Sc Maths (University of Kerala - 2001), MCA (MG University - 2005)	12yrs 11 m			
4	Programmer	27800-59400	Chandini Babu N	31.05.1982	30-07-2007	B.Tech - Electronics and Communication Engg. (CUSAT – 2004), CNA and linux 2004	12yrs 11m	158		
5	Programmer	27800-59400	Preetha. P	03.04.1973	30-07-2007	B.Tech - Computer Science and Engineering (MG University - 2002)	12yrs 3m	165	220	
6	Programmer	27800-59400	Sreejith. A.K	01.05.1979	31-07-2007	BCA- Computer Applications (MG University - 2000), M.Sc Computer Science (Kannur University - 2003)	12yrs 11 m			
7	Programmer	27800-59400	Navaneeth Krishnan	16.01.1973	01-08-2007	BA English (MG University - 1993) , PGDCA (IHRD - 1995), MCA (Manonmaniam Sundaranar University - 2005), eDiploma in Advanced Software Technology (CMC Ltd - 2001)	12yrs 11 m	163		
8	Programmer	27800-59400	Sudheesh. A.P	14.07.1980	01-08-2007	B.Sc Computer Science (Kannur University - 2002), M.Sc. Computer Science (Kannur University - 2005)	12yrs 11 m			
9	Programmer	27800-59400	Lijith. T.K	22.03.1979	10-08-2007	BCA (Bachelor of Computer Applications - MG University - 2000), MCA - MG University - 2004), MBA third rank(University of Kerala-2013)	12yrs 10 m			
10	Programmer	27800-59400	Sindu Thankappan	10.04.1978	13-08-2007	B.Sc Chemistry (University of Kerala - 1998), MCA (Manonmaniam Sundaranar University - 2002),	12yrs 10 m		18	

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14/8/20

Regn No. 01-53 dated 25/11/2000

C-DIT EMPLOYEES CONGRESS

Reg. Office: C-DIT Campus, Chitranjali Hils, Thiruvallom (PO), Thiruvananthapuram
Mailing Address: TC 83/587(1), Pettah (PO), Thiruvananthapuram-695024

President
T SARAT CHANDRAPRASAD. Ex M.L.A.
General Secretary,
Kerala Pradesh Congress Committee

General Secretary,
BHARAT THAMPI

29.09.2020

ബഹു: ഐ.ടി സെക്രട്ടറി സമക്ഷം

സർ,

വിഷയം:- സംസ്ഥാന ഐ.ടി.വകുപ്പിന്റെ കീഴിലുള്ള സി-ഡിറ്റിൽ സി-ഡിറ്റ് ചെയർമാൻ കൂടിയായ ബഹു:മുഖ്യമന്ത്രിയുടെ അദ്ധ്യക്ഷതയിൽ കൂടിയ സി-ഡിറ്റ് ഗവേണിംഗ് ബോഡി തീരുമാനം ഒഴിവാക്കിയത് പരിശോധിക്കുന്നത് സംബന്ധിച്ച്

സൂചന:- സി-ഡിറ്റ് 24, 25 ഗവേണിംഗ് ബോഡി കമ്മിറ്റിയുടെ മിനിറ്റ്സ്

സംസ്ഥാന സർക്കാരിന്റെ ഐ.ടി വകുപ്പിന്റെ കീഴിലുള്ള സെന്റർ ഫോർ ഡവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (C-DIT)ൽ 100ൽപ്പരം സ്ഥിര,ജീവനക്കാരും 150ൽപ്പരം താൽക്കാലിക ജീവനക്കാരും പ്രവർത്തിച്ചു വരുന്നു. CSIR വിഭാഗത്തിൽ നിലവിൽ 12 ജീവനക്കാരും കൂടാതെ ടെക്നിക്കൽ, അഡ്മിനിസ്ട്രേറ്റീവ് വിഭാഗത്തിൽപ്പെട്ടവരുമാണ് സ്ഥിരം ജീവനക്കാർ.

സി-ഡിറ്റ് സ്ഥാപിതമായി 30 വർഷം കഴിയുമ്പോൾ സി-ഡിറ്റിൽ ഗവേഷണ പ്രവർത്തനങ്ങളിൽകൂടി പ്രോജക്ടുകൾ കൊണ്ടുവരേണ്ട CSIR ജീവനക്കാർ ഇന്നുവരെ യാതൊരു പ്രവർത്തനം നടത്തിയിട്ടില്ലാത്തതും, ഗവേഷണ പ്രസിദ്ധീകരണങ്ങൾ പബ്ലിഷ് ചെയ്തിട്ടില്ലാത്തതും ആകുന്നു. എന്നാൽ CSIR ജീവനക്കാർ സി-ഡിറ്റ് അധികാരികൾവഴി എല്ലാവിധ CSIR സർവ്വീസ് നേട്ടങ്ങളും നേടിയിട്ടുള്ളവരാകുന്നു. ഇതിൽ Scientist E

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Vice President Sainulabdeen T | Vice President Mohan Kumar N | Joint secretary Hari Kumar K R | Joint secretary Lal Mohan V | Treasurer Mary Jeen

CORRESPONDENCE(453618)/2020/IT (C)) REFERRED IN NOTE 44
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കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം
Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India
ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.
C-DIT
PHONE: 0471- 2380910, 2380912, 2380895. Director: 0471- 2380908. Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

No. C-DIT/ADM/42/2020-A1

14.08.2020

The Principal Secretary
Electronics & Information Technology
Government Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT –Post creation and regularisation of employees -Submitting proposal -reg

Ref: Minutes of 25th Governing Body Meeting of C-DIT held on 16.03.2020, agenda item no.25.09.

Kind attention is invited to references cited. As per the agenda item no. GB 25.09. Governing Body decided to create required number of additional regular posts in C-DIT and also to consider the appointment of the temporary employees, who have completed ten years of temporary service in C-DIT, against these regular posts (including vacant posts) with the approval of Government. Accordingly, a list of posts to be created along with the list of employees who were engaged before 01.08.2010 and are still continuing as temporary employees in C-DIT is appended herewith along with a brief report thereon for consideration.

Yours faithfully,

REGISTRAR

Encl.

1. Brief Report regarding post creation and regularisation of temporary employees.
2. List of posts to be created with the proposed scale of pay in comparison to existing posts.
3. List of employees who were engaged before 01.08.2010 and are still continuing as temporary employees
4. List of sanctioned posts and the vacant posts in C-DIT.

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"ഭരണഭാഷ-മാതൃഭാഷ".

കേരള സർക്കാർ

നമ്പർ. ഐ.ടി-സി1/136/2019/വി.സാ.വ.

ഇലക്ട്രോണിക്സ് & വിവര സാങ്കേതിക വിദ്യ (സി) വകുപ്പ്.
തിരുവനന്തപുരം, തീയതി 15/10/2020

പ്രേഷകൻ,
സെക്രട്ടറി
സ്വീകർത്താവ്,
ശ്രീ. വി.എസ്.ശിവകുമാർ
ബഹു. എം.എൽ.എ (തിരുവനന്തപുരം)
റ്റി.സി 9/2376, ശ്രീരംഗം ലെയിൻ,
ശാസ്തമംഗലം, തിരുവനന്തപുരം.

സർ,

വിഷയം :- ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ വകുപ്പ് - താല്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനായി സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ച പ്രൊപ്പോസൽ സംബന്ധിച്ച് സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് സമർപ്പിച്ച നിവേദനം - സംബന്ധിച്ച്.

സൂചന :- താങ്കൾ 50/TVM-LAC/2020 നമ്പരിൽ 28.09.2020-ന് ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ വകുപ്പ് സെക്രട്ടറിക്ക് അയച്ച കത്ത്

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ സവിനയം ക്ഷണിക്കുന്നു. സി-ഡിറ്റിലെ താല്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിന് നടപടി ആവശ്യപ്പെട്ടുകൊണ്ട് സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ച പ്രൊപ്പസലിലെ നിർദേശങ്ങൾക്കെതിരെ സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് സമർപ്പിച്ച നിവേദനത്തിന്മേൽ സി-ഡിറ്റ് രജിസ്ട്രാറോട് റിപ്പോർട്ട് ആവശ്യപ്പെട്ടിരിക്കുകയാണ്. പ്രസ്തുത റിപ്പോർട്ട് ലഭ്യമാക്കി പരിശോധിച്ചതിനു ശേഷം ഇക്കാര്യത്തിൽ തുടർനടപടികൾ സ്വീകരിക്കുന്നതാണെന്ന വിവരം താങ്കളെ സവിനയം അറിയിക്കുന്നു.

വിശ്വസ്തതയോടെ,

വിനോദ്. ജി
അഡീഷണൽ സെക്രട്ടറി.
സെക്രട്ടറിയ്ക്കു വേണ്ടി.

പകർപ്പ് : - രജിസ്ട്രാർ, സി-ഡിറ്റ്, തിരുവല്ലം, തിരുവനന്തപുരം (നിവേദനത്തിന്മേൽ അടിയന്തിരമായി റിപ്പോർട്ട് ലഭ്യമാക്കുന്നതിലേക്കായി)

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GOVERNMENT OF KERALA

Electronics & IT(C) Department

No. IT-C1/136/2019-ITD 07/09/2020,Thiruvananthapuram

From
Secretary to Government

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

Sir,

Sub: Electronics & IT Department - Proposal of regularisation of employees - details called for - reg.

Ref: Letter No. C-DIT/ADM/42/2020-A1 dated 14.08.2020 from the Registrar, C-Dit.

In inviting attention to the reference citred, I am to request you furnish the following details to examine the proposal ;

1. Minutes of 25th Governing Body meeting

2. Whether further creation of 14 posts in Technical Assistant, 17 posts in Office Assistant (Accounts + Administration), 12 posts in Data Entry Operator and 3 posts in Helper category are required as there are 21 Technical Assistants, 9 Office Assistants, 5 Data Entry Operators and 5 Helpers are already there in the institution in permanent positions.

3. Justification for the need for 19 posts of Programmer, 6 Coordinators and 7 posts of Web / GUI Designer in the institution

4. Whether the proposal is merely based on the present post occupied by the employee or based on the need of the institution

5. Whether the posts proposed for creation are suitable for the present area of operation of C-Dit

6. Whether C-Dit has executed contract with all the 114 employees listed in the proposal and are valid at the time of furnishing of proposal

7. Whether performance appraisal of the employees were made by C-Dit after

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ANNEXURE II

List of employees whose designation has been changed as per the agreement executed

Sl.No.	Name of Employee	Entry Designation	Scale of Pay of (c)	Present Designation as in agreement executed as on 1.2.2019	Scale of Pay of (e)	Remarks
(a)	(b)	(c)	(d)	(e)	(f)	(g)
1	Navaneeth Krishnan	Programmer	27800-59400	Technical Assistant	26500-56700*	Not performing programming activities.
2	Sreelekshmi R	Programmer	27800-59400	Technical Assistant	26500-56700*	-do-
3	Arunnadh. G	System Administrator	27800-59400	Server Administrator	✗	Change in designation only
4	Praseena. M.P	Technical Assistant	26500-56700	Office Assistant	26500-56700	same scale of pay
5	Suresh. D	Technical Assistant	26500-56700	Office Assistant	26500-56700	-do-
6	Aiswarya. R	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
7	Sivanandan	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
8	Sreejesh. E.K	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
9	Sofimol. V.K	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
10	Jacob Thomas	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
11	Pinki. M.S	Video Editing cum Sound Assistant	26500-56700	Assistant Video Editor	✗	No such post included
12	Parvathy Thampy	Content Developer	26500-56700	Office Assistant	26500-56700	same scale of pay
13	Deepa. S	Research Associate	26500-56700	Project Associate	26500-56700	Change in designation only
14	Jayahari. K.V	Web Designer	22200-48000	Office Assistant	26500-56700*	not performing the function of Web Designer
15	Manulal. M.P	Production Co-ordinator (OIP)	19000-43600	Scientific Assistant (Holography)	✗	No such post included
16	Prajin. V.R	Call Centre Executive	19000-43600	Junior Technician	19000-43600	same scale of pay
17	Raji. A.L	Call Centre Executive	19000-43600	Technical Assistant	26500-56700*	TA post is in higher scale
18	Mohanlal. G	Font Designer	19000-43600	Technical Assistant	26500-56700*	TA is in a higher scale
19	Renjith Kumar. R	Production Assistant	19000-43600	Office Assistant	26500-56700*	OA is in higher scale
20	Bindu Lekha. B.R	Lab Assistant	18000-41500	Course Assistant		No such post included
21	Mineesh N. S	Software Support Assistant	18000-41500	Junior Technical Assistant	18000-41500	same scale of pay
22	Radhika Kumari.S	Scanning Assistant	18000-41500	Data Entry Operator	19000-43600	same scale of pay
23	Ragith A. *	Programmer	27800-59400	—	—	Note (2*) below.
24	Thanzeem M.B.*	Programmer	27800-59400	—	—	-do-

Note

(1) * Change to a post with higher scale of pay is not recommneded.

(2)* Those who are not performing programmer's functions need not be regularised as Programmer in higher scale of pay

16/10/20

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File No. IT-C1/136/2019-ITD (Computer No. 1211587)

Regn No. 01-53 dated 25/11/2000

C-DIT EMPLOYEES CONGRESS

Reg. Office: C-DIT Campus, Chitranjali Hils, Thiruvallom (PO), Thiruvananthapuram
Mailing Address: TC 83/587(1), Pettah (PO), Thiruvananthapuram-695024

President
T SARAT CHANDRAPRASAD. Ex M.L.A.
General Secretary,
Kerala Pradesh Congress Committee

General Secretary,
BHARAT THAMPI

29.09.2020

ബഹു: ഐ.ടി സെക്രട്ടറി സമക്ഷം

സർ,

വിഷയം:- സംസ്ഥാന ഐ.ടി.വകുപ്പിന്റെ കീഴിലുള്ള സി-ഡിറ്റിൽ സി-ഡിറ്റ് ചെയർമാൻ കൂടിയായ ബഹു:മുഖ്യമന്ത്രിയുടെ അദ്ധ്യക്ഷതയിൽ കൂടിയ സി-ഡിറ്റ് ഗവേണിംഗ് ബോഡി തീരുമാനം ഒഴിവാക്കിയത് പരിശോധിക്കുന്നത് സംബന്ധിച്ച്

സൂചന:- സി-ഡിറ്റ് 24, 25 ഗവേണിംഗ് ബോഡി കമ്മിറ്റിയുടെ മിനിറ്റ്സ്

സംസ്ഥാന സർക്കാരിന്റെ ഐ.ടി വകുപ്പിന്റെ കീഴിലുള്ള സെന്റർ ഫോർ ഡവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (C-DIT)ൽ 100ൽപ്പരം സ്ഥിര ,ജീവനക്കാരും 150ൽപ്പരം താൽക്കാലിക ജീവനക്കാരും പ്രവർത്തിച്ചു വരുന്നു. CSIR വിഭാഗത്തിൽ നിലവിൽ 12 ജീവനക്കാരും കൂടാതെ ടെക്നിക്കൽ, അഡ്മിനിസ്ട്രേറ്റീവ് വിഭാഗത്തിൽപ്പെട്ടവരുമാണ് സ്ഥിരം ജീവനക്കാർ.

സി-ഡിറ്റ് സ്ഥാപിതമായി 30 വർഷം കഴിയുമ്പോൾ സി-ഡിറ്റിൽ ഗവേഷണ പ്രവർത്തനങ്ങളിൽകൂടി പ്രോജക്ടുകൾ കൊണ്ടുവരേണ്ട CSIR ജീവനക്കാർ ഇന്നുവരെ യാതൊരു പ്രവർത്തനം നടത്തിയിട്ടില്ലാത്തതും, ഗവേഷണ പ്രസിദ്ധീകരണങ്ങൾ പബ്ലിഷ് ചെയ്തിട്ടില്ലാത്തതും ആകുന്നു. എന്നാൽ CSIR ജീവനക്കാർ സി-ഡിറ്റ് അധികാരികൾവഴി എല്ലാവിധ CSIR സർവ്വീസ് നേട്ടങ്ങളും നേടിയിട്ടുള്ളവരാകുന്നു. ഇതിൽ Scientist E

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സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി
കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം
Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India
ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.
C-DIT
PHONE: 0471- 2380910, 2380912, 2380895. Director: 0471- 2380908. Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

No. C-DIT/ADM/42/2020-A1 16.10.2020

The Secretary
Electronics & Information Technology Department
Government Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT –Post creation and regularisation of employees-Submitting details -reg

Ref: 1. C-DIT letter of even no dated 14.08.2020
2. Government letter No.IT-C1/136/2019- ITD dated 07.09.2020

Kind attention is invited to the reference cited. The following details are furnished in response to the letter cited (2) to examine the proposal.

(1.) Minutes of the 25th Governing Body meeting is attached herewith (Annexure - I).

(2.) There are 16 major divisions/departments in C-DIT which cater to different realms of technology. The service of the above categories of employees in permanent position is required for the reasons stated below.

Technical Assistants provide technical support to internal units as well as to client locations on various projects. Media, Academic, e-Governance, System Integration and Technology Divisions require the service of Technical Assistants. Technical support to various state wide projects are also being provided by them through Regional Centres. The requirement for the Head Office (5) and other four offices in the state capital (4), three Regional Centres (6) and for district level support (20) across the state.

The service of Office Assistants/ Data Entry Operators are required for establishment, HR, accounting, social security and related matters.

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Data Entry Operators are engaged in major divisions at HO (4), four city offices (5), three Regional Centres (3) and the rest in client projects (5).

Helpers are engaged in HO/HO-production unit (4), city offices (2) and academic division (2).

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CORRESPONDENCE(453680/2020/IT (C)) REFERRED IN NOTE 49
File No. IT-C1/136/2019-ITD (Computer No. 1211587)

ANNEXURE - III

C-DIT - LIST OF TEMPORARY EMPLOYEES PROVISIONALLY SELECTED FOR APPOINTMENT AGAINST NEW REGULAR POSTS

Sl.No.	Category/Cadre Name of Post	Scale of pay	Name of Employee	Date of Birth	Date of joining temporary post in C-DIT	Entry level Qualification	Completed years of temporary service as on 30.06.2020	LWA on medical grounds	LWA as on 30.06.2020	Remarks
1	Scientist	15600-39100+GP 5400	Sajan Ambadiyil	24-04-77	03-01-08	M.Sc Physics (Uty of Calicut 1999), M.Tech Opto-Electronics & Laser Technology (Cusat 2002)	12 yrs 5 m			Research Associate on daily wage basisi w.e.f 01.12.2003
2	Programmer	27800-59400	Shiny. D.S	30.05.1983	27-07-2007	B.Tech - Electronics & Communication Engineering (CUSAT - 2004)	12yrs 11 m	74		
3	Programmer	27800-59400	Ajish. M.R	30.04.1980	30-07-2007	B.Sc Maths (University of Kerala - 2001), MCA (MG University - 2005)	12yrs 11 m			
4	Programmer	27800-59400	Chandini Babu N	31.05.1982	30-07-2007	B.Tech - Electronics and Communication Engg. (CUSAT – 2004), CNA and linux 2004	12yrs 11m	158		
5	Programmer	27800-59400	Preetha. P	03.04.1973	30-07-2007	B.Tech - Computer Science and Engineering (MG University - 2002)	12yrs 3m	165	220	
6	Programmer	27800-59400	Sreejith. A.K	01.05.1979	31-07-2007	BCA- Computer Applications (MG University - 2000), M.Sc Computer Science (Kannur University - 2003)	12yrs 11 m			
7	Programmer	27800-59400	Navaneeth Krishnan	16.01.1973	01-08-2007	BA English (MG University - 1993) , PGDCA (IHRD - 1995), MCA (Manonmaniam Sundaranar University - 2005), eDiploma in Advanced Software Technology (CMC Ltd - 2001)	12yrs 11 m	163		
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14/8/20

CORRESPONDENCE(4704036/2020/IT(OS)) REFERRED IN NOTE 49
0085189

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കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം
Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India
ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.
C-DIT
PHONE: 0471- 2380910, 2380912, 2380895. Director: 0471- 2380908. Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

No.42/A1/Admn/2020/C-DIT 23.10.2020

The Secretary
Electronics & Information Technology
Government Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT –Admn – Representation submitted by C-DIT Employees Congress- on regularisation of temporary employees - furnishing report -reg

Ref: 1. Letter No. IT-C1/136/2019/-ITD dated 15.10.2020.
2. Minutes of 25th Governing Body Meeting of C-DIT held on 16.03.2020, agenda item no.24.13.
3. Letter and report No. 233/A1/Admn/2020/C-DIT dated 26.06.2020 regarding special rule
4. Letter and report No. C-DIT/ADM/42/2020-A1 dated 14.08.2020 regarding regularisation of employees.

Kind attention is invited to references cited. The report on post creation attached to the letter cited (4) therto may be seen. In the Annexure II, to the said letter, one post of scientist was proposed and in Sl. No.1 of Annexure- III, the name of contract employee Sri. Sajan Ambadiyil was included against the post of Scientist.

Sri. Sajan Ambadiyil was engaged as Research Associate initially in C-DIT on 01.12.2003 on daily wage basis and then was converted to contract basis on 27.04.2007. Later, in 2007 against the open notification published for the post of Scientist/ Engineer (Research), he was appointed as Scientist on contract basis on a consolidated monthly remuneration of Rs. 17250/- for a period of 1 year w.e.f 03.01.2008. Subsequently, his term was further extended over the years and he completed 10 years in C-DIT service as on 02.01.2018, on contract basis.

As per GO (Ms) No.9/2015/I&PRD dated 06.06.2015, employees who have completed minimum 10 years of service as on 31.12.2014 were regularised w.e.f 06.06.2015 and vide sl. no.45, to this Government order Sri. Sajan Ambadiyil was regularised in the post Research Assistant. Against this order, Sajan Ambadiyil had moved the court filing WP (C) No.19329/2015 in the Hon'ble High Court of Kerala and the Hon'ble Court ordered to consider his application for regularisation in the post of Scientist (Research).

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CORRESPONDENCE(453680/2020/IT (C)) REFERRED IN NOTE 71
File No. IT-C1/136/2019-ITD (Computer No. 1211587)

ANNEXURE - III

C-DIT - LIST OF TEMPORARY EMPLOYEES PROVISIONALLY SELECTED FOR APPOINTMENT AGAINST NEW REGULAR POSTS

Sl.No.	Category/Cadre Name of Post	Scale of pay	Name of Employee	Date of Birth	Date of joining temporary post in C-DIT	Entry level Qualification	Completed years of temporary service as on 30.06.2020	LWA on medical grounds	LWA as on 30.06.2020	Remarks
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14/8/20

Grievance History - G190800747

Office of the Chief Minister

Date: 09-08-2019 14:57:39

Forward From CM Office >> M. SIVASANKAR, Secretary- Electronics & Information Technology (I.T)

Remarks:

പരിശോധിച്ച് ആവശ്യമായ നടപടി സ്വീകരിക്കുക

M. SIVASANKAR, Secretary, Secretary- Electronics & Information Technology (I.T)

Date: 13-08-2019 11:48:07

Forward To Section Office >> AJITHKUMAR. A, Secretary- Electronics & Information Technology (I.T)

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GOVERNMENT OF KERALA

Electronics & IT(C) Department

No. IT-C1/136/2019-ITD 07/09/2020,Thiruvananthapuram

From
Secretary to Government

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

Sir,

Sub: Electronics & IT Department - Proposal of regularisation of employees - details called for - reg.

Ref: Letter No. C-DIT/ADM/42/2020-A1 dated 14.08.2020 from the Registrar, C-Dit.

In inviting attention to the reference citred, I am to request you furnish the following details to examine the proposal ;

1. Minutes of 25th Governing Body meeting

2. Whether further creation of 14 posts in Technical Assistant, 17 posts in Office Assistant (Accounts + Administration), 12 posts in Data Entry Operator and 3 posts in Helper category are required as there are 21 Technical Assistants, 9 Office Assistants, 5 Data Entry Operators and 5 Helpers are already there in the institution in permanent positions.

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4. Whether the proposal is merely based on the present post occupied by the employee or based on the need of the institution

5. Whether the posts proposed for creation are suitable for the present area of operation of C-Dit

6. Whether C-Dit has executed contract with all the 114 employees listed in the proposal and are valid at the time of furnishing of proposal

7. Whether performance appraisal of the employees were made by C-Dit after

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CORRESPONDENCE(4672806/2020/IT(OS)) REFERRED IN NOTE 83
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കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം
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PHONE: 0471- 2380910, 2380912, 2380895, Director: 0471- 2380908, Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

C-DIT

No. C-DIT/ADM/42/2020-A1 16.10.2020

The Secretary
Electronics & Information Technology Department
Government Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT –Post creation and regularisation of employees-Submitting details -reg

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CORRESPONDENCE(453680/2020/IT (C)) REFERRED IN NOTE 92
File No. IT-C1/136/2019-ITD (Computer No. 1211587)

ANNEXURE - III

C-DIT - LIST OF TEMPORARY EMPLOYEES PROVISIONALLY SELECTED FOR APPOINTMENT AGAINST NEW REGULAR POSTS

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14/8/20

GOVERNMENT OF KERALA

Electronics & IT(C) Department

No. IT-C1/136/2019-ITD 07/09/2020,Thiruvananthapuram

From
Secretary to Government

To
The Registrar
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Thiruvallom, Thiruvananthapuram.

Sir,

Sub: Electronics & IT Department - Proposal of regularisation of employees - details called for - reg.

Ref: Letter No. C-DIT/ADM/42/2020-A1 dated 14.08.2020 from the Registrar, C-Dit.

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
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Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India
ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.
PHONE: 0471- 2380910, 2380912, 2380895, Director: 0471- 2380908, Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

C-DIT

No. C-DIT/ADM/42/2020-A1 16.10.2020

The Secretary
Electronics & Information Technology Department
Government Secretariat
Thiruvananthapuram

Sir,

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CORRESPONDENCE(453680/2020/IT (C)) REFERRED IN NOTE 101
File No. IT-C1/136/2019-ITD (Computer No. 1211587)

ANNEXURE - III

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7	Programmer	27800-59400	Navaneeth Krishnan	16.01.1973	01-08-2007	BA English (MG University - 1993) , PGDCA (IHRD - 1995), MCA (Manonmaniam Sundaranar University - 2005), eDiploma in Advanced Software Technology (CMC Ltd - 2001)	12yrs 11 m	163		
8	Programmer	27800-59400	Sudheesh. A.P	14.07.1980	01-08-2007	B.Sc Computer Science (Kannur University - 2002), M.Sc. Computer Science (Kannur University - 2005)	12yrs 11 m			
9	Programmer	27800-59400	Lijith. T.K	22.03.1979	10-08-2007	BCA (Bachelor of Computer Applications - MG University - 2000), MCA - MG University - 2004), MBA third rank(University of Kerala-2013)	12yrs 10 m			
10	Programmer	27800-59400	Sindu Thankappan	10.04.1978	13-08-2007	B.Sc Chemistry (University of Kerala - 1998), MCA (Manonmaniam Sundaranar University - 2002),	12yrs 10 m		18	

CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
C-DIT
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TRIVANDRUM HILLS, THIRUVALLAM P.O, THIRUVANANTHAPURAM

P.1

14/8/20

" ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

സംഗ്രഹം

ഇലക്ട്രോണിക്സും വിവരസാങ്കേതികവിദ്യയും വകുപ്പ് - സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) - 10 വർഷത്തിലധികമായി സി-ഡിറ്റിൽ ജോലിചെയ്യുവരുന്ന 114 താൽകാലിക ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുകൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ഇലക്ട്രോണിക്സ് & വിവര സാങ്കേതിക വിദ്യ (സി) വകുപ്പ്

സ.ഉ. (കൈ)നം. 5/2021/വി.സാ.വ. തീയതി, തിരുവനന്തപുരം, 04.02.2021

പരാമർശം:- 1. സ.ഉ(എംഎസ്) നം.14/90/സിഎഡി, തീയതി 11.05.1990

2. സ.ഉ(സാധാ) നം.196/2008/ഐ&പിആർഡി, തീയതി 18.08.2008

3. സ.ഉ(സാധാ) നം.222/2008/ഐ&പിആർഡി, തീയതി 29.09.2008

4. സ.ഉ(എംഎസ്) നം.2/2011/ഐ&പിആർഡി, തീയതി 08.02.2011

5. സ.ഉ(എംഎസ്) നം.9/2015/ഐ&പിആർഡി, തീയതി 06.06.2015

6. സി-ഡിറ്റ് രജിസ്ട്രാറുടെ 14.08.2020-ലെ C-DIT/ADM/42/2020-A1 നമ്പർ കത്ത്

7. സി-ഡിറ്റ് രജിസ്ട്രാറുടെ 16.10.2020-ലെ C-DIT/ADM/42/2020-A1 നമ്പർ കത്ത്

8. സി-ഡിറ്റ് രജിസ്ട്രാറുടെ 23.10.2020-ലെ 42/A1/Admn/2020/C-DIT നമ്പർ കത്ത്

ഉത്തരവ്

1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്റററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സ്വയം ഭരണ സ്ഥാപനമായ സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) - യിൽ പരാമർശം 1 പ്രകാരം 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിക്കുകയും തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താൽകാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്യുവന്ന 55 ജീവനക്കാരെ 2008 ലും, 7 ജീവനക്കാരെ 2011 ലും, 54 ജീവനക്കാരെ 2015 ലും സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് പരാമർശം 2 മുതൽ 5 വരെയുള്ള ഉത്തരവുകൾ പ്രകാരം റഗുലറൈസ് ചെയ്യുകയും ചെയ്തിട്ടുണ്ട്. 6 കോർ ഗ്രൂപ്പ് തസ്തികകളൊഴികെ സി-ഡിറ്റിൽ സൃഷ്ടിച്ചിട്ടുള്ള 116 തസ്തികകളും ആയതിൽ നിയമിക്കപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടെ ഇല്ലാതാകുമെന്നും പ്രസ്തുത തസ്തികകളിലേക്ക് പുനഃനിയമനങ്ങളോ

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File No. AR6/1/13/2021/P&ARD(Computer No. 191587)
CORRESPONDENCE/432671/2021/ITD REFERRED IN NOTE 135
Sue No : 1/432671/2021

URGENT

GOVERNMENT OF KERALA

Personnel & Administrative Reforms (AR-6) Department

No.AR6-1/13/2021-PandARD 04/03/2021,Thiruvananthapuram

From

Additional Chief Secretary to Government

To

The Registrar
C-DIT
Chitranjali Hills
Thiruvallam P.O
Thiruvananthapuram - 695 027

Sir,

Sub: Personnel & Administrative Reforms Department - Regularization of temporary posts in C-DIT - Work Study - Details called for - Reg.

Ref: G.O(Ms)No.5/2021/E&ITD dated 04.02.2021.

I am to invite your attention to the reference cited and to request you to furnish the following details urgently to Government.

1. Whether all the temporary/daily wages/contract workers in CDIT have already regularized ?
2. Furnish the nature of work in respect of each worker regularised, specifying if the work is technical or non-technical.
3. Whether CDIT still have non-regularised staff? If yes, provide details.
4. Whether CDIT have Special Rules ? If no, provide reasons.

Reply may be furnished WITHIN 3 DAYS to E&IT Department requesting them to forward the same to this department urgently.

Yours Faithfully,
T.PRASANNAN
DEPUTY SECRETARY
For Additional Chief Secretary to Government

Approved for Issue
Section Officer

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" ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

സംഗ്രഹം

ഇലക്ട്രോണിക്സും വിവരസാങ്കേതികവിദ്യയും വകുപ്പ് - സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) - 10 വർഷത്തിലധികമായി സി-ഡിറ്റിൽ ജോലിചെയ്യുവരുന്ന 114 താൽകാലിക ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുകൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ഇലക്ട്രോണിക്സ് & വിവര സാങ്കേതിക വിദ്യ (സി) വകുപ്പ്

സ.ഉ. (കൈ)നം. 5/2021/വി.സാ.വ. തീയതി, തിരുവനന്തപുരം, 04.02.2021

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3. സ.ഉ(സാധാ) നം.222/2008/ഐ&പിആർഡി, തീയതി 29.09.2008

4. സ.ഉ(എംഎസ്) നം.2/2011/ഐ&പിആർഡി, തീയതി 08.02.2011

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ഉത്തരവ്

1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്ററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സ്വയം ഭരണ സ്ഥാപനമായ സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) - യിൽ പരാമർശം 1 പ്രകാരം 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിക്കുകയും തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താൽകാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്യുവന്ന 55 ജീവനക്കാരെ 2008 ലും, 7 ജീവനക്കാരെ 2011 ലും, 54 ജീവനക്കാരെ 2015 ലും സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് പരാമർശം 2 മുതൽ 5 വരെയുള്ള ഉത്തരവുകൾ പ്രകാരം റഗുലറൈസ് ചെയ്യുകയും ചെയ്തിട്ടുണ്ട്. 6 കോർ ഗ്രൂപ്പ് തസ്തികകളൊഴികെ സി-ഡിറ്റിൽ സൃഷ്ടിച്ചിട്ടുള്ള 116 തസ്തികകളും ആയതിൽ നിയമിക്കപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടെ ഇല്ലാതാകുമെന്നും പ്രസ്തുത തസ്തികകളിലേക്ക് പുനഃനിയമനങ്ങളോ

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Annexure-II

Annexure II

Details of non regularized staff

Division/ Dept	Project	Daily	Piece rate	Casual	Project staff	Contract staff 4 year	Total
Informatics	-	-	—	-	PHP Programmer-10 Android Programmer-1 System Administrator-1 Project Assistant-1 Web Designer -1 **Total -14**	Content Developer -1 Office Assistant -1 Data Entry operator-1 Web Programmer -1 Programmer-14 **Total -18**	32
Web services	CMO Various websites/ web portals/ web applications etc	DEO-16		2	Digital Journalist-1 Web content Manager-1 Senior Content Developer-1 Content Developer- 6 Content Editor -1 Web Application Developer-2 Senior Research Associate-2 Junior Research Associate – 2 Team Leader-1 Senior Designer -1 Graphic Designer -2 System Administrator -1 Network Engineer -1 **Total - 22**	Data Entry operator-2 Programmer-2 Assistant Graphic Designer-2 **Total-6**	46
Optical Image	KSBC, Universities	Packing			Production Manager-1		30

1/3

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വിനോദ് ജി.
ഗവ. അഡീഷണൽ സെക്രട്ടറി

ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ വകുപ്പ്
ഗവൺമെന്റ് സെക്രട്ടേറിയറ്റ്
തിരുവനന്തപുരം

ഫോൺ { ഓഫീസ് : 0471-2518509
0471-2327421
മൊബൈൽ : 9895353102

22.02.2021
തീയതി.....

അർദ്ധ ഔദ്യോഗിക കത്ത് നം.ഐ.ടി-സി1/136/2019/വി.സാ.വ

പ്രിയപ്പെട്ട സന്തോഷ്,

1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്റററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സ്വയംഭരണ സ്ഥാപനമായ സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) യിൽ 04.02.2021 ലെ സ.ഉ(കൈ) നം. 14/90/സിഎഡി നമ്പർ ഉത്തരവ് പ്രകാരം 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിക്കുകയും തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താല്കാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലിചെയ്യുവന്ന 55 ജീവനക്കാരെ 18.08.2008 ലെ സ.ഉ(സാധാ) നം. 196/2008/ഐ&പിആർഡി നമ്പർ ഉത്തരവ് പ്രകാരം 2008 ലും 7 ജീവനക്കാരെ 08.02.2011 ലെ സ.ഉ(സാധാ) നം. 2/2011/ഐ&പിആർഡി നമ്പർ ഉത്തരവ് പ്രകാരം 2011 ലും 54 ജീവനക്കാരെ 06.06.2015 ലെ സ.ഉ(കൈ) നം. 9/2015/ഐ&പിആർഡി നമ്പർ ഉത്തരവ് പ്രകാരം 2015 ലും 114 ജീവനക്കാരെ 04.02.2021 ലെ സ.ഉ(കൈ) നം. 5/2021/വി.സാ.വ നമ്പർ ഉത്തരവ് പ്രകാരം 2021 ലും റെഗുലറൈസ് ചെയ്തിട്ടുണ്ട്.

താൽകാലിക ജീവനക്കാരെ റെഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി വിവിധ കാലഘട്ടങ്ങളിൽ സി-ഡിറ്റിൽ സൃഷ്ടിക്കപ്പെട്ട തസ്തികകൾ സി-ഡിറ്റിൽ നിലവിൽ കൈകാര്യം ചെയ്യുന്ന ജോലിക്കനുസൃതമായവയാണോ എന്നത് സംബന്ധിച്ച് ശാസ്ത്രീയമായ പഠനം നടത്തി പുനഃസംഘടന നടപ്പിലാക്കേണ്ടതുണ്ടെന്ന് കണ്ടതിന്റെ അടിസ്ഥാനത്തിൽ അപ്രകാരം ഒരു പഠനം നടത്തുന്നതിന് ഉദ്യോഗസ്ഥ ഭരണ പരിഷ്കാര വകുപ്പിനെ ചുമതലപ്പെടുത്തിക്കൊണ്ട് ബഹു മന്ത്രിസഭാ തീരുമാനപ്രകാരം 04.02.2021 ലെ സ.ഉ(കൈ) നം 5/2021/വി.സാ.വ പ്രകാരം ഉത്തരവ് പുറപ്പെടുവിച്ചിട്ടുണ്ട്(പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു). പ്രസ്തുത സാഹചര്യത്തിൽ സി-ഡിറ്റിൽ സൃഷ്ടിക്കപ്പെട്ടിട്ടുള്ള തസ്തികകൾ നിലവിലെ ജോലിഭാരത്തിനനുസൃതമാമോ എന്നത് സംബന്ധിച്ച് പഠനം നടത്തുന്നതിനുള്ള നടപടി ആരംഭിക്കുവാനും ശാസ്ത്രീയമായ രീതിയിലുള്ള പുനഃസംഘടന സംബന്ധിച്ച നിർദ്ദേശങ്ങൾ ഉൾപ്പെടുത്തിക്കൊണ്ടുള്ള റിപ്പോർട്ട് എത്രയും വേഗം ഈ വകുപ്പിലേക്ക് ലഭ്യമാക്കണമെന്നും അഭ്യർത്ഥിക്കുന്നു.

ആത്മാർത്ഥതയോടെ

വിനോദ്.ജി

ശ്രീ. എൽ.റ്റി. സന്തോഷ് കുമാർ
ജോയിന്റ് സെക്രട്ടറി, ഉദ്യോഗസ്ഥ ഭരണപരിഷ്കാര വകുപ്പ്

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URGENT

GOVERNMENT OF KERALA

Personnel & Administrative Reforms (AR-6) Department

No.AR6-1/13/2021-PandARD 04/03/2021,Thiruvananthapuram

From

Additional Chief Secretary to Government

To

The Registrar
C-DIT
Chitranjali Hills
Thiruvallam P.O
Thiruvananthapuram - 695 027

Sir,

Sub: Personnel & Administrative Reforms Department - Regularization of temporary posts in C-DIT - Work Study - Details called for - Reg.

Ref: G.O(Ms)No.5/2021/E&ITD dated 04.02.2021.

I am to invite your attention to the reference cited and to request you to furnish the following details urgently to Government.

1. Whether all the temporary/daily wages/contract workers in CDIT have already regularized ?
2. Furnish the nature of work in respect of each worker regularised, specifying if the work is technical or non-technical.
3. Whether CDIT still have non-regularised staff? If yes, provide details.
4. Whether CDIT have Special Rules ? If no, provide reasons.

Reply may be furnished WITHIN 3 DAYS to E&IT Department requesting them to forward the same to this department urgently.

Yours Faithfully,
T.PRASANNAN
DEPUTY SECRETARY
For Additional Chief Secretary to Government

Approved for Issue
Section Officer

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CORRESPONDENCE(5078733/2021/IT(OS)) REFERRED IN NOTE 136

0086600

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സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി

കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം

Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India

ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.

C-DIT

PHONE: 0471- 2380910, 2380912, 2380895. Director: 0471- 2380908. Registrar: 0471- 2383506.

e-mail: cdit@cdit.org, headoffice@cdit.org

No. 42/A1/Admn/2020/C-DIT

19.03.2021

To,

The Secretary to Govt.
E&IT Department, Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT- Admn- Regularisation of temporary posts in C-DIT – Work Study – furnishing details--reg

Ref: Letter No.AR6-1/13/2021- P and ARD dated 04.03.2021.

Kind attention is invited to the reference cited. The required details are furnished below:

1. Government vide GO (Rt) No.196/2008/I&PRD dated 18.08.2008 have regularised the service of 55 temporary employees, vide GO (Ms) No.02/2011/I&PRD dated 08.02.2011 have regularised the service of 7 employees and vide GO (Ms) No. 09/2015/I&PRD dated 06.06.2015 have regularised the service of 54 employees respectively in previous 3 occasion. In February 2021, vide GO (Ms) No. 5/2021/E&ITD dated 04.02.2021 have regularized the service of 114 temporary employees of C-DIT. There are other temporary/daily wages/contract employees who are not regularised.

2. Nature of work in respect of regularised staff attached as Annexure I

3. List of non -regularised staff attached as Annexure II

4. A proposal furnished with regard to framing of Special Rules of C-DIT is under the consideration of Government.

Yours truly,

Encl.
Annexure – I (8 pages)
Annexure – II (3 pages)

REGISTRAR

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List of Correspondences

Receipt No. / Issue No.	Subject	Type	Marked As	Attached On	Issued On	Pages	Remarks
E 5355281/2021/IT(OS)	സി -ഡിറ്റ് -ൽ പ്രവൃത്തി പഠനം നടത്തുന്നത് സംബന്ധിച്ച്	Receipt		17/09/2021 05:06 PM		290-290	
E 4700709/2020/IT(OS)	C-DIT EMPLOYEES CONGRESS posting of Temporary employees - reg	Receipt		30/06/2021 03:55 PM		285-289	
E 5078733/2021/IT(OS)	C-DIT- Admn- Regularisation of temporary posts in C-DIT - Work Study - furnishing details--reg	Receipt		24/03/2021 10:35 AM		273-284	
E 5079777/2021/IT(OS)	Personnel & Administrative Reforms Department - Regularization of temporary posts in C-D1T - Work Study - Reg	Receipt		22/03/2021 04:49 PM		271-272	
E 5009579/2021/IT (C)	Letter from Information Technology	Receipt		23/02/2021 12:14 PM		270-270	
E I/4302817/2021	C-Dit - Proposal for post creation and the regularisation of temperorary employees -reg	Issue			23/02/2021 11:51 AM	269-269	
E 4971161/2021/IT (C)	G.O(Ms) No. 5/2021/ITD dated 04.02.2021	Receipt		10/02/2021 03:25 PM		261-268	
E I/4287593/2021	C-Dit - Proposal for post creation and the regularisation of temperorary employees -reg	Issue			10/02/2021 03:22 PM	254-260	
E 4759234/2020/IT(OS)	C-DJT -Post creation and regularisation of employees-furnishing revised details of qualiflcdtion'and expererince -reg Ref: 1. Letter No. IT-C1/136/2019-ITD dated 07.09.2020 2. C-DIT letter of even no. dated 16.10.2020	Receipt		08/02/2021 03:33 PM		250-253	
E 4951650/2021/IT (C)	C-Dit regularisation	Receipt		04/02/2021 12:50 PM		179-249	
E 4951262/2021/IT (C)	Scanned copy - page 167-179	Receipt		04/02/2021 12:08 PM		167-178	
E 4917201/2021/IT (C)	G210102625	Receipt		28/01/2021 11:14 AM		164-166	
E 4917231/2021/IT (C)	G210102674	Receipt		28/01/2021 11:13 AM		161-163	
E I/4213452/2020	C-Dit - Proposal for post creation and the regularisation of temperorary employees -reg	Issue			30/11/2020 03:02 PM	160-160	
E 4704036/2020/IT(OS)	C-DIT -Admn - Repieseniation submitted by C-DIT Employees Congress- on regularisation of temporary employees - furnishing report -reg	Receipt		09/11/2020 03:16 PM		157-159	
E 4672806/2020/IT(OS)	No. C-D!T/ADM/42/2020-Al Sub: C-DIT -Post creation and regularisation of employees-Submitting details -reg	Receipt		24/10/2020 08:15 AM		113-156	
E 4671231/2020/IT (C)	Letter to C-DIT Registrar	Receipt		19/10/2020 12:29 PM		112-112	
E I/4171281/2020	C-Dit - Proposal for post creation and the regularisation of temperorary employees -reg	Issue			19/10/2020 12:24 PM	111-111	
E 4635132/2020/IT(OS)	സംസ്ഥാന ഐ .ടി വകപ്പിന് കീഴിലുള്ള സി -ഡിറ്റിൽ സി -ഡിറ്റ് ചെയർമാൻ കൂടിയായ ബഹു ;മുഖ്യമന്ത്രിയുടെ അദ്ധ്യക്ഷതയിൽ കൂടിയ സി -ഡിറ്റ് ഗോവെർണിങ് ബോഡി തീരുമാനം ഒഴിവാക്കിയത് പരിശോധിക്കുന്നത് സംബന്ധിച്ച്	Receipt		08/10/2020 10:58 AM		88-110	
E I/4133708/2020	C-Dit - Proposal for post creation and the regularisation of temperorary employees -reg	Issue			08/09/2020 10:39 AM	86-87	
E 4483418/2020/IT (C)	G200603805	Receipt		18/08/2020		79-85	

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Receipt No. / Issue No.	Subject	Type	Marked As	Attached On	Issued On	Pages	Remarks
E 4536180/2020/IT (C)	C-Dit -proposal for regularisation	Receipt		18/08/2020 11:32 AM		61-78	
E 3747040/2019/IT (C)	G190800747	Receipt		18/08/2020 11:31 AM		58-60	
E 3779712/2019/IT(OS)	1843/Min(co op,TSM & Dev)2019 Letter from C—DIT EMPLOYEES ASSOCIATION (CITU)	Receipt		18/08/2020 11:30 AM		56-57	
E I/3937099/2019	C-Dit - Proposal for regularisation of employees on prolonged contract -reg.	Issue			02/12/2019 10:36 AM	55-55	
E 3632771/2019/IT (C)	Minutes of 24th GB meeting held on 19.02.2019	Receipt		04/07/2019 04:32 PM		49-54	
E 3632781/2019/IT (C)	C-Dit -76th EC meeting held on 30.01.2019	Receipt		04/07/2019 04:32 PM		11-48	
E 3543852/2019/IT(OS)	130/A1/Admn/C-DIT/2019 - CDIT-Estt-Employees on prolonged contract - Regularization-Request- reg	Receipt		10/06/2019 03:52 PM		1-10	

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കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം
Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India
ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.
C-DIT
PHONE: 0471- 2380910, 2380912, 2380895. Director: 0471- 2380908. Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

No.130/A1/Admn/C-DIT/2019 31.05.2019

To

The Secretary
Electronics & Information Technology Dept
Government Secretariat
Thiruvananthapuram

Sir,

Sub :- CDIT- Estt-Employees on prolonged contract – Regularization- Request- reg
Ref :- 1. 76 the Executive Committe meeting held on 30.01.2019.
2. 24th Governing Body meeting held on 19.02.2019.

C-DIT is an autonomous organization registered under Travancore Cochin Literary, Scientific and Charitable Societies Registration Act 1955. The Centre was established in the year 1988 and is functioning under the administrative control of Government in Information Technology Department. The centre has been accredited as a Total Solution Provider for IT services and hologram supply by the State Government. The Centre has been executing projects of various departments and Government agencies mainly extending IT and other technology related solutions for facilitating Government business trickling benefits from Government to the common man in an effective manner.

Though the Centre was established in the year 1988 and the areas of mandate and expertise have been expanded and diversified, the Centre has very limited number of regular cadre as approved by Government. The dearth of regular cadre impedes the proper execution of project and have extensive ramification of its course of development.

In this circumstances it is the need of the hour to create additional regular cadre posts in the Centre so as to make it more accountable in executing its projects. During the course of its operation the Centre has recruited staff, who have now been continuing on prolonged contracts stretching upto maximum of 15 years . The most of the personnel so continuing are over aged and spent their fruitful years to the service of the Centre, and will not be eligible for-seeking further employment through Public Service Commission.

Since the Centre generates its on revenue for meeting day to day affairs and all other operational expenditure, the regularization will in no way affect the state Government in its financial implications . It is submitted that the Centre has sufficient resources to meet the expenditure to be incurred government on regularization of contract staff.

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In this circumstances, the matter for regularization of 172 contract employees was placed before the Executive Committee chaired by the Secretary, E & IT Department. The Executive Committee in its meeting held on 30.01.2019 vide agenda item no. EC 76.13 resolved to approve the regularization and recommended to place the matter before the Governing Body and the Government. Subsequently, the Governing Body chaired by the Honorable Chief Minister in its meeting held on 19.02.2019, resolved to approve the matter in toto and recommended to submit the same before the Government for approval.

On the basis of the recommendation of Governing Body chaired by the Honorable Chief Minister it is recommended to regularize 172 contract staff in various categories as per the list enclosed who are engaged on temporary basis and who are quite inevitable for the further development of the Centre. It is submitted that the Centre has sufficient resources and have a proven track record to generate revenue in future to meet the excess expenditure due to the result of regularization.

Yours faithfully

JAYARAJ G
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ANNEXURE- 10

LIST OF CONTRACT EMPLOYEES IN C-DIT PROPOSED FOR REGULARISATION

Sl. No.	Category	Name of Employee	Proposed post	Date of Joining	Proposed scale of pay
1	I	Munirudeen. M	Helper	08-03-2007	17000-37500
2	I	Suma. K	Helper	01-10-2007	17000-37500
3	I	Shaheer. A	Helper	16-11-2007	17000-37500
4	I	Kumar. R	Helper	27-03-2008	17000-37500
5	I	Jagadesh P. R	Helper	17-06-2013	17000-37500
6	I	Jayakumar. S	Helper	20-04-2012	17000-37500
7	I	Rajesh. R	Helper	19-04-2012	17000-37500
8	I	Mohandas. S.S	Helper	24-04-2012	17000-37500
9	I	Bindu. S	Helper	18-02-2009	17000-37500
10	I	Benny. T	Helper	27-08-2012	17000-37500
11	I	Sudarsanan. S	Helper	01-01-2010	17000-37500
12	I	Sudhakaran. T.V	Helper	25-02-2009	17000-37500
13	Ia	Sindhu. S	Sweeper	15-05-2009	8200-13400
14	Ia	Sudha Kumari S	Sweeper	26-04-2012	8200-13400
15	Ia	Usha kumari	Sweeper	20-04-2012	8200-13400
16	Ia	Sandhya B	Sweeper	01-01-2013	8200-13400
17	II	Rajendra Kumar. D	Driver	22-08-2008	18000-41500

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18	II	Abhilash. K	Driver	17-08-2009	18000-41500
19	II	Ratheesh. S	Driver	25-11-2011	18000-41500
20	II	Bijukumar. N	Driver	19-04-2012	18000-41500
21	III	Rajeswari. R	Data Entry Operator	01.09.2005	18000-41500
22	III	Deepa. L	Data Entry Operator	18-08-2007	18000-41500
23	III	Manoj. M	Data Entry Operator	30-08-2007	18000-41500
24	III	Saheera Beevi.E.F	Data Entry Operator	17-09-2007	18000-41500
25	III	Prasanth. R	Data Entry Operator	01-10-2007	18000-41500
26	III	Deepa. K.S	Data Entry Operator	02-11-2007	18000-41500
27	III	Gisha. G	Data Entry Operator	02-11-2007	18000-41500
28	III	Simi. M.A	Data Entry Operator	02-11-2007	18000-41500
29	III	Sreedevi. K	Data Entry Operator	02-11-2007	18000-41500
30	III	Preetha. S. Nair	Data Entry Operator	02-07-2008	18000-41500
31	III	Roja. J.S	Data Entry Operator	15-09-2008	18000-41500
32	III	Sheeba. N	Data Entry Operator	15-09-2008	18000-41500
33	III	Arunkumar. G.C	Data Entry Operator	02-03-2009	18000-41500
34	III	Pushpalatha T.R	Data Entry Operator	18-04-2009	18000-41500
35	III	Sreekumary P.S	Date Entry Operator	03-01-2011	18000-41500
36	III	Sayana. M	Data Entry Operator	01-11-2013	18000-41500
37	III	Deepthi. B	Data Entry Operator	11-11-2013	18000-41500
38	III	Manoj Lal	Data Entry Operator	29.09.2011	18000-41500
39	III	Kaladevi. S	Data Entry Operator	10-06-2013	18000-41500
40	III	Radhika Kumari.S	Data Entry Operator	17-07-2007	18000-41500

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41	IV	Prajin. V.R	Junior Technician (Stores)	08-04-2010	19000-43600
42	IV	Sathyanesan. M.V	Video Production Co-ordinator	03-07-2010	19000-43600
43	IV	Kiran. J	Production Assistant	12-08-2013	19000-43600
44	IV	Praveen Chandran V P	Assistant Graphic Designer	12-08-2013	19000-43600
45	IV	Girish Kumar.V.S	Assistant Graphic Designer	07-10-2013	19000-43600
46	IV	Joswin Syrus	Archives Assistant	29.09.2011	19000-43600
47	IV	Simi. V	Archives Assistant	29.09.2011	19000-43600
48	IV	Manikuttan. B	Junior Technician	17-04-2006	19000-43600
49	IV	Sreekumar. S.S	Junior Technician	17-04-2006	19000-43600
50	IV	Surjith. V.S	Lab Assistant	26-09-2009	19000-43600
51	V	Gopi Krishnan.A.R	Lab Assistant	29-11-2008	20000-45800
52	V	Bindu Lekha. B.R	Course Assistant	25-09-2009	20000-45800
53	V	Mineesh N. S	Software Support Assistant	01-10-2009	20000-45800
54	V	Midhun Dev Pottekkad	Assistant Editor cum Sound Recordist	21-12-2009	20000-45800
55	VI	Kuriakose Philip	Office Assistant	20-09-2007	25200-54000
56	VI	Saritha. V.T	Office Assistant	15-09-2007	25200-54000
57	VI	Manju. S. Warrier	Office Assistant	17-12-2007	25200-54000
58	VI	Anikrishnan. K	Office Assistant	18-12-2008	25200-54000
59	VI	Rekha. P	Office Assistant	12-04-2010	25200-54000
60	VI	Praveen. S	Office Assistant	03-05-2010	25200-54000
61	VI	Sachu. L	Office Assistant	03-05-2010	25200-54000
62	VI	Indu Rani R	Office Assistant	23-01-2012	25200-54000
63	VI	Lakshmykala. V.R	Office Assistant	20-04-2012	25200-54000

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64	VI	Samgeetha. R.J	Office Assistant	20-04-2012	25200-54000
65	VI	Sunila. A.S	Office Assistant	25-04-2012	25200-54000
66	VI	Mary Merlin D'cruz. N	Office Assistant	10-08-2012	25200-54000
67	VI	Priyanka. V.K	Office Assistant	10-08-2012	25200-54000
68	VI	Kukku Mereen Philip	Office Assistant	13-08-2012	25200-54000
69	VI	Leena. P	Office Assistant (Accounts)	19-08-2005	25200-54000
70	VI	Vinod. M	Office Assistant (Accounts)	16-08-2007	25200-54000
71	VI	Sujitha. P.S	Office Assistant (Accounts)	05-09-2007	25200-54000
72	VI	Subhash. K.K	Office Assistant (Accounts)	07-11-2007	25200-54000
73	VI	Preethikrishna. M.R	Office Assistant (Accounts)	31-07-2008	25200-54000
74	VI	Deepa. M	Office Assistant (Accounts)	13-07-2009	25200-54000
75	VI	Reeja Kumari. R	Office Assistant (Accounts)	23-07-2009	25200-54000
76	VI	Vinod. R	Office Assistant (Accounts)	24-07-2009	25200-54000
77	VI	Devarajan. V.R	Office Assistant (Accounts)	27-07-2009	25200-54000
78	VI	Juliemol Thomas	Office Assistant (Accounts)	24-03-2010	25200-54000
79	VI	Sandhya Lekshmi. V.S	Office Assistant (Accounts)	23-01-2012	25200-54000
80	VI	Rejani. N.M	Office Assistant	15-12-2008	25200-54000
81	VI	Renjith Kumar. R	Office Assistant (Production Accounts)	25-07-2009	25200-54000
82	VI	Biju. K	Assistant Graphic Designer	12-08-2013	25200-54000
83	VI	Suresh. D	Office Assistant (Courses)	21-11-2007	25200-54000
84	VI	Praseena. M.P	Office Assistant(Courses)	01-04-2008	25200-54000
85	VI	Parvathy Thampy	Office Assistant (Communication)	15-10-2008	25200-54000
86	VII	Girish. R	Technical Assistant	03-04-2006	26500-56700

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89	VII	Liju. V.V	Technical Assistant	02-05-2007	26500-56700
90	VII	Ragesh. K	Technical Assistant	02-05-2007	26500-56700
89	VII	Ranceesh. P.P	Technical Assistant	02-05-2007	26500-56700
90	VII	Ambily. B.V	Technical Assistant	17-11-2007	26500-56700
91	VII	Sarath Kumar. K	Technical Assistant	08-07-2008	26500-56700
92	VII	Geetha. S.S	Technical Assistant	24-03-2008	26500-56700
93	VII	Smitha B	Technical Assistant	18-05-2009	26500-56700
94	VII	Afsal A Rahman	Technical Assistant	28-06-2010	26500-56700
95	VII	Nidhil. G	Technical Assistant	28-06-2010	26500-56700
96	VII	Renjith Kumar. R	Technical Assistant	10-10-2013	26500-56700
97	VII	Harikrishnan. P	Technical Assistant	11-10-2013	26500-56700
98	VII	Pramod Kumar. D	Technical Assistant	28-06-2010	26500-56700
99	VII	Santhosh. C	Web Designer	22-08-2007	26500-56700
100	VII	Soumya. T	Web Designer	22-08-2007	26500-56700
101	VII	Satheesh. S	Web Designer	30-08-2007	26500-56700
102	VII	Jayahari. K.V.	Technical Assistant	09-04-2008	26500-56700
103	VII	Dinesh Kumar. V	Web Designer	18-04-2008	26500-56700
104	VII	Rajesh. M	Web Designer	09-06-2010	26500-56700
105	VII	Pradeep Kumar. R	Faculty cum Co-ordinator (Web Design)	18-10-2007	26500-56700
106	VII	Prasanth. V	Faculty cum Co-ordinator (Animation)	18-10-2007	26500-56700
107	VII	Navaneeth Krishnan	Technical Assistant	01-08-2007	26500-56700
108	VII	Mohanlal. G	Technical Assistant	04-08-2008	26500-56700

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109	VII	Pinki. M.S	Assistant Editor	31-01-2008	26500-56700
110	VII	Manulal. M.P	Scientific Assistant	14-12-2009	26500-56700
111	VII	Jithin Mathew	Assistant Cameraman	19-12-2009	26500-56700
112	VII	Manoj Kana	Assistant Producer	21-01-2010	26500-56700
113	VII	Unnikrishnan. T	Faculty -cum- Course coordinator	20-10-2008	26500-56700
114	VII	Batakrushna Panda	Production Supervisor (Hologram printing)	18-07-2007	26500-56700
115	VII	Vineetha Das M	Technical Assistant	30-01-2012	26500-56700
116	VII	Raji. A.L	Software Programmer / Call centre executive	12-08-2009	26500-56700
117	VIII	Chithra Resmi. S	Content Developer	28-02-2008	26500-56700
118	VIII	Ashish. P.S	Content Developer	04-01-2010	26500-56700
119	VIII	Renjith.R.P	Content Developer	14-06-2012	26500-56700
120	VIII	Divya Vasanthan K. N	News Reporter	27-10-2009	26500-56700
121	VIII	Nileena. P	Content Developer	27-10-2009	26500-56700
122	VIII	Shajith. R.B	Creative Graphic Designer	03-09-2008	26500-56700
123	VIII	Deepa. S	Project Associate (HR)	21-11-2007	26500-56700
124	VIII	Ranjith Kumar. R	Technical Assistant	07-10-2013	26500-56700
125	VIII	Syam Kumar. K	Technical Assistant	14-02-2005	26500-56700
126	VIII	Jacob Thomas	Co-ordinator	25-06-2009	26500-56700
127	VIII	Sofimol. V.K	Co-ordinator	25-06-2009	26500-56700
128	VIII	Sreejesh. E.K	Co-ordinator	25-06-2009	26500-56700
129	VIII	Sreepriya Sivanandan	Co-ordinator	01-07-2009	26500-56700
130	VIII	Aiswarya. R	Co-ordinator	24-02-2009	26500-56700

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131	VIII	Sreejith. S	Project Assistant	11-10-2013	26500-56700
132	VIII	Arunnadh. G	Server Administrator	19-05-2008	26500-56700
133	IX	Shiny. D.S	Programmer	27-07-2007	26500-56700
134	IX	Ajish. M.R	Programmer	30-07-2007	26500-56700
135	IX	Chandini Babu N	Programmer	30-07-2007	26500-56700
136	IX	Preetha. P	Programmer	30-07-2007	26500-56700
137	IX	Sreejith. A.K	Programmer	31-07-2007	26500-56700
138	IX	Sudheesh. A.P	Programmer	01-08-2007	26500-56700
139	IX	Lijith. T.K	Programmer	10-08-2007	26500-56700
140	IX	Sindu Thankappan	Programmer	13-08-2007	26500-56700
141	IX	Ajay. V	Programmer	17-10-2007	26500-56700
142	IX	Aneez. M	Programmer	07.12.2007	26500-56700
143	IX	Rasmi. R.V	Programmer	16-04-2008	26500-56700
144	IX	Sreelekshmy. R	Programmer	02-03-2009	26500-56700
145	IX	Asha R.S	Programmer	10-08-2009	26500-56700
146	IX	Tanzeem. M.B	Programmer	18-09-2009	26500-56700
147	IX	Anju Bhaskaran	Programmer	19-10-2009	26500-56700
148	IX	Remya Sree . U	Programmer	19-10-2009	26500-56700
149	IX	Sunitha. K.K	Programmer	19-10-2009	26500-56700
150	IX	Rojimon. N.T	Programmer	05-11-2009	26500-56700
151	IX	Lixondas. R.S	Programmer	11-03-2010	26500-56700
152	IX	Raghith. A	Programmer	29-03-2010	26500-56700
153	IX	Rohini R S Nair	Programmer	09-01-2012	26500-56700

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154	IX	Sarmila. R	Programmer	14-06-2012	26500-56700
155	IX	Alex Babu	Programmer	12-08-2013	26500-56700
156	IX	Aswathy. V.K	Programmer	14-08-2013	26500-56700
157	IX	Deepthi. N.H	Programmer	14-08-2013	26500-56700
158	IX	Remya . P	Programmer	14-08-2013	26500-56700
159	IX	Bivin. B. Nair	Programmer	19-08-2013	26500-56700
160	IX	Rajeev. B.R	Programmer	19-08-2013	26500-56700
161	IX	Ambily. P.K	Programmer	23.01.2012	26500-56700
162	IX	Kavitha. T.K	Programmer	02.01.2012	26500-56700
163	IX	Mony P G	Programmer	09.01.2012	26500-56700
164	IX	Sarathnath. V	Programmer	17.04.2013,	26500-56700
165	IX	Althaf. A	Programmer	09-10-2013	26500-56700
166	IX	Anoop. V.C	Programmer	09-10-2013	26500-56700
167	IX	Arun. S.V	Programmer	09-10-2013	26500-56700
168	IX	Reshma Bhuvanendran	Programmer	17.04.2013	26500-56700
169	IX	Sajitha. B.S	Programmer	09-10-2013	26500-56700
170	IX	Anu Sivarajan.S	Programmer	10-10-2013	26500-56700
171	XI	Giby P. Abraham	Manager -Planning	17-04-2008	35700-75600
172	XI	Sajan Ambadiyil	Scientist (OIP)	01-12-2002	39500-83000

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MINUTES OF THE 76TH C-DIT EXECUTIVE COMMITTEE MEETING HELD ON 30.01.2019 IN NORTH COMMITTTEE HALL, SECRETARIAT

The 76th meeting of C-DIT EC was held on 30. 01.2019, 11 AM in the North Committee hall. Secretariat. Sri.M.Sivasankar IAS, Secretary, E & IT department presided. The following members were present. 1. Sri.Ferold Xavier, Addl Secretary (Finance), 2. Sri.Santhoshkumar K , Addl Director of Public Relations, 3. Dr.Piush Antony, 4. Prof.Santhoshkumar G. and 5. Sri.G.Jayaraj, Registrar, C-DIT.

Agenda Item reference	Discussion Points and Decisions
No. EC 76.1 LEAVE OF ABSENCE	No absence.
No. EC 76.2 - *Minutes of the 23rd Governing Body held on 24.03.2018*	Noted.
No. EC 76.3 - *Action taken report on the minutes of 21st, 22nd and 23rd Governing Body Meetings*	Noted.
No. EC 76.4 To consider and approve the Annual report/ Activity report of C-DIT for 2018	Registrar presented briefly the major projects and activities implemented by C-DIT in the past 1-2 years. The members appreciated the efforts of the various teams who have worked for completing the projects undertaken. Dr.Piush Antony specially congratulated the work of the development of donation portal for CMDRF. The members suggested to develop the donation portal solution into a product which can be presented to other states and NDMA. Director, C-DIT stated that discussions should be held with large IT companies to get their help in converting this solution into a marketable product. **EC approved the Annual work report for 2018 (Annexure- A)**
ITEM NO. EC 76.5 To consider the audited statements of accounts of C-DIT for the F.Y. 2016-17.	Noted.
ITEM NO. EC 76.6 To consider the provisional income and expenditure statement for the financial year 2017-18, revised budget estimate for 2018-19 and the projected budget	Director, C-DIT pointed out that out of the total turnover income of C-DIT which was ₹s.45.0 L in 2016-17, ₹ 55.24L in 2017-18 and projected to be ₹ 62.86L in 2018-19, only a sum of ₹ 3-6 lakhs has come as plan grant from the Government which is less than 10% of the total. The rest of the revenue has been generated by C-DIT from its projects. However, payments for as much as Rs.15 crores were pending to be realised with various government departments during the last review. C-DIT should take up with these

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estimate for the financial year 2019-20	departments who are entrusting such large value projects to C-DIT for implementation on a regular basis to ensure that at least 50% of the project funds are released to C-DIT in advance and balance on timely completion of the projects. EC noted the provisional statements of expenditure for 2017-18 and 2018-19. EC approved the Budget estimate for 2019-20 **(Annexure -B).** EC approved the proposal to appoint M/s. Gopal & Anil, CA's as internal auditors of C-DIT for the years 2018-19 and 2019-20 and M/s. Philip & Mathew, CA's as statutory auditors of C-DIT accounts for the FY 2018-19.
ITEM NO. EC 76.7 To consider the payment of pay revision arrears.	EC decided to release the payment of pay revision arrears in cash in one instalment to the retired, relieved and dependents of dead employees immediately and in 3 instalments to other employees in April 2019, August 2019 and December 2019, and to meet the expenditure from C-DIT's resources as ordered by the Government.
ITEM NO. EC 76.8 To consider the enhancement of EPF contribution to 12% without limit and payment of EPS contribution for past service.	EC decided to explore the possibility of enhancing the EPF contribution for C-DIT employees to 12% of pay +DA without limit and equal contribution as employer's contribution by taking up with EPF authorities by giving a joint declaration, opting to make monthly contributions at 12% of salary without limit and thereafter to obtain permission of the Government of Kerala for making this change with prospective effect. As far as the regular employees of C-DIT who have become members of EPF before 2014 and are eligible for EPS, payment of back arrears of employer's contribution to EPS at the rate of 12% on full pay and allowances as per norms, may be considered, subject to the decision of EPF authorities and subject to the employees meeting 50% of the arrears of contribution.
ITEM NO. EC 76.9 To consider the changes in draft special rules for C-DIT employees	The meeting was informed that Finance department, Government of Kerala has decided to convene a meeting of the Administrative department and C-DIT officials to discuss and finalise the draft Special Rules pending with the Government. EC ratified the additional changes with respect to a few categories/posts to be incorporated in the draft Special rules **(Annexure- C).**
ITEM NO. EC 76.10 To consider the creation of additional posts for strengthening of the human	Considering the essential requirements of strengthening the human resources in various departments for sustaining the operations in core areas and for meeting the career advancement needs of the regular employees, EC approved the proposal for

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resources of C-DIT and for career advancement.	creation of additional posts and to forward it, with the approval of the Governing Body, to Government for approval. **(Annexure- D).**
ITEM NO. EC 76.11 To consider the extension of temporary contract employees working in C-DIT.	Addl. Secretary, Finance department stated that Government has fixed the rules for appointment of contract employees in Public sector undertakings and autonomous bodies, vide Circular No. 48/2015/Fin dated 13.05.2015, as per which the period of contract appointment cannot be more than one year at a time. Hence, he placed his objection to the proposal to extend the terms of contract employees by 4 years. Registrar and Director, C-DIT explained that the terms of the present contract employees had been earlier extended for 4 years twice in the case of appointments made till 2011 and once in the case of those appointed during 2011-2014. The terms of contracts which was since extended for short periods and is expiring on 31.01.2019. They have been handling jobs of regular nature and their service is most essential for the implementation of various projects and activities undertaken by C-DIT. Dr. Piush Antony opined that contract extension could be considered after a break of one day. a. After deliberations, EC decided to extend the terms of contract appointment of 172 employees as per the list for a period of 4 years from 01.02.2019. EC also decided that their work performance should be reviewed at the end of every year during this period and remedial measures taken **(Annexure- E).** b. EC also decided to extend the terms of contract appointment of other employees engaged by various departments, for a period of one year from 01.02.2019 or from the date of expiry of their current terms, subject to successful performance assessment.
	c) EC also decided that the contract terms of the project staff engaged for the time bound projects for various client departments/agencies such as MVD, KSBC, Cybersri, FRIENDS, PRD projects etc. will be determined by the duration of the respective contracts with the departments/agencies. Registrar is authorised to consider and approve such contract appointments, for period upto one year at a time, but not exceeding the total sanctioned contract periods with the client departments. e) EC decided that the temporary employees engaged on daily wage basis for field activities in various other government projects being implemented by the divisions, such as Digitisation, Ration card data entry, CMO/CMDRF project etc. will be continued on daily wage basis only/ piece rate basis, as the case may be, for such

	periods and at such rates as determined by the nature and terms of such project contracts executed by C-DIT with the client departments. Registrar is authorised to approve such temporary engagement for period not exceeding 179 days at a time; subject to the directions issued by the Government, regarding contract/daily wage appointments. f) EC approved the proposal to engage employees on temporary contract basis for the work of routine nature connected with office administration and technical services, for periods not exceeding one year at a time and if extended, the total contract period not exceeding 4 years in any case and authorised the Registrar to consider and approve these contract appointments, subject to the directions issued by the Government regarding contract appointments. g) In all cases of contract appointments as above, it will be made clear that the appointees will have no claim for continuing in C-DIT service for getting appointment in a regular post in C-DIT on completion of their contract periods and their contract periods will cease on the date of expiry prescribed in the contract, unless C-DIT decides to extend their contract periods in writing, at its discretion, for reasons found to be in the interest of the organisation. h) EC also approved the proposal for suitable redesignation/renaming of the contract posts to match the nature of jobs performed and the qualifications and to bring uniformity in the names/designations and authorised the Registrar to do this.
ITEM NO. EC 76.12 To consider the appointment to additional posts on contract basis	Considering the need for realising the higher potential of the experienced employees, EC approved contract appointment to the following higher category temporary posts by selection from among temporary contract employees, by following a due process (Annexure-F). The higher posts will be formed by converting/abolishing the junior posts of the incumbent contract employees, who are found eligible for appointment in the senior post; through an assessment process involving skill test (30% weightage), work performance review (60% weighatge) and personal interview (10% weightage). Contract employees in one category may also be considered for appointment in a different category, if they possess the prescribed qualifications for the new category and have completed the prescribed years of service.
ITEM NO. EC 76.13 To consider the creation of additional posts for	EC decided to approve and forward the proposal for regularisation of the service of 172 temporary employees, who have been working on contract basis in C-DIT in various departments, with the

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regularisation of the temporary employees	approval of the Governing Body of C-DIT, for approval of the Government **(Annexure-E).**
ITEM NO. EC 76.14 To consider the provisional promotion of regular employees in the existing vacancies and to create upgraded posts for careers advancement	**76.14.1** EC approved the proposal to place the eligible cases for promotion to the existing regular vacancies **(Annexure-G),** from among the employees in the feeder categories, before the departmental promotion committee and to provisionally promote the employees as recommended by the DPC; subject to approval of the Government. EC authorised the Registrar and Director to take further steps. EC also decided to constitute a Departmental Promotion Committees with the following members. 1. Registrar 2. Administrative Officer 3. Sr.Manager (Administration)/JE (Admin) 4. Deputy Director (OIP)/Deputy Director (EGID) 5. HOD (R&D)
	76.14.2 EC approved the proposal to recommend the cases of the incumbents in the following three temporary posts, who have been initially appointed in C-DIT on contract, based on the lists of names obtained from the District Employment Exchange which is a regular method of appointment as per C-DIT service rules and who have been continuing for periods exceeding 10 years; for approval of the Government for regular appointment in the respective vacancies. 1. Leena P., DOJ -19.08.2005, Name of post- Office Assistant (Accts), 26500-56700 2. Kumar R., DOJ-27.03.2008, Name of post- Helper, 17000-37500 3. Rajendrakumar D; DOJ-22.08.2008, Name of post- Driver-cum-Cleaner , 18000-41500
	76.14.3 EC approved the proposal to create 42 Nos. of higher category/grade regular posts, by upgrading the regular junior posts sanctioned by the Government, in order to place the incumbents having the prescribed qualifications for the higher posts, if found eligible as per a due assessment process, subject to ratification of the GB and decided to forward it to Government for approval. **(Annexure-H).** Wherever there are more eligible employees serving in the junior categories/posts than the proposed number of senior posts/grades created, then the selection will be done through a due process to be based on merit, the seniority/age to be considered only as secondary, if found equal on other grounds.
ITEM NO. EC 76.15	EC decided to form a selection committee as below in terms of Rule 5.3 of C-DIT Service (Recruitment) Rules.

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To consider the formation of selection interview panel as per the Recruitment rules of C-DIT	1. Director or his nominee 2. Secretary, IT department or his nominee 3. Registrar, and three experts from among the following panel 4. K.Mohankumar (former Deputy Director, C-DIT) 5. Ajith Brahmanandan, NIC 6. Bina Paul Venugopal (former Sr.Editor, C-DIT) 7. Gopal Kongot, ACA 8. Dr.P.V.Unnikrishnan (former Registrar/Jt.Director,C-DIT) 9. M.Vijayakumar, former faculty, Dept of Journalism, KU
ITEM NO. EC 76.16 To consider the formation of Assessment Promotion Interview panels	EC decided to constitute a panel of experts for Assessment Promotion Committee as below, in terms of Rule 12 of the Assessment Promotion Rules for Scientific, Video Production and Academic staff in C-DIT, for conducting assessment interview for placement of the employees in the Scientist grades as per CSIR norms. 1. Dr.K.M.Abraham, CEO, KIIFB 2. Sri.M.C.Duttan, Scientific Adviser to CM 3. Sri.P.H.Kurien, IAS 4. Sri.P.M.Sasi, Scientist, CDAC, or a nominee of Exec.Director, C-DAC, Thiruvanaanthapuram 5. Dr.K.Ampady, Director, KR Narayanan Institute 6. Dr.Syed Amjad Ahmad, former Director, EMMRC, Calicut University 7. Dr.Saji Gopinath, Director, IIITMK
ITEM NO. EC 76.17 To consider the request for sanctioning of special allowance to Sri.K.Sreekantan Nair, Jr.Executive (Administration) for holding the additional charge of Jr.Executive (Accounts)	EC decided to sanction the payment of Special allowance to Sri.K.Sreekantan Nair, Jr.Executive (Administration) for holding the additional charge of Jr.Executive (Accounts) redesignated as Senior Manager (F&A); @4% of the pay in the revised scale he has been drawing, during the period of his additional charge..
ITEM NO. EC 76.18 To consider the request of Sri.K.S.Ranjith, Programme Coordinator (Scientist-C) for	EC decided to reconsider the decision to accept the resignation of Sri.K.S.Ranjith from service and to readmit him to duty, as Programme Coordinator in the Communication Group in the Scientist-C grade, by cancelling the resignation and to treat his

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readmitting to duty by cancelling his resignation notice.	period of absence as Leave Without Allowances, not eligible for any service benefits.
AGENDA ITEM NO. EC 76.19 To consider the selection and appointment to the arising vacancy of Registrar and to the existing vacancy of Director, C-DIT	It was reported to the EC that notification for selection to the post of Registrar, C-DIT has been published, as approved by the Government. EC decided to recommend the following qualifications/criteria for selection to the post of Director, C-DIT, subject to ratification of the GB; for consideration of the Government. Degree or Post graduate degree with 25 years of professional experience, with proven track record in institution building and leading a team of professionals, Or Retired All India Service Officers who have worked in Electronics/IT/Communication sectors, Or Persons who are serving or retired as Director/CEO/Registrar/Head of Department in R&D/S&T institutions/PSUs/Universities or similar institutions. *Experience in science popularisation, mass communication and educational activities desirable, but not essential.* Age: Not above 65 years. Remuneration: may be fixed as Rs.2 lakhs p.m. (consolidated) Tenure: May be 3 years, extendable upto 5 years.
ITEM NO. EC 76.20 To consider the matters requiring ratification of the EC	EC ratified/approved the following matters. i) Paternity leave upto 10 days sanctioned to the contract employees also as in the case of regular employees, as per the norms of the state government. ii) Smt.Rajani N.M., Office Assistant working on contract basis in Regional centre, Ernakulam sanctioned special casual leave upto a period of 6 months for undergoing radiation treatment for cancer. iii) EC decided to treat the outstanding advance amount of ₹6,65,996.00 in the name of KSFDC from 1989-90, as prior period expenditure of C-DIT and adjust the same in the audit report for the FY 2017-18. iv) EC ratified the payment of additional income tax amounting to ₹1,02,22,041.00 and interest amounting to ₹32,59,651.00 for the FY 2016-17.

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	v) EC decided to reverse the entries in the audit Report of C-DIT accounts related to the Projects of Information Kerala Mission, CAPDECK and SLIDE, executed through Information Kerala Mission during 1999-2002, before bifurcation of accounts of C-DIT and IKM and to transfer the assets and adjust advances if any, as prior period expenditure.
ITEM NO. EC 76.21 **To consider amendments in the delegation of powers in C-DIT**	1. EC approved the proposal to authorise the following officers (i) Head of Department and (ii) another Officer of Scientist-C grade/equivalent and above, who has been assigned the supervisory/financial charge of the divisions/departments, to sign and issue jointly, the bank cheques and other instruments for making payments due to the contractors and agencies or others, as the case may be, upto a limit of Rs.10 lakhs per transaction; *provided that the related expenditure thereof has been prior approved by the Competent Authority and funds transfer to the respective department/project bank accounts has been made with concurrence of the Registrar and Head of the Finance and Accounts division.* 2. EC approved that Heads of Divisions/Departments be authorised to sign and submit techno-commercial proposals for projects, to various clients/departments, upto an estimate of Rs.2.0 lakhs on their own and upto Rs.50.0 lakhs with prior approval of the Registrar/Director. 3. EC approved that Heads of Divisions/Departments may be authorised to sign contract agreements for projects, on behalf of C-DIT, with various clients/departments, upto an estimate of Rs.2.0 lakhs on their own and upto Rs.50 lakhs with prior approval of the Registrar/Director.
ITEM NO. EC 76.22 **To consider the empanelment of agencies/firms for partnership works**	EC approved that Director, CDIT and Registrar, C-DIT be authorised to finalise price contracts, with the below mentioned empanelled agencies, for submitting projects to clients, through a negotiation route, in emergent cases, upto a limit of Rs.100 lakhs and Rs.20 lakhs respectively; for a period of one year; subject to the condition that the contract price in each case shall not exceed, by more than 10%, of the price discovered by a due tender process for each service. More agencies shall also be empanelled in each area by a due process within 6 months. (1) Ms. Ospyn Technologies, Technopark – for work of deploying the Digital Document File management System (DDFS), HRMS and ERP;

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	(2) M/s. Orysis India Technologies, Technopark – for Customer Relation management software and automated Contact Centre/Call Centre solutions; (3) UST Global, Thiruvananthapuram – for health monitoring of video surveillance system, for online proficiency evaluation and test solutions, for training in cyber security etc. (4) ULCCS, Kozhikode- a govt. accredited agency for civil and other construction works and IT related solutions (5) M/s.Saasvapp Technologies- for software solutions including ERP and Mobile app development etc. (6) KELTRON – for Networking and IT solutions (7) ITI Limited – for personalised plastic card printing, video conferencing solutions etc. (8) M/s.ESDS, M/s. CntrlS, M/s.AWS, M/s.BSNL for cloud server/data centre hiring services (9) M/s.Value Mentor/ M/s.Mirox- for software testing solutions (10)M/s. Expertzlab, Kochi – for software solutions in Java and related applications (11)M/s.Cochin Security press and M/s.Team Print for supply of consumables and paper for security printing (12)M/s. Universal Printers, Vijayawada for high security printing.
ITEM NO. EC 76.23 To consider the starting of new courses	a) EC approved the conduct of the following IT courses by the Technology Extension Division and award of Diplomas/certificates thereof to the students who successfully pass the duly conducted examinations, on completion of the course work. 1. JAVA 2. .NET 3. PHP b) EC approved the launching of the following courses by the Communication courses division and award of Diplomas/certificates thereof, to the students who successfully pass the duly conducted examinations, on completion of the course work. *1.Post graduate diploma in Electronic Journalism* *2. Post graduate diploma in Web design* *3. Post graduate diploma in Animation* *4. Diploma in AR/VR/MR*

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ITEM NO. EC 76.24

To consider the temporary appointments to project posts

EC approved appointment to temporary project posts on contract basis not exceeding one year at a time, for taking up work in the emerging areas.

Sl. No.	Area	Designation & number	Pay range
1.	Big Data analytics	Programmer/Data analyst – 2 Technical Assistant-1	25000-50000 20000-25000
2.	Cyber security /forensics	Security engineer - 2	30000-50000
3.	Project Management	Trainees - 3	20000-25000
4.	AR/VR/MR	Programmers – 2 Animators- 2 Game developers- 2	30000-50000 25000-40000 25000-50000
5.	Education Technology/ Instructional Design	Instructional designers- 2 Content developers - 2	30000-50000 25000-50000
6.	Network/Server Administration-Linux	Engineer-1 Linux Administrator – 1 Tech Assistant- 1	30000-50000 25000-40000 25000-35000
7.	Web programming	Web programmers – Drupal - 1 Web programmers - 2	30000-60000 30000-40000
8.	Video conferencing	Technical Assistant-2	20000-28000

The meeting ended at 1.15pm.

M.Sivasankar IAS, Secretary, E & IT department

M. SIVASANKAR IAS
Secretary to Government
Information Technology Department

Ferold Xavier, Addl Secretary (Finance),

S.D. FEROLD XAVIER
Additional Secretary
Finance Department
Govt. Secretariat
Thiruvananthapuram

Santhoshkumar K , Addl Director of Public Relations

K. SANTHOSH KUMAR
Additional Director
Information & Public Relations Dept
Secretariat, Tvpm.

Dr.Piush Antony

Prof.Santhoshkumar G.

G.Jayaraj, Registrar, C-DIT

JAYARAJ G.
REGISTRAR, C-DIT

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C-DIT 76 EC - ANNEXURE-A

C-DIT – ADMINISTRATIVE REPORT FOR 2018

(as approved by the 76th EC meeting dated 30.01.2019)

C-DIT has reorganised its activities under the following four functional groups, namely,

(1) Communication Group

(2) Technology Group

(3) Educational and Training Group, and

(4) Management Services Group;

with separate Divisions/departments under each Group for each functional area and various Departments/Centres/Projects catering to each specialization/skill area/project under them. C-DIT has undertaken several projects under these groups/divisions, for various Government departments and agencies, in the areas of system integration, software development, video production, web designing and hosting, digitization, hologram label productions, security documents printing, IT and other technical support services as TSP, solar photo voltaic installation & training, video production and web design courses etc.

In July 2017, the administrative control of C-DIT was shifted by the Government, to the Electronics & IT department, with a view to strengthen and refocus its functions towards applied knowledge management, data analytics, mobile governance, data security and optical image processing. The last Governing Body meeting had decided that strategic partnerships will be established with academic institutions and technology providers and with start-ups, along with systematic strengthening of institutional capacities in core areas. Accordingly, C-DIT has built up significant partnerships with start-ups as well as established players in the industry and has taken up many system integration projects in the last two years.

- The main project in system integration undertaken by C-DIT is the ICT support provided to the Kerala State Financial Enterprises (KSFE), in the implementation of the KSFE Pravasi chitty. While the core application has been developed by NIC, C-DIT has provided solutions for Customer Relations Management software and 24x7 Contact centre, Digital Document Management system, Mobile app for chitty, Marketing and Media plan, HRMS, Software and IT Infrastructure audit etc. The core product for online chitty, along with the allied applications, was launched in June 2018 and running successfully. C-DIT is continuing to provide technical support.

- C-DIT has also procured and installed the technical hardware and IT infrastructure including data centre for the project and provided additional software requirements for KSFE pravasi chitty, with financial support and technical guidance from KIIFB under another project. C-DIT

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has also provided Technical solutions and procurement support for various projects financed by KIIFB under a consultancy contract.

- C-DIT has been providing services for design and hosting of website and expert platform, video and social media communication support for K-DISC.
- Two agreements have been signed between C-DIT and M/s. UST International Limited for taking up joint projects in the areas of (i) Health monitoring and data analysis of video surveillance systems in public places, apartments etc. and (ii) Programme for Online proficiency evaluation for Universities, Academic bodies and other testing agencies.
- An agreement has been signed by C-DIT with Kerala Police Cyberdome and UST Global for capacity building of C-DIT staff in the area of cyber security and taking up join projects for providing internet/web interface security services to Government departments.
- C-DIT along with its technology partner, M/s.Orysis India have been awarded the contract for setting up and maintaining the Government for State IT Mission.
- C-DIT has also provided consultancy service for procurement and installation of auto lab and other testing equipment and facilities for the construction projects of KIIFB.

There are 12 divisions/departments handling the various project activities in C-DIT as given below.

Communication Group	Technology Group	Education & Training Group	Management Services Group
Video Production Division	Informatics Division *Software development* *Design & Architecture* *Application testing* *Implementation* *Productisation* *Automation*	Communication Courses Division	Networking & Hardware Maintenance Department
Animation & Digital Archiving	E-Governance Implementation Division	Technology Extension Division	System Administration & Technical Support Department
Web Services Department	Optical Image Processing & Security Products Division		Electrical & Video Maintenance Department
Digitization Department	Research and Development Department		Administration
	System Integration Department		HR
			Finance & Accounts
			Marketing
			Planning

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LIST OF CLIENTS/PROJECTS
UNDERTAKEN BY VARIOUS DEPARTMENTS IN CDIT

Name of the Department/Division: VIDEO COMMUNICATION	
Sl No	**Title of the Project**
1	Naam Munnott weekly programme of Hon. Chief Minister
2	Navakeralam Weekly Magazine
3	Live Telecast of Lottery Draw
4	Muziris Heritage Project
5	Documentation of Kudumbasree Programme
6	Documentation of Loka Kerala sabha
7	Nirbhaya Campaign
8	Museum on Decentralisation
9	Documentary Production of Sanitattion
10	Mittai, Transgender, Celebrating Old Age
11	Documentary production
12	Video Production on SAMETI
13	Documentation
14	Media Campaign
15	News Clipping Project
16	Monitoring of TV News Channels
17	Production of Short videos on Niyamasabha & MLAs
18	Documentary on Neelakurinji
19	Advertisement Production
20	Akshaya Digital Empowerment
21	IEC materials on Vayomithram, Mazhavillu Projects
22	Creative and Logistical Support for functions
23	Haritha Vidyalam Reality Show
24	IEC Campaign for Haritha Keralam Mission
25	Creative and Logistical Support for functions
26	Disa Video Documentation
27	Short Videos on Pravasi Chitty
28	Video Production on Green Protocol
29	Youth Kerala Express Reality Show

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Name of the Department/Division: INFORMATICS	
Sl.No.	**Title of the Project**
1.	Online Examination System
2.	PHL Suit
3.	E-groups
4.	E-grantz
5.	Study Centre Management System
6.	Stamp Distribution System
7.	Keralolsavam Programme Management
8.	Kerala State Science Congress
9.	E-housing
10.	Online Payment System
11.	Mobile Application for PBCR Data
12.	E-Kshema
13.	E-Suraksha Viomithram
14.	International Film Festival Delegate Software Development
15.	Fair value
16.	Admission & Recruitment Management System
17.	Website & Kids Port
18.	Online Examination Management System
19.	ICDMS
20.	Question Bank
21.	Work Monitoring System
22.	Office Automation
23.	Festival on Democracy

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Name of the Department/Division: OPTICAL IMAGE PROCESSING & SECURITY PRODUCTS		
Sl. No.	**Title of the Project**	**Name of the Client Department**
1	Hologram Security Label Production	Kerala State Beverages Corporation
2	Hologram Embedded Driving License and Registration Certificate	Motor Vehicles Department
3	Security Registration Board	Fisheries Department
4	Security Hologram for ID Cards	Indian Navy
5	High Security Holographic Document	Kerala PSC Kannur University Kerala University IIIT MK, Technical Education Nursing Council Kerala Technological University Veterinary University Agricultural University Paramedical Council
6	Vehicle Pass	Secretariat
7	Sand Pass	Port Department

Name of the Department/Division: RESEARCH AND DEVELOPMENT (R&D)	
Sl.No.	**Title of the Project**
1	Tree Bank
2	MEDIT Courses
3	In-design Training
4	Economic Review
5	Malayalam TTS and STT
6	Malayalam Ornamental Fonts

Name of the Department/Division: E-GOVERNANCE IMPLEMENTATION DIVISION	
Sl.No.	**Title of the Project**
1.	Facility Management Service
2.	E-Procurement
3.	Video Conferencing – AMC
4.	Implementation of CCTV
5.	ID Card for Disabled

Name of the Department/ Division: COMMUNICATION COURSES DIVISION	
Sl.No.	**Title of the Project**
1.	Media Courses
2.	Training Programme on Still Photography and Editing

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Name of the Department/Division:	TECHNOLOGY EXTENSION DIVISION
Sl.No.	**Title of the Project.**
1.	Software Training
2.	Facilitation Support for SPARK Training
3.	Training to ESM Dependents
4.	Theera Naipunya Training

Name of the Department/Division:	DIGITISATION DEPARTMENT
Sl.No.	**Title of the Project**
1.	Digitisation of Old Documents
2.	Digitisation of Records
3.	Digitisation of Medical Records
4.	Digitisation of Manuscripts
5.	Digitisation of Records
6.	Digitisation of Records
7.	Digitisation of Records

Name of the Department/Division:	WEB SERVICES TEAM
Sl.No.	**Title of the Project**
1.	Development and Maintenance of Website
2.	Facilitation for International Film Festival
3.	CMO Project
4.	CMDR of Project

Name of the Department/Division:	SYSTEM INTEGRATION
Sl.No.	**Title of the Project**
1.	Pravasi Chitty
2.	Pravasi Chitty Media Plan
3.	Platform for Network Invitation
4.	Video Conferencing Implementation
5.	Business Software Solution
6.	DMS Customisation

Name of the Department/Division:	CYBERSRI
Sl.No.	**Title of the Project**
1.	Conduct of Software Courses and Soft Skill Development Programme
2.	Support Service Programme

REGIONAL CENTRES

Sl.No.	Title of the Project	Name of the Client Department
1.	Renewal of Ration Card	Food and Civil Supplies Department
2.	Software Development	KMTWWFB
3.	Computerisation	Malabar Devaswom Board, Government Law College, Kozhikode
4.	Token Project	Health Department
5.	FRIENDS Janasevana Kendram	KSITM

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
THIRUVANANTHAPURAM

ANNEXURE-V B

PROVISIONAL INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31-03-2018

PARTICULARS	AMOUNT Rs. Ps.
INCOME	
Grant-in-Aid	2,06,77,839.00
Income from Projects	52,29,01,488.84
Interest Received	72,12,593.00
Miscellaneous Income	16,55,532.96
TOTAL	55,24,47,453.80
EXPENDITURE	
Project Expenses	10,67,49,515.97
Employee Benefits	22,73,95,667.32
Other Administrative Expenses	13,53,13,825.60
Depreciation	-
Excess of Income over Expenditure transferred to Capital Fund	6,23,10,605.91
TOTAL	55,24,47,453.80
Notes to Accounts	

For and on behalf of Governing Body

REGISTRAR DIRECTOR
Thiruvananthapuram,

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY (C-DIT)

ANNEXURE-8

PROVISIONAL EXPENDITURE STATEMENT FOR 2018-19 & BUDGET ESTIMATE FOR THE YEAR 2019 - 20

(Rs.in lakhs)

SL No.	Particulars	2018-19						Budget 2019-20	
		Receipts		Total	Expenditure		Total	Receipt	Expenditure
		Receipt upto 15-01-2019	Receipt expected from 16-01-2019 to 31-03-2019	Receipt	Expenditure upto 15-01-2019	Expenditure expected from 16-01-2019 to 31-03-2019	Expenditure		
1	Opening Balance								
	a. Building Fund	140		140				0	
	b. General Fund (1)	1098		1098				1000	
	c. General fund (2)	1120		1120				489	
2	Grant in aid from Annual State Plan	600	0	600	320	280	600	700	700
3	Salary and other Benefits				353	143	496		400
4	Establishment expenses & Office overheads (Vehicle, Security Rent, Electricity, Subscription Advertisement, Repairs & maintenance, Telephone Etc.)				372	45	417		400
5	GST, I T etc				544	0	544		550
6	Fixed Assets				29	10	39		55
7	**Communication Group**								
	a. Video Communication Division	327	119	446	390	50	440	1038	850
	b. Web Services Dept.	270	100	370	240	80	320	450	400
	c. Digitisation Dept	30	597	627	142	272	414	2000	1400
8	**Technology Group**								
	a. E-Gov.Implementation Division	946	300	1246	637	207	844	1687	1277
	b. System Integration Division	144	424	568	140	416	556	2700	2400
	c. Informatics Division	121	77	198	516	60	576	275	240

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SL No.	Particulars	2018-19 Receipts: Receipt upto 15-01-2019	2018-19 Receipts: Receipt expected from 16-01-2019 to 31-03-2019	2018-19 Total: Receipt	2018-19 Expenditure: Expenditure upto 15-01-2019	2018-19 Expenditure: Expenditure expected from 16-01-2019 to 31-03-2019	2018-19 Total: Expenditure	Budget 2019-20: Receipt	Budget 2019-20: Expenditure
	d. OIP Division	841	252	1093	556	167	723	1100	835
	e. R&D Department	0	54	54	24	16	40	63	47
	f. Other consultancy projects	91	52	143	82	47	129	200	170
9	**Education & Training Group**								
	a. Technology Extension Division	172	65	237	190	32	222	527	303
	b. Communication Course Division	18	45	63	58	14	72	70	57
	c. Cybersri	203	0	203	157	42	199	200	200
10	**Regional Centres**								
	a. Kayamkulam	372	187	559	313	135	448	336	328
	b. Ernakulam	3	0	3	29	3	32	200	115
	c. Kannur	0.74	20	20.74	27	8	35	63	37
11	Provided for Buidling Construction	0	0	0	0	140	140	630	800
12	Provision for Taxes and Pay revision arrear, Employees Welfare items, Gratuity etc								200
	Grand Total	**6497**	**2292**	**8789**	**5119**	**2167**	**7286**	**13728**	**11764**
		Building Fund					**0**		**0**
	Closing Balance	**General Fund**					**1503**		**1964**

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C-DIT – 76 EC- ANNEXURE -

The following changes in the scales of pay/qualifications has been submitted for approval of Government.

Sl. No.	Name of post, Number	Scale of pay proposed	Nature of job/Qualification
1.	Deputy Director (Projects)- 1no. (to be redesignated as **Manager (Projects)**	2200-4000 (Central/CSIR scale)- to be changed as equivalent entry cadre state scale 39500-83000	Supervision of Project management *- B.Tech or MCA or M.Sc.in CS/Physics/ Mathematics/Statistics, with 60% marks; and 3 years professional experience in project management in a Government organisation.*
2.	Deputy Director (Productions) – 1no. (to be redesignated as **Senior Producer (Communication)**	2200-4000 (Central/CSIR scale), to be changed as equivalent entry cadre state scale 39500-83000	Supervision of video production activities – *P.G. degree in Communication/ Media/film studies or equivalent + 3 years' experience in independent film/video production/direction*
3.	Deputy Director (TAAS) – 1no. (to be redesignated as **Sr.Engineer**	2200-4000 (Central/CSIR scale), to be changed as equivalent entry cadre state scale 39500-83000	B.Tech in Electronics /Electrical / CS/IT with 60% marks Or M.Tech in Electronics and 3 years' professional experience in R& D/Technical projects.
4.	Scientific Officer (DECOM)- 1no. to be redesignated as **Asst. Systems Manager**	2000-3500 (Central/CSIR scale), to be changed as equivalent entry cadre state scale 36600-79200	B.Tech in Electronics /Electrical / CS/IT or MCA or M.Sc CS/ M.Sc in Physics/Mathematics/Statistis with PGDCA And 3 years' professional experience in software development.
5.	Senior Cameraman- 1no. to be changed as **Asst. Engineer (Electrical)**	36600-79200	B.Tech in Electrical Engineering and 3 years professional experience in maintenance of electrical systems
6.	Senior Editor- 1no. to be changed as **Video Producer**	36600-79200	Masters in Communication /Media/Film studies or equivalent ; Or Degree in any discipline with diploma in film/video production from a recognised institute or PGDSDC AND 3 years professional independent experience in film/video production/direction.
7.	Asst. Manager (PPC)- 1no. to be changed as **Asst. Manager**	35700-75600	Post graduate degree, and 5 years professional experience in supervising project implementation, planning etc. in a

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ANNEXURE-D

C-DIT - LIST OF EXISTING PERMANENT POSTS AND NEW POSTS PROPOSED FOR CREATION

B. Administration, Finance and Accounts cadre

Category/Post (1)		Existing/ Sanctioned posts	No. posts proposed to be created		TOTAL
		(balance number after upgradation in brackets)	New	By upgrading/ converting existing feeder posts	
Category 3	a. i. Junior Executive / Asst. Manager (Administration) – 35700-75600	1			1
	b. Junior Executive / Asst. Manager (Purchase) –	1			1
	c. Junior Executive / Asst. Manager (Accounts)	1			1
Category 3A	d. Manager (Finance & Accounts)- 39500-83000	0	1		1
Category 4	Junior Superintendent /Jr. Manager 30700-65400 **Existing post of Research Assistant in the scale of pay of 9190-15510 (2004PR) will be merged/converted to this post.*	0	1	1*	2
Category 5	Sr. Office Assistant (Admn-3, Accts-2) 27800-59400	2		3	5
Category 7	Office Assistant- Grade I 26500-56700	Admn-5 (4) Accts-5 (3)			7
Category 7A	Office Assistant- Grade II 25200-54000	0	Accunts-3 Admn- 3		6
Category 8	Data Entry Operator- Higher grade 26500-56700	0			0
	Data Entry Operator- Senior grade 22200-48000	0		1	1
	Data Entry Operator 18000-41500	7 (6)	1		7
	Sub-total	**22 (18)**	**9**	**5**	**32**

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C. Management Services cadre

Category/Post (1)		Existing/ Sanctioned posts	No. posts proposed to be created		TOTAL
		(balance number after upgradation in brackets	New	By upgrading/ converting existing feeder posts	
Category 2	Manager -Projects 39500-83000	1 (0)		1 (by converting one core group post)	1
Category 4	Assistant Manager (PPC/HR/Purchase) 35700-75600	1	2	0	3
Category 5	Jr. Manager (Marketing- 2nos./ Systems – 2nos/ Projects-1) 30700-65400	0	0	5	5
	Sub total	**1**	**2**	**6**	**9**

D. Technical Services cadre

BRANCH D1 -Engineering & Technology cadre

Category/Post (1)		Existing/ Sanctioned posts	No. posts proposed to be created		TOTAL
		(balance number after upgradation in brackets)	New	By upgrading/ converting existing feeder posts	
Category 4a	Sr. Engineer 39500-83000 *(in lieu of the sanctioned core group post of Dy.Director (TAAS)*	1 (0)		1 (by converting one core group post)	1
Category 4b	Systems Manager 39500-83000	0	1	0	1
Category 6a	Jr. Executive/ Asst. Manager (Engineering) 35700-75600	0	0	3	3
Category 6b	Asst. Systems Manager 36600-79200 *(in lieu of the sanctioned post of Scientific Officer-DECOM)*	0	0	1 (by converting one core group post)	1
Category 6c	Scientific Officer- Optical Image Processing (OIP)	1 (0)	0	1 (by converting	1

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B	39500-83000 *(in lieu of the sanctioned post of Scientist-OIP)*			one sanctioned post)	
	Sub total	**0**	**1**	**6**	**7**

BRANCH D2 - Communication cadre

Category/Post (1)		Existing/ Sanctioned posts	No. posts proposed to be created		TOTAL
		(balance number after upgrdation in brackets)	New	By upgrading/ converting existing feeder posts	
Category 4b	Sr.Producer- Communication 39500-83000 *(in lieu of the sanctioned post of Deputy Director (Productions)*	1 (0)	0	1 *(by converting one sanctioned post)*	1
Category 5	a) Video Producer 35700-75600 *(in lieu of the sanctioned post of Sr.Cameraman)*	1(0)	0	1 *(by converting one sanctioned post)*	1
	b) Graphics/Web Designer 35700-75600 *(in lieu of the sanctioned post of Sr.Editor)*	2(1)	0	1 *(by converting one sanctioned post)*	1
Category 6	a) Asst. Producer 27800-59400	0	1	0	1
	b) i)Asst. Video Editor/Designer 27800-59400	0	1	0	1
	ii) Technical Asst (Animation) 27800-59400	0	0	1 *(by upgrading 1 post of Jr.Technician 26500-56700)*	1
	c) Asst. Sound Editor 27800-59400	0	1	0	1
	d) Asst.Cameraman 27800-59400	0		1 *(by converting/ upgrading 1 post of Jr.Technician (Civil) working as Camera Asst- 26500-56700)*	1
	e) Sr.Reporter 27800-59400			1 *(by upgrading 1 post of Reporter 26500-56700))*	1
Category 6A	Sr.Content Developer 29200-62400	0	0	1 *(by upgrading 1 post of Content Developer 26500-56700)*	1

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Category 7	a. Content Developer/ Reporter 26500-56700 b. Web/Graphic designer 26500-56700	2 (0) 0	1 1	0	1 1
Category 8	Sr.Production Assistant 22200-48000	0	0	1 *(by upgrading 1 post of Production Assistant 19000-43600)*	1
Category 9	a. Camera Assistant b. Editing/Animation Assistant c. Graphics Assistant d. Jr.Technician-1/ Production Asst-1 19000-43600	2 (1) 0 0 2 (0)	1 1 1 0	0 0 0 0	2 1 1 0
	Sub total	**10 (8)**	**8**	**8**	**17**

BRANCH D3- Software Services cadre

Category/Post (1)		Existing/ Sanctioned posts	No. posts proposed to be created		TOTAL
		(balance number after upgrdation in brackets)	New	By upgrading/ converting existing feeder posts	
Category 2	Systems Analyst/Software Engineer **39500-83000**	0	2	0	2
Category 3	Jr.Systems Analyst - a. Software development b. Software testing & implementation support **30700-65400**	 0 0	 2 1	 2 *(by upgrading TA 26500-56700)* 0	 4 1
Category 4	Sr.Programmer a. Software development b.Software testing& implementation support **29200-62400**	 0 0	 8 2	 2 0	 10 2
Category 5	Programmer/Jr.Programmer **26500-56700**	2 (1)	10	0	11
	Sub total	**2 (1)**	**25**	**4**	**30**

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BRANCH D4 -Technical Support cadre

Category/Post (1)		Existing/ Sanctioned posts	No. posts proposed to be created		TOTAL
		(balance number after upgrdation in brackets)	New	By upgrading/ converting existing feeder posts	
Category 4	Technical Officer 35700-75600		1	0	1
Category 5	a. Technical Supervisor – Electronics/Hardware b. Technical Supervisor – Networking c. Technical Supervisor – Project Support services d. Server Administrator 30700-65400		0 0 0 1	1 1 1 *(by upgrading 3 posts of Technical Assistant – 26500-56700)*	4
Category 6	Senior Technical Assistant a. Sr.Technical Assistant – Electronics b. Sr.Technical Assistant – Computer 29200-62400 c. Sr.Technical Assistant – Multimedia 29200-62400		1	0 5 *(by upgrading 5 posts of Technical Assistant – 26500-56700)* *1 (by upgrading 1post of Research Assistant – 26500-56700)*	7
Category 7	Technical Assistant: 26500-56700 a. Technical Assistant – Computer Engineering- 3/ Hardware- 2/ System Administration- 1) b. Technical Assistant – Stores 26500-56700 c. Library Assistant 26500-56700 d. Sr.Technician (Video Archive) 26500-56700		6 1	1 *(by converting/ upgrading 1 post of Jr.Technician/ Sr.Data entry operator 22200-48000* 1 *(by upgrading 1 post of DEO/OA)* 1 *(by upgrading 1 post of Jr.*	14

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	e. Web/Graphic designer 26500-56700		0 4	*Technician (Video archives)*	
Category 8	Technician a. Technician – 22000-48000	0	0	5 *(by upgrading 5 posts in Jr.Technician category of 19000-43600*	1
Category 9	Junior Technician 19000-43600 a. Junior Technician – Electronics b. Junior Technician – Computer c. Junior Technician – Electrical d. Jr. Lab Assistant 19000-43600	0 1 0 0	1 1 1 2		6
	Sub total	**1**	**19**	**13**	**33**

BRANCH D5- Research and Academic cadre

Category/Post (1)		Existing/ Sanctioned posts	No. posts proposed to be created		TOTAL
		(balance number after upgradation in brackets)	New	By upgrading/ converting existing feeder posts	
Category 6	a. Sr.Research Asst (Linguistics) b. Sr.Course Coordinator (TED) 29200-62400			1 2	3
Category 7	Course Coordinator 27800-59400/ 26500-56700			1 *(by upgrading 1 post of Camera assistant working as Course Coordinator – 22200-48000)*	1
Category 7A	Academic/Course Assistant (Web design/Animation/Graphics) 26500-56700		3	0	3
	Sub total	**0**	**3**	**4**	**7**

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E. Common Categories

Category/Post (1)	Existing/ Sanctioned posts	No. posts proposed to be created		TOTAL
	(balance number after upgradation in brackets)	New	By upgrading/ converting existing feeder posts	
1. Driver –cum- Cleaner 18000-41500	2	2	0	4
2A. Messenger 20000-45800	0	0	2 (by upgrading Helper posts)	2
2B. Photocopying Operator 18000-41500	1	0	2 (by upgrading Helper posts)	3
3. Light Assistant 17000-37500	2	2	0	4
Sub total	**5**	**4**	**4**	**13**

TOTAL POSTS TO BE NEWLY CREATED:	**71**
TOTAL POSTS TO BE CONVERTED/UPGRADED FROM JUNIOR CATEGORIES:	**54**

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Annexure E

LIST OF CONTRACT EMPLOYEES

Sl. No.	Category	Name of Employee	Designation
1	I	Munirudeen. M	Helper
2	I	Suma. K	Helper
3	I	Shaheer. A	Helper
4	I	Kumar. R	Helper
5	I	Jagadesh P. R	Helper
6	I	Jayakumar. S	Helper
7	I	Rajesh. R	Helper
8	I	Mohandas. S.S	Helper
9	I	Bindu. S	Helper
10	I	Benny. T	Helper
11	I	Sudarsanan. S	Helper
12	I	Sudhakaran. T.V	Helper
13	Ia	Sindhu. S	Sweeper
14	Ia	Sudha Kumari	Sweeper
15	Ia	Usha kumari	Sweeper
16	Ia	Sandhya B	Sweeper
17	II	Rajendra Kumar. D	Driver
18	II	Abhilash. K	Driver
19	II	Ratheesh. S	Driver
20	II	Bijukumar. N	Driver
21	III	Pushpalatha T.R	Data Entry Operator
22	III	Rajeswari. R	Data Entry Operator

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23	III	Deepa. L	Data Entry Operator
24	III	Manoj. M	Data Entry Operator
25	III	Saheera Beevi.E.F	Data Entry Operator
26	III	Prasanth. R	Data Entry Operator
27	III	Deepa. K.S	Data Entry Operator
28	III	Gisha. G	Data Entry Operator
29	III	Simi. M.A	Data Entry Operator
30	III	Sreedevi. K	Data Entry Operator
31	III	Preetha. S. Nair	Clerk cum Data Entry Operator
32	III	Roja. J.S	Data Entry Operator
33	III	Sheeba. N	Data Entry Operator
34	III	Arunkumar. G.C	Data Entry Operator
35	III	Sreekumary P.S	Date Entry Operator
36	III	Sayana. M	Data Entry Operator
37	III	Deepthi. B	Data Entry Operator
38	III	Manoj Lal	Data Entry Operator
39	III	Kaladevi. S	Data Entry Operator
40	III	Radhika Kumari.S	Data Entry Operator
41	IV	Prajin. V.R	Junior Technician (Stores)
42	IV	Sathyanesan. M.V	Video Production Co-ordinator
43	IV	Kiran. J	Production Assistant (Video)
44	IV	Praveen Chandran V P	Assistant Graphic Designer
45	IV	Girish Kumar.V.S	Assistant Graphic Designer
46	IV	Joswin Syrus	Archives Assistant
47	IV	Simi. V	Archives Assistant
48	IV	Manikuttan. B	Junior Technician

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49	IV	Sreekumar. S.S	Junior Technician
50	IV	Surjith. V.S	Lab Assistant
51	V	Gopi Krishnan.A.R	Lab Assistant (3D Animation)
52	V	Bindu Lekha. B.R	Course Assistant
53	V	Mineesh N. S	Junior Technical Assistant
54	V	Midhun Dev Pottekkad	Assistant Editor cum Sound Recordist
55	VI	Kuriakose Philip	Office Assistant
56	VI	Saritha. V.T	Office Assistant
57	VI	Manju. S. Warrier	Office Assistant
58	VI	Anikrishnan. K	Office Assistant
59	VI	Rekha. P	Office Assistant
60	VI	Praveen. S	Office Assistant
61	VI	Sachu. L	Office Assistant
62	VI	Indu Rani R	Office Assistant
63	VI	Lakshmykala. V.R	Office Assistant
64	VI	Samgeetha. R.J	Office Assistant
65	VI	Sunila. A.S	Office Assistant
66	VI	Mary Merlin D'cruz. N	Office Assistant
67	VI	Priyanka. V.K	Office Assistant
68	VI	Kukku Mereen Philip	Office Assistant
69	VI	Leena. P	Office Assistant (Accounts)
70	VI	Vinod. M	Office Assistant (Accounts)
71	VI	Sujitha. P.S	Office Assistant (Accounts)
72	VI	Subhash. K.K	Office Assistant (Accounts)
73	VI	Preethikrishna. M.R	Office Assistant (Accounts)
74	VI	Deepa. M	Office Assistant (Accounts)

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75	VI	Reeja Kumari. R	Office Assistant (Accounts)
76	VI	Vinod. R	Office Assistant (Accounts)
77	VI	Devarajan. V.R	Office Assistant (Accounts)
78	VI	Juliemol Thomas	Office Assistant (Accounts)
79	VI	Sandhya Lekshmi. V.S	Office Assistant (Accounts)
80	VI	Rejani. N.M	Office Assistant cum Accountant
81	VI	Renjith Kumar. R	Office Assistant (Video Production Accounts)
82	VI	Biju. K	Assistant Graphic Designer
83	VI	Suresh. D	Office Assistant (Course)
84	VI	Praseena. M.P	Office Assistant (Course)
85	VI	Parvathy Thampy	Office Assistant (Communication)
86	VII	Jayahari. K.V,	Office Assistant/Centre Manager
87	VII	Girish. R	Technical Assistant
88	VII	Liju. V.V	Technical Assistant
89	VII	Ragesh. K	Technical Assistant
90	VII	Raneesh. P.P	Technical Assistant
91	VII	Ambily. B.V	Technical Assistant
92	VII	Sarath Kumar. K	Technical Assistant
93	VII	Geetha. S.S	Technical Assistant
94	VII	Smitha B	Technical Assistant
95	VII	Afsal A Rahman	Technical Assistant
96	VII	Nidhil. G	Technical Assistant
97	VII	Renjith Kumar. R	Technical Assistant
98	VII	Harikrishnan. P	Technical Assistant
99	VII	Pramod Kumar. D	Technical Assistant
100	VII	Santhosh. C	Web Designer

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101	VII	Soumya. T	Web Designer
102	VII	Satheesh. S	Web Designer
103	VII	Dinesh Kumar. V	Web Designer
104	VII	Rajesh. M	Web Designer
105	VII	Pradeep Kumar. R	Faculty cum Co-ordinator (Web Design)
106	VII	Prasanth. V	Faculty cum Co-ordinator (Animation)
107	VII	Navaneeth Krishnan	Technical Assistant
108	VII	Mohanlal. G	Technical Assistant
109	VII	Pinki. M.S	Assistant Video Editor
110	VII	Manulal. M.P	Scientific Assistant (Holography)
111	VII	Jithin Mathew	Assistant Cameraman
112	VII	Manoj Kana	Assistant Producer
113	VII	Unnikrishnan. T	Faculty -cum- Course coordinator (Animation)
114	VII	Batakrushna Panda	Production Supervisor(Hologram printing)
115	VII	Vineetha Das M	Technical Assistant
116	VII	Raji. A.L	Technical Assistant
117	VIII	Chithra Resmi. S	Content Developer
118	VIII	Ashish. P.S	Content Developer
119	VIII	Renjith.R.P	Content Developer
120	VIII	Divya Vasanthan K. N	News Reporter
121	VIII	Nileena. P	News Reporter
122	VIII	Shajith. R.B	Creative Graphic Designer
123	VIII	Deepa. S	Project Associate (HR)
124	VIII	Ranjith Kumar. R	Technical Assistant
125	VIII	Syam Kumar. K	Technical Assistant
126	VIII	Jacob Thomas	Technical Assistant

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127	VIII	Sofimol. V.K	Technical Assistant
128	VIII	Sreejesh. E.K	Technical Assistant
129	VIII	Sreepriya Sivanandan	Technical Assistant
130	VIII	Aiswarya. R	Technical Assistant
131	VIII	Sreejith. S	Technical Assistant
132	VIII	Arunnadh. G	Server Administrator
133	IX	Shiny. D.S	Programmer
134	IX	Ajish. M.R	Programmer
135	IX	Chandini Babu N	Programmer
136	IX	Preetha. P	Programmer
137	IX	Sreejith. A.K	Programmer
138	IX	Sudheesh. A.P	Programmer
139	IX	Lijith. T.K	Programmer
140	IX	Sindu Thankappan	Programmer
141	IX	Ajay. V	Programmer
142	IX	Aneez. M	Programmer
143	IX	Rasmi. R.V	Programmer
144	IX	Sreelekshmy. R	Programmer
145	IX	Asha R.S	Programmer
146	IX	Tanzeem. M.B	Programmer
147	IX	Anju Bhaskaran	Programmer
148	IX	Remya Sree . U	Programmer
149	IX	Sunitha. K.K	Programmer
150	IX	Rojimon. N.T	Programmer
151	IX	Lixondas. R.S	Programmer
152	IX	Raghith. A	Programmer

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153	IX	Rohini R S Nair	Programmer
154	IX	Sarmila. R	Programmer
155	IX	Alex Babu	Programmer
156	IX	Aswathy. V.K	Programmer
157	IX	Deepthi. N.H	Programmer
158	IX	Remya . P	Programmer
159	IX	Bivin. B. Nair	Programmer
160	IX	Rajeev. B.R	Programmer
161	IX	Ambily. P.K	Programmer
162	IX	Kavitha. T.K	Programmer
163	IX	Mony P G	Programmer
164	IX	Sarathnath. V	Programmer
165	IX	Althaf. A	Programmer *
166	IX	Anoop. V.C	Programmer
167	IX	Arun. S.V	Programmer *
168	IX	Reshma Bhuvanendran	Programmer
169	IX	Sajitha. B.S	Programmer
170	IX	Anu Sivarajan.S	Programmer
171	XI	Giby P. Abraham	Co-Ordinator (Planning)
172	XI	Sajan Ambadiyil	Scientist

* subject to change

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ANNEXURE- F

Sl.No.	Designation/ Post/ Category as per the G.O. No.112/2018 dated 21.07.18	Max. remuneration as per the G.O.	No. of posts	Min. no. of years to be completed in the lower category
1.	Senior Programmers - X	34605	8	5
2.	Senior Web Designer - IX	31290	2	5
3.	Senior Graphic Designer - VIII	29785	1	5
4.	Engineer-Server Administration - XI	42305	1	8
5.	Software Engineer- XI	42305	2	8
6.	Sr.Technical Assistant/ Sr.System Administrator - IX	31290	3	8
7.	Editor - VIII	29785	1	8
8.	Producer - VIII	29785	1	8
10.	Sr.Office Asst - VII	28385	2	8
11.	Sr.Office Asst. (Accounts) - VII	28385	2	8
12.	Sr.Data Entry Operator- VI	20350	2	8
13	Sr.Technician - VI	27010	1	8
14	Sr.Lab Assistant - VI	27010	1	8
15.	Sr.Coordinator- Courses - VIII	29785	2	8
16.	Sr.faculty – Animation - X	34605	1	8
			30	

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ANNEXURE-G

Sl.No.	Name of post/ category/scale of pay/No. of vacancies	Feeder category from which promotion is to be made
1	Junior Executive -Purchase - 1	Office Assistants
2.	Junior Executive -Administration- 1	Office Assistants
3.	Senior Office Assistant- 1+1 resulting	Office Assistants
4.	Office Assistant- 1	Data Entry Operator
5.	Camera Assistant-1	Light Assistant
6.	Technical Assistant-Electronics-1	Junior Technician (Electronics)
7.	Technical Assistant- Computer software- 1	Junior Technician
8.	Photocopy Operator – 1no.	Helper

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		76EC dated 30.01.2019	ANNEXURE-H
Sl. No.	**Name of post/category to be upgraded/ scale of pay/ No. of vacancies**	**Prescribed qualifications and experience in relevant field**	**Feeder category from which upgradation is to be made and no. of years of regular service required to become eligible**
1.	Jr.Executive (Engineering)/ Technical Officer *(Electronics -2/ Electrical -1);* 35700-75600– **3nos**	B.Tech or equivalent with 3 years' professional experience, or Diploma in Engineering with 8 years' experience	Technical Assistants with 10 years' service
2.	Jr. Systems Analyst 30700-65400 - 2no.	B.Tech/MCA/M.Sc (CS/IT) with 5 years' experience	Technical Assistant (Software Programming)/ Programmer, with 3 years' regular service.
3.	Jr. Manager – Marketing 30700-65400- 2nos.	MBA with 5 years' professional experience	Project Associate/Office Assistant/Technical Assistant with 6 years' service
4.	Junior Manager– Systems 30700-65400- 2nos.	B.Tech or equivalent with 5 years' professional experience	Marketing Executive/Technical Assistant with 3 years' service
5.	Junior Manager– Projects 30700-65400- 1no.	B.Tech/MCA/M.Sc with 5 years' professional experience in project management	Technical Assistant with 3 years' service
6.	Technical Supervisor-(Hardware/Networking/ Support Services) 30700-65400 - 3nos. (1 each)	B.Tech/MCA/ MSc (CS/IT)/MBA (IT) with 5 years' professional experience	Technical Assistant with 3 years' service
7.	*Jr. Superintendent / Jr.Manager (Admn) 30700-65400 – 1no.*	Degree with 10 years' experience	Office Assistants/ Research Assistant (Admin) with 10 years' service.
8.	*Sr.Technical Assistant (Multimedia) 29200-62400- 1 no.*	MCA or Degree with PGDCA and 5 years professional experience	Technical Assistant/ Research Assistant with 3 years' service
9.	*Sr.Research Assistant (Linguistics) 29200-62400- 1no.*	MA, M.Phil and 5 years' experience	Research Assistant with 3 years' service
10.	*Sr.Content Developer- 29200-62400, 1no.*	Post-graduation with Diploma in Journalism/ Communication/ Media with 5 years' experience	Content Developer/Reporter with 3 years' service
11.	*Sr.Technical Assistant – 29200-62400- 5nos.*	B.Tech or Diploma in Engineering with 5 years professional experience	Technical Assistants with 3 years' service.

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12.	*Sr.Course Coordinator (Technology extension)- 29200-62400- 2 no.*	B.Tech/MCA/M.Sc with 5 years's experience, or Diploma in Engineering/Degree with 8 years' experience	Coordinators/Technical Assistants with 3 years' service
13.	*Sr.Reporter- 27800-59400, 1no.*	Degree with Diploma in Journalism/Communication/ Media with 5 years' experience	Reporter with 3 years' service
14.	Sr.Office Assistants- 3nos. 27800-59400	Degree with 5 years' experience	Office Assistants with 3 years' service
15.	Asst. Cameraman, 27800-59400; 1no.	Degree or Diploma with 5 years' experience, or SSLC/ITI trade certificate with 10 years' experience	Jr.Technician/Camera Assistant with 10 years' service
16.	Technical Assistant-Animation, 27800-59400; 1 no.	Degree with 5 years professional experience in animation	Jr.Technician-Animation with 10 years' service.
17.	Technical Assistant-Stores 27800-59400- 1no	Degree or 3-year Diploma with 5 years' experience or ITI trade certificate with 10 years' experience	Technical Assistant with 10 years' service, or Jr.Technician/Data entry Operator or equivalent with 10 years' service
18.	Course Coordinator (Communication media) 27800-59400- 1no	MA/M.Sc in Media/ Film production, or Degree with Diploma in Film and Experience in film/video production/ camera work and academic work	Camera Assistant with 10 years' regular service, out of which 3 years of academic work experience
19.	*Library Assistant 26500-56700-1no.*	Degree in any discipline Degree in Library Science 5 years' experience.	Data Entry Operator/Office Assistant, with the prescribed qualifications and 3 years' service
20.	*Sr.Technician (Archive) 26500-56700 – 1no.*	SSLC/12th class with 8 years' experience in documentation and archiving	Jr.Technician with 10 years' service
21.	*Sr.Production Assistant 22200-48000 – 1no.*	SSLC with 5 years' video production assistance experience	Production Assistant with 3 years' service
22.	*Technicians (various categories) 20000-45800 – 5nos.*	SSLC/ITI with 3 years' experience	Junior Technicians in various categories /Web designer/Video Archives Asst with 3 years' service
	Total no. of posts to be upgraded- 40		

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A1

MINUTES OF THE 24th GOVERNING BODY MEETING OF C-DIT HELD ON 19.02.2019 IN CHIEF MINISTER'S CHAMBER, SECRETARIAT

Agenda Item No. GB 24.1

Leave of absence was granted to the members Chairman, ICT Academy Kerala; Director, IT Mission and Dr.Piush Antony, who had informed about their inability to attend due to prior commitments.

Agenda Item No. GB 24.2

Confirmation of the minutes of the 23rd Governing Body held on 24.03.2018

The minutes of the 23rd Governing Body held on 24.03.2018 was confirmed **(Annexure – A)**

Agenda Item No. GB 24.3

Action taken report on the minutes of 21st ·22nd and 23rd Governing Body Meetings

GB noted the action taken report.

Agenda Item No. GB 24.4

Approval of the minutes of the 76th meeting of the Executive Committee

GB noted the minutes.

Agenda Item No. GB 24.5

To consider and approve the Administrative report of C-DIT for 2018 and the Activity report for 2018-19.

GB approved the administrative report of C-DIT for 2018 **(Annexure B)**

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Agenda Item No. GB 24.6

To consider and approve the annual plan proposal for C-DIT for the year for 2019-20

GB approved the plan proposals of C-DIT for the year 2019-20 as per the plan write-up in **(Annexure-C).**

AGENDA ITEM NO. GB 24.7

To consider the formation of a company for undertaking business activities.

GB approved the proposal that C-DIT may form a new company registered under Sec 25 of the Companies Act, to take up activities of a commercial nature, other than R&D, education & training and all other ongoing non-profit oriented activities, which will continue to be under the C-DIT Society. The proposed Board of Directors will be as follows.

1. Secretary, E&IT – Chairman
2. Director, C-DIT
3. Registrar, C-DIT
4. Managing Director – to be appointed by the Government of Kerala

GB authorised the Registrar to forward a proposal to the Government, for this purpose with a detailed project report, for consideration and approval.

AGENDA ITEM NO. GB 24.8

To consider the audited statements of accounts of C-DIT for the F.Y. 2016-17.

GB noted audit report of C-DIT accounts for 2016-17.

AGENDA ITEM NO. GB 24.9

To consider the income and expenditure statement for financial year 2017-18, provisional income and expenditure statement for current financial year 2018-19 and the budget estimate for the next financial year 2019-20

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Registrar stated that business turnover of C-DIT has shown a steady increase during the last three financial years. GB noted the income and expenditure statement for the F.Y. 2017-18. GB approved the provisional income and expenditure statement for current F.Y. 2018-19 and the budget estimate for the next financial year 2019-20 **(Annexure D)**.

AGENDA ITEM NO. GB 24.10

To consider and ratify the EC decision regarding upgrading of regular posts for career advancement of employees and to consider the proposal for regularisation of temporary employees.

1. GB approved the proposal to create 42 Nos. of higher category/grade regular posts, by upgrading the regular junior posts sanctioned and forward the proposal to the Government as part of the Special Rules **(Annexure-E)**.

2. GB ratified the EC decision to forward, for approval of the Government, a proposal for regularisation of the service of 172 temporary employees, who have been working on contract basis in C-DIT in various departments **(Annexure-F)**.

AGENDA ITEM NO. GB 24.11

To consider amendments in the delegation of powers in C-DIT as approved by EC.

1.	GB ratified the EC decision vide Agenda Item No. EC 76.21 as below;	
		a. That the following officers (i) Head of Department and (ii) another Officer of Scientist-C grade/equivalent and above, who has been assigned the supervisory/financial charge of the divisions/departments, be authorised to sign and issue jointly, the bank cheques and other instruments for making payments due to the contractors and agencies or others, as the case may be, upto a limit of Rs.10 lakhs per transaction; *provided that the related expenditure thereof has been prior approved by the Competent Authority and funds transfer to the respective department/project bank accounts has been made with concurrence of the Registrar and Head of the Finance and*

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	Accounts division. b. That Heads of Divisions/Departments be authorised to sign and submit techno-commercial proposals for projects, to various clients/departments, upto an estimate of Rs.2.0 lakhs on their own and upto Rs.50.0 lakhs with prior approval of the Registrar/Director. c. That Heads of Divisions/Departments be authorised to sign contract agreements for projects, on behalf of C-DIT, with various clients/departments, upto an estimate of Rs.2.0 lakhs on their own and upto Rs.50 lakhs with prior approval of the Registrar/Director.
2.	**GB approved the proposal to enhance the delegation of financial powers of Heads of Departments in the matter of expenditure related to project implementation, financed entirely by the project funds from the clients/departments (and not from C-DIT resources), as below.** Asst.Managers/Managers/Officers in charge of accounts/Centre Managers (Regional Centres): *upto Rs.2000 for routine expenses, subject to Rs.10000 p.m.* Heads of Departments: *upto Rs.10,000 for routine expenses and Rs.1,00,000/- for project related prior-approved procurement of goods and services*; as per approved budget estimate of the project; total not exceeding Rs.5.00 lakhs p.m., along with officer in charge of accounts (and to be got ratified by DD/SC within 7 days). Heads of Divisions (DD or Scientist-C or above level): *upto Rs.50,000 for routine expenses and Rs.2,00,000/- for project related prior-approved procurement of goods and services* as per approved budget estimate of the project; total not exceeding Rs.10.00 lakhs p.m. (and to be got ratified by Registrar within 15 days).

AGENDA ITEM NO. GB 24.12

To consider the representation of Sri.A.R.Thampi for giving retrospective effect for his regularisation in C-DIT service.

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GB decided to that the representation of Sri. A.R.Thampy, Production Assistant may be forwarded to the Government for consideration and approval for giving retrospective effect to his regularisation in C-DIT service, from 6.08.2011.

AGENDA ITEM NO. GB 24.13

To consider amendment in the rules for promotion and career advancement of the scientific and equivalent grade staff drawing Central/CSIR scales.

GB noted that the previous assessment promotion has been done in the case of the employees in Scientist or equivalent categories in C-DIT drawing central scales of pay, with effect from 2001/2002/2005/2010 only and that no further assessment has been made in their cases. GB also noted that Government has ordered that for assessment in the case of such employees, promotion norms and qualifications as per CSIR rules will be made applicable. However, since the area of operations of C-DIT has been more in the nature of project implementation using technology application, the strict norms of assessment in terms of scientific knowledge produced evidenced by research papers, publications and patents may not be possible in C-DIT service.

GB decided that a proposal for adopting the norms of career advancement scheme sanctioned for the professional categories by the Government of Kerala may be made applicable in the cases of the C-DIT employees in scientific and video production categories drawing central scales of pay, by treating them as a vanishing category, and sanctioning of higher grades as below, may be forwarded to Government for approval, as part of Special Rules.

Entry post/grade or existing grade	Grade after 8 years of qualifying service in the lower grade (in previous column)	Grade after 15 years of qualifying service of qualifying service in the lower grade (in previous column)
Scientist-B 15600-39100 + GP 5400	Scientist-C 15600-39100 + GP 6600	Scientist-E1 15600-39100 + GP 7600
Scientist-C 15600-39100 + GP 6600	Scientist-E1 15600-39100 + GP 7600	Scientist-E2 37400-67000 + GP 8700

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Scientist-E1 15600-39100 + GP 7600	Scientist-E2 37400-67000 + GP 8700	NIL

AGENDA ITEM NO. GB 24.14

To consider the payment of financial assistance to the dependents of Sasidharan Nadar who died in an accident in C-DIT campus.

Governing Body approved the proposal for payment of financial assistance of Rs.1,50,000/- to the dependents of Sasidharan Nadar who died in an accident in C-DIT campus, as a humanitarian gesture.

AGENDA ITEM NO. B 24.15

To consider the case of providing employment to Smt.Deepa O, daughter of Late Omana C. former Part Time Sweeper, under Compassionate employment scheme.

GB approved the proposal for appointment of Smt.Deepa O, SD Nivas, TC 65/1778(2), Thinavila, Thiruvallam P.O., TVM, in the vacancy of Part Time Sweeper in the scale of pay 8200-13340, under the Compassionate employment scheme and to forward the proposal to Government for approval.

G.Jayaraj
Registrar, C-DIT

Dr.Santhoshkumar G
Professor & Head, Dept of Computer Science, CUSAT

Subhash T.V.
Director of Public Relations

S.D.Ferold Xavier
Addl.Secretary, Finance department

M.Sivasankar IAS
Secretary (IT) &
Director, C-DIT

Pinarayi Vijayan
Chief Minister & Chairman,

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GOVERNMENT OF KERALA

Electronics & IT(C) Department

No. IT-C1/136/2019-ITD 30/11/2019,Thiruvananthapuram

From
Secretary to Government

To
The Registrar
C-Dit, Chithranjali hills,
Thiruvallom, Thiruvananthapuram.

Sir,

Sub: Electronics & IT Department - Proposal for regularization of 172 contract employees -reply -reg.

Ref: Your letter No. 130/A1/Admn/C-Dit/2019 dated 31.05.2019

In inviting your attention to the reference cited, I am to inform you that Government have examined the proposal for regularization of 172 contract employees in various categories in C-Dit and found that the proposal could not be considered as standing instructions based on the implications of the judgment 10/04/2016 of Honble Supreame court in Appeal (Civil) 3595-3612/1999 in matters pertaining to the regularization of daily wage/temporary employees disallow regularization of contract staff. Therefore the proposal deserves no merit for consideration hence it is rejected.

Yours Faithfully,
VINOD. G
JOINT SECRETARY

For Secretary to Government.

Approved for Issue,

Section Officer.

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C-DIT EMPLOYEES ASSOCIATION (CITU)
(Centre for Development of Imaging Technology)
Reg. No. 01 -18-90, Chithranjali Studio Complex, Thiruvallom, Thiruvananthapuram – 695 027

President
B.Satheesan

General Secretary
RB.Shajith

Grp - 1843 (Co-op, Tourism) ശ്രീ: സെക്രട്ടറി, IT വകുപ്പ്

No.101/CEA-C-dit/2019 29.07.2019

ശ്രീ. കടകംപള്ളി സുരേന്ദ്രൻ
ബഹു. ദേവസ്വം, സഹകരണ, ടൂറിസം വകുപ്പ് മന്ത്രി

സർ,

വിഷയം:- സി-ഡിറ്റ് സമർപ്പിച്ചിട്ടുള്ള പ്രോപ്പോസലിൽ ഉൾപ്പെട്ട 172 തസ്തികകൾ സൃഷ്ടിക്കുന്നതിനും ജീവനക്കാർക്ക് സ്ഥിരം നിയമനം നൽകുന്നതിനുമുള്ള അനുമതി നൽകണമെന്ന ആവശ്യം സംബന്ധിച്ച്.

From K.VASANTHAKAR, IAS Secretary to Government Information Technology Department

ബഹു. മുഖ്യമന്ത്രി ചെയർമാനായി സംസ്ഥാന ഐ.ടി.വകുപ്പിനു കീഴിൽ പ്രവർത്തിച്ചുവരുന്ന സ്വയംഭരണ സ്ഥാപനമായ സി-ഡിറ്റ് സ്ഥാപിതമായിട്ട് 30 വർഷം പിന്നിട്ടു കഴിഞ്ഞിരിക്കുകയാണ്. സംസ്ഥാന സർക്കാരിന്റെ വിവിധ വകുപ്പുകൾ/ സ്ഥാപനങ്ങൾ എന്നിവയ്ക്കു പുറമെ കേന്ദ്ര സർക്കാരിന്റെ ചില സ്ഥാപനങ്ങൾ/ പ്രതിരോധ സേനാവിഭാഗങ്ങൾ എന്നിവയ്ക്കു ഐ.ടി., ഇ-ഗവൺമെൻസ്, വീഡിയോ കമ്മ്യൂണിക്കേഷൻ, ഡിജിറ്റലൈസേഷൻ, ഹോളോഗ്രാഫി തുടങ്ങിയ വിവിധ സാങ്കേതികമേഖലകളിൽ സേവനം നൽകി വരുന്ന സി-ഡിറ്റിൽ ദീർഘ വർഷങ്ങളായി കരാർ, താൽക്കാലിക അടിസ്ഥാനത്തിൽ ജോലി ചെയ്തു വരുന്ന 172 പേർക്ക് സ്ഥിരനിയമനം നൽകുന്നതിന് സി-ഡിറ്റിന്റെ ഭരണസമിതി തീരുമാനിച്ചതിന്റെ അടിസ്ഥാനത്തിൽ സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രോപ്പോസൽ ഇപ്പോൾ സർക്കാരിന്റെ സജീവ പരിഗണനയിലാണ്. (സർക്കാരിലെ ഫയൽ നമ്പർ PU-C 2/111/2019, Computer No. 1243747, ITC1/136/2019-ITD) ഈ സാഹചര്യത്തിൽ താഴെ പറയുന്ന വസ്തുതകൾ അടിയന്തിര പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. 1988-ൽ സ്ഥാപിതമായ സി-ഡിറ്റ് 30 വർഷം പിന്നിട്ടു കഴിഞ്ഞിരിക്കുകയാണ്. 14 വൈവിധ്യമാർന്ന ഡിപ്പാർട്ടുമെന്റുകളിലായി സർക്കാരിന്റെ വിവിധ വകുപ്പുകൾ/സ്ഥാപനങ്ങൾ എന്നിവയ്ക്ക് ഐ.ടി. അധിഷ്ഠിതമേഖലകളിൽ സേവനം നൽകി വരുന്ന സി-ഡിറ്റിൽ സ്ഥിരജീവനക്കാരുടെ എണ്ണം നിലവിൽ 89 മാത്രമാണ്. ശേഷിക്കുന്ന 400 ജീവനക്കാർ കരാർ, ദിവസവേതനം, എന്നീ വ്യവസ്ഥകളിൽ ജോലി ചെയ്യുന്നവരാണ്.

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3. മുതൽ 15 വർഷത്തിലധികമായി ജോലി ചെയ്യുന്നവരായ 172 പേർക്ക് സ്ഥിരം തസ്തികയിൽ നിയമനം നൽകുന്നതിനുള്ള പ്രോപ്പോസലാണ് സർക്കാരിന്റെ പരിഗണനയിലുള്ളത്. ആയുസ്സിന്റെ നല്ലൊരു പങ്കും സി-ഡിറ്റിൽ ചോരയും നീരും ഒഴുക്കി ആത്മാർത്ഥതയോടെ ജോലി ചെയ്തു വരുന്ന ഇവരിൽ ഭൂരിഭാഗം പേർക്കും മറ്റൊരു സർക്കാർ ജോലി ലഭിക്കുന്നതിനുള്ള പ്രായപരിധി കഴിഞ്ഞതുമൂലം സാധ്യത ഇല്ലാത്തവരാണ്.

3. സി-ഡിറ്റിന്റെ നിലവിലുള്ള 14 ഡിപ്പാർട്ട്മെന്റുകളിലായി ദീർഘവർഷങ്ങളായി ജോലി ചെയ്തു വരുന്ന കരാർ ജീവനക്കാരായ ഇവർ പ്രോജക്ട് നിർവ്വഹണത്തിൽ മികച്ച പ്രവർത്തനം കാഴ്ചവയ്ക്കുന്നവരും ഉന്നത വിദ്യാഭ്യാസം നേടിയിട്ടുള്ളവരും കാലാകാലങ്ങളിൽ സി-ഡിറ്റ് നടത്തിയിട്ടുള്ള Performance Assessment കടമ്പകൾ പൂർത്തീകരിച്ചിട്ടുള്ളവരുമാണ്.

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4. കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്തു വരുന്ന 172 പേരുടെയും ജോലി മികവ്, പ്രായം, പരിചയസമ്പത്ത്, സ്ഥാപനങ്ങളിൽ ഇവരുടെ സേവനത്തിന്റെ അനിവാര്യത എന്നിവ വിലയിരുത്തിയശേഷം സി- ഡിറ്റിന്റെ ഭരണസമിതികളായ എക്സിക്യൂട്ടീവ് കമ്മിറ്റി, ഗവേണിംഗ് ബോഡി എന്നിവയുടെ ശുപാർശയോടെയാണ് ജോലി സ്ഥിരതയ്ക്കുള്ള പ്രോപ്പോസൽ സർക്കാരിൽ സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ചിട്ടുള്ളത്.

5. 1955-ലെ തിരുവിതാംകൂർ കൊച്ചി ലൈബ്രറി, സയന്റിഫിക് ആൻഡ് ചാരിറ്റബിൾ സൊസൈറ്റിസ് ആക്ട് പ്രകാരം രൂപീകൃതമായ സ്വയംഭരണ സ്ഥാപനമായ സി-ഡിറ്റ് എന്ന സൊസൈറ്റിക്ക് പുതിയ തസ്തിക സൃഷ്ടിക്കുന്നതിനും പ്രസ്തുത തസ്തികകളിൽ നിയമനം നടത്തുന്നതിനും നിയമതടസ്സമില്ല. ഇതിനായി സർക്കാരിന്റെ അനുമതി മാത്രം നൽകിയാൽ മതിയാകും. നിലവിലെ ജീവനക്കാരുടെ സർവ്വീസ് റെഗുലറൈസ് ചെയ്യുന്നതിന് പകരം പുതിയ തസ്തിക സൃഷ്ടിച്ച് അതിൽ നിയമനം നടത്തുന്നതിന് ബഹു. സുപ്രീംകോടതിയുടെ നിലവിലെ ഉത്തരവ് ബാധകമാകുന്നില്ല.

6. കേന്ദ്ര സംസ്ഥാന സർക്കാരുകളുടെ വിവിധ വകുപ്പുകൾ/ സ്ഥാപനങ്ങൾ എന്നിവയ്ക്കുവേണ്ടി പദ്ധതികൾ തയ്യാറാക്കി നിർവ്വഹണം നടത്തിവരുന്ന ശമ്പളം ഉൾപ്പെടെയുള്ള കാര്യങ്ങൾക്ക് വരുമാനം സ്വയം കണ്ടെത്തുന്ന സ്ഥാപനമാണ് സി-ഡിറ്റ്. ശമ്പളമോ മറ്റ് ആനുകൂല്യങ്ങളോ നൽകുന്നതിന് സർക്കാരിന്റെ സാമ്പത്തികസഹായം (Non Plan Fund) ലഭിക്കുന്നില്ലായെന്നതിനാൽ പുതിയ തസ്തിക സൃഷ്ടിച്ച് അതിൽ നിയമനം നൽകുന്നത് കൊണ്ട് സർക്കാരിന് യാതൊരുവിധ സാമ്പത്തികബാധ്യതയും ഉണ്ടാകുന്നില്ല. സി-ഡിറ്റിന്റെ ഫണ്ടിൽ നിന്നും ഇതിനുവേണ്ട തുക വഹിക്കാവുന്നതാണ്.

7. കഴിഞ്ഞ 30 വർഷത്തിനിടയിൽ 3 ഘട്ടങ്ങളിലായിട്ടാണ് നിലവിൽ പ്രവർത്തിച്ചുവരുന്ന 89 പേർക്ക് സി-ഡിറ്റിൽ സ്ഥിരനിയമനം ലഭിച്ചിട്ടുള്ളത്. ഓരോ തവണയും ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനു മുന്നോടിയായി അവർക്കായി തസ്തികകൾ പുതുതായി സൃഷ്ടിച്ചിരുന്നു. ഈ സാഹചര്യത്തിൽ സി-ഡിറ്റ് സമർപ്പിച്ചിട്ടുള്ള പ്രോപ്പോസൽ പ്രകാരം പുതിയ 172 തസ്തികകൾ സൃഷ്ടിച്ച് അതിൽ നിയമനം നടത്തുന്നതിനുള്ള അനുമതി നൽകുന്നതിന് അടിയന്തിരമായി പരിഗണിക്കണം.

8. ശ്രീ.പിണറായി വിജയൻ സർക്കാർ നിലവിൽ വന്നശേഷം താഴെ പറയുന്ന സ്ഥാപനങ്ങളിൽ താൽക്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തിയിട്ടുള്ളതായി അറിയുന്നു.

   a. കാർഷിക സർവ്വകലാശാലയ്ക്കു കീഴിൽ വെള്ളായണി കോളേജിൽ 48 താൽക്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തി (ഉത്തരവ് നമ്പർ: 6A/F2/10464, 30.05.2019)

   b. സംസ്ഥാന ബിവറേജസ് കോർപ്പറേഷനിൽ 437 താൽക്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തി (ഉത്തരവ് നമ്പർ: 41/2018/നി.വ., 07.06.2018)

   c. കേരള സംസ്ഥാന ലൈബ്രറി കൗൺസിലിലെ 13 താൽക്കാലികജീവനക്കാരെ സ്ഥിരപ്പെടുത്തി (ഉത്തരവ് നമ്പർ: 304/2018;higher education department തീയതി 18/12/18 ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തി (ഉത്തരവ് നമ്പർ: 304/2018/ഉ.വ.വ.)

മേൽപ്പറഞ്ഞ വസ്തുതകളുടെ അടിസ്ഥാനത്തിലേക്ക് മാനുഷിക പരിഗണനയുടെ പേരിലും സി-ഡിറ്റ് എന്ന സൊസൈറ്റിയുടെ സ്വയംഭരണാവകാശം പരിഗണിച്ചും ഇപ്പോൾ സമർപ്പിച്ചിട്ടുള്ള സി-ഡിറ്റിന്റെ പ്രോപ്പോസലിൽ ഉൾപ്പെടുന്ന 172 തസ്തികകൾ സൃഷ്ടിക്കുന്നതിനും അതിലേയ്ക്ക് ജീവനക്കാർക്ക് സ്ഥിരനിയമനം നൽകുന്നതിനും വേണ്ടി സർക്കാർ അനുമതി ലഭിക്കുന്നതിനാവശ്യമായ ഇടപെടലുകൾ അങ്ങയുടെ ഭാഗത്തുനിന്നും ഉണ്ടാവണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. (സർക്കാർ ഫയൽനം.PU-C2/111/2019 computer No. 1243747).

വിശ്വസ്തതയോടെ,

ഷജിത്ത് ആർ.ബി.
ജനറൽ സെക്രട്ടറി

ബി.മുഹമ്മദ് നസീർ
പ്രസിഡന്റ്

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C-DIT EMPLOYEES ASSOCIATION (CITU)

(Centre for Development of Imaging Technology)

Reg. No. 01 -18-90, Chithranjali Studio Complex, Thiruvallom, Thiruvananthapuram – 695 027

President
B.Satheesan

General Secretary
RB.Shajith

OFFICE OF THE CHIEF MINISTER KERALA, THIRUVANANTHAPURAM. 02 AUG 2019

Secretary IT

No.101/CEA-C-dit/2019

29.07.2019

2/8/19
പിണറായി വിജയൻ
മുഖ്യമന്ത്രി

ശ്രീ. പിണറായി വിജയൻ
ബഹു.മുഖ്യമന്ത്രി& ചെയർമാൻ,
സി-ഡിറ്റ്

സർ,

വിഷയം:- സി-ഡിറ്റ് സമർപ്പിച്ചിട്ടുള്ള പ്രോപ്പോസലിൽ ഉൾപ്പെട്ട 172 തസ്തികകൾ സൃഷ്ടിക്കുന്നതിനും ജീവനക്കാർക്ക് സ്ഥിരം നിയമനം നൽകുന്നതിനുമുള്ള അനുമതി നൽകണമെന്ന ആവശ്യം സംബന്ധിച്ച്.

ബഹു. മുഖ്യമന്ത്രി ചെയർമാനായി സംസ്ഥാന ഐ.ടി.വകുപ്പിനു കീഴിൽ പ്രവർത്തിച്ചുവരുന്ന സ്വയംഭരണ സ്ഥാപനമായ സി-ഡിറ്റ് സ്ഥാപിതമായിട്ട് 30 വർഷം പിന്നിട്ടു കഴിഞ്ഞിരിക്കുകയാണ്. സംസ്ഥാന സർക്കാരിന്റെ വിവിധ വകുപ്പുകൾ/ സ്ഥാപനങ്ങൾ എന്നിവയ്ക്കു പുറമെ കേന്ദ്ര സർക്കാരിന്റെ ചില സ്ഥാപനങ്ങൾ/ പ്രതിരോധ സേനാവിഭാഗങ്ങൾ എന്നിവയ്ക്കു ഐ.ടി., ഇ-ഗവൺമെൻസ്, വീഡിയോ കമ്മ്യൂണിക്കേഷൻ, ഡിജിറ്റലൈസേഷൻ, ഹോളോഗ്രാഫി തുടങ്ങിയ വിവിധ സാങ്കേതികമേഖലകളിൽ സേവനം നൽകി വരുന്ന സി-ഡിറ്റിൽ ദീർഘ വർഷങ്ങളായി കരാർ, താൽക്കാലിക അടിസ്ഥാനത്തിൽ ജോലി ചെയ്തു വരുന്ന 172 പേർക്ക് സ്ഥിരനിയമനം നൽകുന്നതിന് സി-ഡിറ്റിന്റെ ഭരണസമിതി തീരുമാനിച്ചതിന്റെ അടിസ്ഥാനത്തിൽ സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രോപ്പോസൽ ഇപ്പോൾ സർക്കാരിന്റെ സജീവ പരിഗണനയിലാണ്. (സർക്കാരിലെ ഫയൽ നമ്പർ PU-C 2/111/2019, Computer No. 1243747, ITC1/136/2019-ITD) ഈ സാഹചര്യത്തിൽ താഴെ പറയുന്ന വസ്തുതകൾ അടിയന്തിര പരിഗണനക്കായി സമർപ്പിക്കുന്നു.

1. 1988-ൽ സ്ഥാപിതമായ സി-ഡിറ്റ് 30 വർഷം പിന്നിട്ടു കഴിഞ്ഞിരിക്കുകയാണ്. 14 വൈവിധ്യമാർന്ന ഡിപ്പാർട്ടുമെന്റുകളിലായി സർക്കാരിന്റെ വിവിധ വകുപ്പുകൾ/സ്ഥാപനങ്ങൾ എന്നിവയ്ക്ക് ഐ.ടി. അധിഷ്ഠിതമേഖലകളിൽ സേവനം നൽകി വരുന്ന സി-ഡിറ്റിൽ സ്ഥിരജീവനക്കാരുടെ എണ്ണം നിലവിൽ 89 മാത്രമാണ്. ശേഷിക്കുന്ന 400 ജീവനക്കാർ കരാർ, ദിവസവേതനം, എന്നീ വ്യവസ്ഥകളിൽ ജോലി ചെയ്യുന്നവരാണ്.
2. 8 മുതൽ 15 വർഷത്തിലധികമായി ജോലി ചെയ്യുന്നവരായ 172 പേർക്ക് സ്ഥിരം തസ്തികയിൽ നിയമനം നൽകുന്നതിനുള്ള പ്രോപ്പോസലാണ് സർക്കാരിന്റെ പരിഗണനയിലുള്ളത്. ആയുസ്സിന്റെ നല്ലൊരു പങ്കും സി-ഡിറ്റിൽ ചോരയും നീരും ഒഴുക്കി ആത്മാർത്ഥതയോടെ ജോലി ചെയ്തു വരുന്ന ഇവരിൽ ഭൂരിഭാഗം പേർക്കും മറ്റൊരു സർക്കാർ ജോലി ലഭിക്കുന്നതിനുള്ള പ്രായപരിധി കഴിഞ്ഞതുമൂലം സാധ്യത ഇല്ലാത്തവരാണ്.
3. സി-ഡിറ്റിന്റെ നിലവിലുള്ള 14 ഡിപ്പാർട്ട്മെന്റുകളിലായി ദീർഘവർഷങ്ങളായി ജോലി ചെയ്തു വരുന്ന കരാർ ജീവനക്കാരായ ഇവർ പ്രോജക്ട് നിർവ്വഹണത്തിൽ മികച്ച പ്രവർത്തനം കാഴ്ചവയ്ക്കുന്നവരും ഉന്നത വിദ്യാഭ്യാസം നേടിയിട്ടുള്ളവരും കാലാകാലങ്ങളിൽ സി-ഡിറ്റ് നടത്തിയിട്ടുള്ള Performance Assessment കടമ്പകൾ പൂർത്തീകരിച്ചിട്ടുള്ളവരുമാണ്.

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4. കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്തു വരുന്ന 172 പേരുടെയും ജോലി മികവ്, പ്രായം, പരിചയസമ്പത്ത്, സ്ഥാപനങ്ങളിൽ ഇവരുടെ സേവനത്തിന്റെ അനിവാര്യത എന്നിവ വിലയിരുത്തിയശേഷം സി- ഡിറ്റിന്റെ ഭരണസമിതികളായ എക്സിക്യൂട്ടീവ് കമ്മിറ്റി, ഗവേണിംഗ് ബോഡി എന്നിവയുടെ ശുപാർശയോടെയാണ് ജോലി സ്ഥിരതയ്ക്കുള്ള പ്രോപ്പോസൽ സർക്കാരിൽ സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ചിട്ടുള്ളത്.

5. 1955-ലെ തിരുവിതാംകൂർ കൊച്ചി ലൈബ്രറി, സയന്റിഫിക് ആൻഡ് ചാരിറ്റബിൾ സൊസൈറ്റിസ് ആക്ട് പ്രകാരം രൂപീകൃതമായ സ്വയംഭരണ സ്ഥാപനമായ സി-ഡിറ്റ് എന്ന സൊസൈറ്റിക്ക് പുതിയ തസ്തിക സൃഷ്ടിക്കുന്നതിനും പ്രസ്തുത തസ്തികകളിൽ നിയമനം നടത്തുന്നതിനും നിയമതടസ്സമില്ല. ഇതിനായി സർക്കാരിന്റെ അനുമതി മാത്രം നൽകിയാൽ മതിയാകും. നിലവിലെ ജീവനക്കാരുടെ സർവ്വീസ് റെഗുലറൈസ് ചെയ്യുന്നതിന് പകരം പുതിയ തസ്തിക സൃഷ്ടിച്ച് അതിൽ നിയമനം നടത്തുന്നതിന് ബഹു. സുപ്രീംകോടതിയുടെ നിലവിലെ ഉത്തരവ് ബാധകമാകുന്നില്ല.

6. കേന്ദ്ര സംസ്ഥാന സർക്കാരുകളുടെ വിവിധ വകുപ്പുകൾ/ സ്ഥാപനങ്ങൾ എന്നിവയ്ക്കുവേണ്ടി പദ്ധതികൾ തയ്യാറാക്കി നിർവ്വഹണം നടത്തിവരുന്ന ശമ്പളം ഉൾപ്പെടെയുള്ള കാര്യങ്ങൾക്ക് വരുമാനം സ്വയം കണ്ടെത്തുന്ന സ്ഥാപനമാണ് സി-ഡിറ്റ്. ശമ്പളമോ മറ്റ് ആനുകൂല്യങ്ങളോ നൽകുന്നതിന് സർക്കാരിന്റെ സാമ്പത്തികസഹായം (Non Plan Fund) ലഭിക്കുന്നില്ലായെന്നതിനാൽ പുതിയ തസ്തിക സൃഷ്ടിച്ച് അതിൽ നിയമനം നൽകുന്നത് കൊണ്ട് സർക്കാരിന് യാതൊരുവിധ സാമ്പത്തികബാധ്യതയും ഉണ്ടാകുന്നില്ല. സി-ഡിറ്റിന്റെ ഫണ്ടിൽ നിന്നും ഇതിനുവേണ്ട തുക വഹിക്കാവുന്നതാണ്.

7. കഴിഞ്ഞ 30 വർഷത്തിനിടയിൽ 3 ഘട്ടങ്ങളിലായിട്ടാണ് നിലവിൽ പ്രവർത്തിച്ചുവരുന്ന 89 പേർക്ക് സി-ഡിറ്റിൽ സ്ഥിരനിയമനം ലഭിച്ചിട്ടുള്ളത്. ഓരോ തവണയും ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനു മുന്നോടിയായി അവർക്കായി തസ്തികകൾ പുതുതായി സൃഷ്ടിച്ചിരുന്നു. ഈ സാഹചര്യത്തിൽ സി-ഡിറ്റ് സമർപ്പിച്ചിട്ടുള്ള പ്രോപ്പോസൽ പ്രകാരം പുതിയ 172 തസ്തികകൾ സൃഷ്ടിച്ച് അതിൽ നിയമനം നടത്തുന്നതിനുള്ള അനുമതി നൽകുന്നതിന് അടിയന്തിരമായി പരിഗണിക്കണം.

8. ശ്രീ.പിണറായി വിജയൻ സർക്കാർ നിലവിൽ വന്നശേഷം താഴെ പറയുന്ന സ്ഥാപനങ്ങളിൽ താൽക്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തിയിട്ടുള്ളതായി അറിയുന്നു.

   a. കാർഷിക സർവ്വകലാശാലയ്ക്കു കീഴിൽ വെള്ളായണി കോളേജിൽ 48 താൽക്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തി (ഉത്തരവ് നമ്പർ: 6A/F2/10464, 30.05.2019)

   b. സംസ്ഥാന ബിവറേജസ് കോർപ്പറേഷനിൽ 437 താൽക്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തി (ഉത്തരവ് നമ്പർ: 41/2018/നി.വ., 07.06.2018)

   c. കേരള സംസ്ഥാന ലൈബ്രറി കൗൺസിലിലെ 13 താൽക്കാലികജീവനക്കാരെ സ്ഥിരപ്പെടുത്തി (ഉത്തരവ് നമ്പർ: 304/2018;higher education department തീയതി 18/12/18 ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തി (ഉത്തരവ് നമ്പർ: 304/2018/ഉ.വ.വ.)

മേൽപ്പറഞ്ഞ വസ്തുതകളുടെ അടിസ്ഥാനത്തിലേക്ക് മാനുഷിക പരിഗണനയുടെ പേരിലും സി-ഡിറ്റ് എന്ന സൊസൈറ്റിയുടെ സ്വയംഭരണാവകാശം പരിഗണിച്ചും ഇപ്പോൾ സമർപ്പിച്ചിട്ടുള്ള സി-ഡിറ്റിന്റെ പ്രോപ്പോസലിൽ ഉൾപ്പെടുന്ന 172 തസ്തികകൾ സൃഷ്ടിക്കുന്നതിനും അതിലേയ്ക്ക് ജീവനക്കാർക്ക് സ്ഥിരനിയമനം നൽകുന്നതിനും വേണ്ടി സർക്കാർ അനുമതി നൽകണമെന്ന് അഭ്യർത്ഥിക്കുന്നു. (സർക്കാർ ഫയൽനം.PU-C2/111/2019 computer No. 1243747).

വിശ്വസ്തതയോടെ,

ഷജിത്ത് ആർ.ബി.
ജനറൽ സെക്രട്ടറി

ബി.സുരേഷൻ
പ്രസിഡന്റ്

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Office of the Chief Minister

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Remarks:

പരിശോധിച്ച് ആവശ്യമായ നടപടി സ്വീകരിക്കുക

M. SIVASANKAR, Secretary, Secretary- Electronics & Information Technology (I.T)

Date: 13-08-2019 11:48:07

Forward To Section Office >> AJITHKUMAR. A, Secretary- Electronics & Information Technology (I.T)

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An Autonomous Institution under Govt. of Kerala
സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി
കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം
Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India
ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.
C-DIT
PHONE: 0471- 2380910, 2380912, 2380895. Director: 0471- 2380908. Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

No. C-DIT/ADM/42/2020-A1

14.08.2020

The Principal Secretary
Electronics & Information Technology
Government Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT –Post creation and regularisation of employees -Submitting proposal -reg

Ref: Minutes of 25th Governing Body Meeting of C-DIT held on 16.03.2020, agenda item no.25.09.

Kind attention is invited to references cited. As per the agenda item no. GB 25.09. Governing Body decided to create required number of additional regular posts in C-DIT and also to consider the appointment of the temporary employees, who have completed ten years of temporary service in C-DIT, against these regular posts (including vacant posts) with the approval of Government. Accordingly, a list of posts to be created along with the list of employees who were engaged before 01.08.2010 and are still continuing as temporary employees in C-DIT is appended herewith along with a brief report thereon for consideration.

Yours faithfully,

REGISTRAR

Encl.

1. Brief Report regarding post creation and regularisation of temporary employees.
2. List of posts to be created with the proposed scale of pay in comparison to existing posts.
3. List of employees who were engaged before 01.08.2010 and are still continuing as temporary employees
4. List of sanctioned posts and the vacant posts in C-DIT.

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Report on post creation and regularisation of temporary staff

CDIT was registered as a scientific society for conducting research and training in both hardware and software of the electronic media. Later on, activities such as production of security labels and documents, information technology, IT-enabled services, digitisation, e-governance implementation, green energy technology, language computing, were included in the spectrum. CDIT conducts courses in media communication and IT and is a recognised research center of the University of Kerala.

CDIT receives aid from the Government under annual plan for strengthening its capacities mainly towards capital expenses. Salary and operating expenses are being fully met from own funds generated from various projects.

When new large-scale projects are bagged, there arises requirement of additional hands on a temporary basis during the term of the project. Existing staff is reallocated to the possible extent to take care of such multiple projects. At present, some posts of Heads of Divisions/Department which are of permanent nature and exercising administrative and financial controls are being assigned to temporary employees due to lack of sufficient such employees with relevant qualification among those in permanent cadre. The dearth of regular cadre impedes the proper execution of projects and have extensive ramification of its course of development.

There are temporary employees who have been engaged for more than ten years. They are now over-aged and are not eligible for seeking further employment through Public Service Commission, etc., after spending their fruitful years in the service of CDIT. Hence they may be considered while filling up the vacant posts and regular posts so created.

On previous three occasions, Government had regularised the series of 116 (55+7+54) temporary employees vide GO (Rt) No.196/2008/I&PRD dated 18.08.2008, GO (Ms) No.02/2011/I&PRD dated 08.02.2011 and GO (Ms) No. 09/2015/I&PRD dated 06.06.2015 respectively.

This proposal is based on the agenda item 25.09 of the decisions of the 25th GB of CDIT held on 16-03-2020 and proposes (i) to create required additional regular posts in CDIT

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service and (ii) to consider the appointment of the temporary employees, who have completed ten years of temporary service in CDIT, against these regular posts (including the vacant posts), both with the approval of the Govt.

Proposal

In this regard, the following are the remarks and presumptions.

1. Among the total number of 116 posts sanctioned by the Govt on previous occasions, some posts have become vacant due to retirements, death or exit of permanent employees and the current strength is only 82. (Refer Annexure - I)
2. Additional posts may be created as per need as given in Annexure - II. Number of posts to be created shown is suggestive only. It was presumed this also would be decided by the Goverment, so as to ensure smooth functioning of various units of CDIT.
3. Date of reference for considering the eligible service was not decided in the GB meeting. Therefore, it was presumed that the same would be decided by the Govt.
4. The list of persons who were engaged before 01-08-2010 and are still continuing as temporary employees in CDIT is enclosed as Annexure-III. Eligible candidates only would be selected from among this list, based on the date of reference thus decided in order to fill the posts so created by the Government, including the vacant posts.
5. Posts shown against the candidates are proposed based on the post in which the incumbent was initially engaged.
6. Scale of pay shown was proposed as the same in the case of existing regular posts or otherwise, based on that of common category in Government service; the qualification & experience for the respective post or in comparison to the existing posts if it is not found in common category.

Special Notes

Note #1:- Annexure – II, Scientist category - (pay proposed as per State Govt. service pattern in another proposal on special rules for C-DIT). It is learnt that Scientist entry cadre in other State Government Organisations in Scientist (B) CSIR/ICAR/UGC/Central Government pattern. Refer GO (Ms) No.30/87 dated 06.12.1987. It is also reported that employees drawing pay in CSIR pattern in CDIT are eligible for allowances in the state scale only and not to the CSIR scale and are permitted to avail leave surrender benefits.

Note #2:- Annexure – II, Correction of scale of pay of existing post with one incumbent now - item # 02-Programmer - is 26500-56700 which is the same as that of lower post of Junior Programmer and suggested to upward revise the former to 27,800-59,400 for consistency of hierarchy.

Note #3:- Annexure – II, Correction of scale of pay of existing post (without any incumbent now) - item #30-Driver-cum-cleaner - is 26500-56700 which is much higher when compared to the common categories in Govt. and suggested to downward revise it to 18,000-41,500 for consistency.

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Note #4:- Annexure – III, Sl. No. 62, Sri. Manoj Kana has completed only 9 years and 8 months 11 days as on 30.06.2020.

Note #5 :- Annexure – III, Sl. No. 44, Sri. Satheyanesan M.V completed ten years of service only on 13.07.2020.

Note #6:- Annexure-III, Sl. No. 11 Shri. Ajay V. possess only BSc (Computer Science) as on 17-10-2007, his date of entry. Normally B.Tech/MCA/MSc in Computer Science is considered for the post of Programmer in CDIT. It is seen that he qualified MCA subsequently on 01-07-2008. His eligible service, post and scale of pay may be fixed also considering this.

Note #7:- Annexure-III, Sl. No. 56, Smt. Parvathy Thampy possess only BA (Lit) as on 15-10-2008, her date of entry. Normally degree or an additional diploma in journalism is considered for the post of content developer in CDIT. Degree is a qualification for Office Assistant. Her post may be fixed also considering this.

7. It is also proposed that the list attached herewith may be considered as a master list and CDIT may be permitted to fill up those vacancies arising subsequently in the sanctioned post by choosing from this list in seriatim.
8. Actual financial commitment could be worked out and furnished subsequently based on the number of posts so considered by the Govt. for creation and the scale of pay approved for them. The expenditure is fully on C-DIT.

The Project implementation activities of C-DIT in diverse areas were being sustained only with the help of a large contingent of temporary contract staff. In order to continue the activities of the organisation and to enable C-DIT to take up and implement the technology driven projects for various clients in a time bound manner, it is highly essential that additional regular post are created to attract and retain experienced talents. Temporary employees who have already spent more than ten years in the service of C-DIT may be considered while filling up these new posts created and the vacant posts.

This report is submitted for consideration.

REGISTRAR

Annexure - I - Sanctioned posts and vacancies

Annexure - II- List of posts to be created

Annexure – III - List of temporary employees to be considered.

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ANNEXURE - II

List of post to be created

	Name of Post	No of posts proposed	Proposed scale of Pay
1	Scientist	1	15600-39100+ GP 5400
2	Programmer	19	27800-59400
3	System Administrator	1	27800-59400
4	Technical Assistant	14	26500-56700
5	Coordinator	6	26500-56700
6	Production Supervisor	1	26500-56700
7	Production Coordinator (OIP)	1	19000-43600
8	Video Production Coordinator	1	18000-41500
9	Call Centre Executive	2	19000-43600
10	Web / GUI Designer	7	22200-48000
11	Video Editing cum sound Assistant	1	26500-56700
12	Assistant Cameraman	1	19000-43600
13	Content Developer	3	26500-56700
14	News Reporter	2	26500-56700
15	Font Designer	1	19000-43600
16	Assistant Producer	1	26500-56700
17	Faculty cum Co-ordinator (web design)	1	26500-56700
18	Faculty cum Co-ordinator Animation	1	26500-56700
19	Animation Consultant cum Trainer	1	26500-56700
20	Research Associate	1	26500-56700
21	Office Assistant (Accounts)	10	26500-56700
22	Office Assistant (Administration)	7	26500-56700
23	Production Assistant	1	19000-43600
24	Junior Technician	2	19000-43600
25	Lab Assistant	3	18000-41500
26	Software Support Assistant	1	18000-41500
27	Assistant Editor cum Sound Recordist	1	18000-41500
28	Data Entry Operator	12	18000-41500
29	Scanning Assistant	1	18000-41500
30	Clerk cum Data Entry Operator	1	18000-41500
31	Driver-cum-cleaner	2	18000-41500
32	Helper	3	17000-37500
33	Helper cum Messenger	1	17000-37500
34	Messenger	1	17000-37500
35	Sweeper	1	17000-37500
36	PTS	1	8200-13340
	Total	**114**	

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Annexure-I

List of sanctioned post and vacant posts in C-DIT

Post	No. of posts sanctioned	No. of employees against sanctioned post	Scale of pay
Junior Executive (Admn)	2	Nil	36600-79200
Junior Executive (Accounts)	1	Nil	36600-79200
Assistant Manager (PPC)	1	Nil	36600-79200
Sr. Office Assistant	2	Nil	29200-62400
Office Assistant	10	9	26500-56700
Project Associate	2	2	26500-56700
Clerical Assistant	1	Nil	17500-39500
Marketing Executive	2	2	26500-56700
Data Entry Operator	8	5	18000-41500
Production Assistant	1	1	19000-43600
Technical Assistant (Electronics)	3	2	26500-56700
Technical Assistant (Electrical)	1	1	26500-56700
Technical Assistant	24	21	26500-56700
Research Assistant	4	2	26500-56700
Junior Technician (Electronics)	1	1	19000-43600
Camera Assistant Junior Technician grade	3	2	19000-43600
Junior Technician (Video Archive)	1	1	19000-43600
Junior Technician (3D Animation)	1	1	19000-43600
Junior Technician (Civil)	1	1	19000-43600
Junior Technician (Electrical/ Data Processing/ Graphic Designing)	3	3	19000-43600
Coordinator (Corporate Training)	1	Nil	26500-56700

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Junior Programmer	1	1	26500-56700
Programmer	1	1	26500-56700
Content Developer	1	1	26500-56700
Reporter	1	1	26500-56700
Web Designer	1	1	19000-43600
Video Archives Assistant	1	1	19000-43600
Duplicating & Photocopying Operator	1	Nil	19000-43600
Driver -Cleaner	2	Nil	25200-54000
Light Assistant	3	2	17500-39500
Helper	9	3	17000-37500
Part time Sweepers	5	4	8200-13340
Gardener Cum Helper	1	Nil	17000-37500
Scientist (Civil)	1	1	15600-39500+ GP 7600
Engineer (Electrical) Scientist	1	1	15600-39500+ GP 7600
Sr. Editor	1	Nil	15600-39100+ GP 7600
Scientist (Geo Informatics)	1	1	15600-39100+ GP 7600
Scientist (Software)	3	3	15600-39100+ GP 6600
Project Associate	1	1	15600-39100+GP 6600
Editor	1	1	15600-39100+ GP 6600
Scientist B (Social Science)	1	nil	15600-39100+ GP 6600
Programme Coordinator	3	2	15600-39100+ GP 6600
Field Officer	1	1	15600-39100+ GP 5400
Sr. Cameraman	1	nil	15600-39100+ GP 7600
Scientist C Optical Image	1	nil	15600-39100+GP 6600
***Helper on Compassionate ground**	**2 ***	**2**	**17000-37500**
Total	**116 + 2***	**82**	

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Annexure-I

Core Group Post

Registrar	1	1	37400-67000+GP 8900
Joint Director	1	nil	15600-39100+ GP 8900
Deputy Director (projects)	1	nil	15600-39100+GP 8800
Deputy Director (Production)	1	nil	
Deputy Director (TAAS)	1	nil	
Scientific Officer	1	Nil	
Total	**6**	**1**	

Director	1	1	37400-67000+GP 8900
Administrative Officer	1	1	85000-117600
Finance Officer	-	1	68700-110400

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ANNEXURE - III

C-DIT - LIST OF TEMPORARY EMPLOYEES PROVISIONALLY SELECTED FOR APPOINTMENT AGAINST NEW REGULAR POSTS

Sl.No.	Category/Cadre Name of Post	Scale of pay	Name of Employee	Date of Birth	Date of joining temporary post in C-DIT	Entry level Qualification	Completed years of temporary service as on 30.06.2020	LWA on medical grounds	LWA as on 30.06.2020	Remarks
1	Scientist	15600-39100+GP 5400	Sajan Ambadiyil	24-04-77	03-01-08	M.Sc Physics (Uty of Calicut 1999), M.Tech Opto-Electronics & Laser Technology (Cusat 2002)	12 yrs 5 m			Research Associate on daily wage basisi w.e.f 01.12.2003
2	Programmer	27800-59400	Shiny. D.S	30.05.1983	27-07-2007	B.Tech - Electronics & Communication Engineering (CUSAT - 2004)	12yrs 11 m	74		
3	Programmer	27800-59400	Ajish. M.R	30.04.1980	30-07-2007	B.Sc Maths (University of Kerala - 2001), MCA (MG University - 2005)	12yrs 11 m			
4	Programmer	27800-59400	Chandini Babu N	31.05.1982	30-07-2007	B.Tech - Electronics and Communication Engg. (CUSAT – 2004), CNA and linux 2004	12yrs 11m	158		
5	Programmer	27800-59400	Preetha. P	03.04.1973	30-07-2007	B.Tech - Computer Science and Engineering (MG University - 2002)	12yrs 3m	165	220	
6	Programmer	27800-59400	Sreejith. A.K	01.05.1979	31-07-2007	BCA- Computer Applications (MG University - 2000), M.Sc Computer Science (Kannur University - 2003)	12yrs 11 m			
7	Programmer	27800-59400	Navaneeth Krishnan	16.01.1973	01-08-2007	BA English (MG University - 1993) , PGDCA (IHRD - 1995), MCA (Manonmaniam Sundaranar University - 2005), eDiploma in Advanced Software Technology (CMC Ltd - 2001)	12yrs 11 m	163		
8	Programmer	27800-59400	Sudheesh. A.P	14.07.1980	01-08-2007	B.Sc Computer Science (Kannur University - 2002), M.Sc. Computer Science (Kannur University - 2005)	12yrs 11 m			
9	Programmer	27800-59400	Lijith. T.K	22.03.1979	10-08-2007	BCA (Bachelor of Computer Applications - MG University - 2000), MCA - MG University - 2004), MBA third rank(University of Kerala-2013)	12yrs 10 m			
10	Programmer	27800-59400	Sindu Thankappan	10.04.1978	13-08-2007	B.Sc Chemistry (University of Kerala - 1998), MCA (Manonmaniam Sundaranar University - 2002),	12yrs 10 m		18	

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Annexure -III

11	Programmer	27800-59400	Ajay. V	26.07.1983	17-10-2007	B.Sc Computer Science (Kannu University - 2004), MCA (Kannur University - 2007)	12yrs 6m		50	Note #6
12	Programmer	27800-59400	Aneez. M	01.12.1983	07-12-2007	B.Tech - Information Technology (University of Kerala - 2007)	12yrs 5 m		31	
13	Programmer	27800-59400	Sreelekshmy. R	16.11.1984	02-03-2009	B.Sc Physics (University of Kerala - 2005), MCA (University of Kerala - 2008)	10 yrs 9 m		193	
14	Programmer	27800-59400	Asha R.S	26.11.1985	10-08-2009	B.Tech (Computer Science and Engg. - M.G University – 2008).	10 yrs 10 m	59	9	
15	Programmer	27800-59400	Tanzeem. M.B	09.09.1981	18-09-2009	B.Tech (Computer Science and Engg. - University of Kerala - 2005)	10 yrs 6 m	169	91	
16	Programmer	27800-59400	Anju Bhaskaran	31.05.1985	19-10-2009	B.Tech (Electronics and Communication - MG University – 2007),	10 yrs 8 m	44		
17	Programmer	27800-59400	Remya Sree . U	18.05.1986	19-10-2009	B. Tech- Electronics & Communication, (CUSAT - 2008)	10 yrs 4m	92	126	
18	Programmer	27800-59400	Sunitha. K.K	26.05.1985	19-10-2009	B.Sc Computer Science (Kannur University - 2005), MCA (Kannur University - 2009)	10 yrs 8 m	91		
19	Programmer	27800-59400	Rojimon. N.T	25.03.1982	05-11-2009	B.Sc Physics (MG University - 2004), MCA -MG University 2008	10 yrs 7 m		7	
20	Programmer	27800-59400	Raghith. A	09/05/1982	29-03-2010	MCA 2008, B.Sc Computer Science 2004	10 yrs 3 m			
21	System Administrator	27800-59400	Arunnadh. G	29.05.1985	19-05-2008	B.E. - Computer Science and Engineering - (Anna University, Chennai - 2007)	12 yrs 1 m	40		
22	Technical Assistant	26500-56700	Syam Kumar. K	13.02.1977	14-02-2005	B. E.(Electronics & Communication) from Manonmaniam Sundaranar University (2001)	15 yrs 4 m			
23	Technical Assistant	26500-56700	Girish. R	*31.05.1971*	*03-04-2006*	Diploma in Mechanical Engineering (3 yr course - University of Kerala - 1993), Advanced Training Course in Multimedia (Audio-visual & Reprographic Centre - 2003)	*14 yrs 2 m*			
24	Technical Assistant	26500-56700	Liju. V.V	*09.07.1985*	*02-05-2007*	Diploma in Electronics(3 yr course - Board of Technical Education - 2006),	*13yrs 1 m*			

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25	Technical Assistant	26500-56700	Ragesh. K	*02.05.1981*	*02-05-2007*	3 year Diploma in Computer Engineering (Govt. Polytechnic, Thrikkakkara - 2001),	*13 yrs 1 m*			
26	Technical Assistant	26500-56700	Raneesh. P.P	09.01.1986	02-05-2007	Diploma in Electronics (3 yr course from University of Kerala - 2006),	13yrs 1 m			
27	Technical Assistant	26500-56700	Ambily. B.V	09.05.1978	17-11-2007	Diploma in Computer Hardware Maintainence (3 year course - 1998), PGDCA (2000)	12 yrs 6 m	241	31	
28	Technical Assistant	26500-56700	Geetha. S.S	30.05.1978	24-03-2008	BA Literature (University of Kerala - 1998), MA Literaure (University of Kerala - 2000), PGDCA (IHRD - 2003)	12 yrs 1 m		53	
29	Technical Assistant	26500-56700	Praseena. M.P	04.03.1985	01-04-2008	BA Economics (University of Kerala - 2005), PGDCA	11 yrs 10 m		135	
30	Technical Assistant	26500-56700	Suresh. D	10.05.1975	21-11-2007	BA Economics (University of Kerala - 1995), PGDCA (IHRD – 2002),	12 yrs 7m		6	
31	Technical Assistant	26500-56700	Sarath Kumar. K	29.05.1981	08-07-2008	BA-Economics (Kannur University - 2003), PGDCA (LBS Kannur - 2006), Computer Course in Hardware and Networking 2007	11 yrs 9 m		81	
32	Technical Assistant	26500-56700	Smitha B	23.11.1980	18-05-2009	Pre-Degree, ITI Mechanic Radio Television (National Trade Certificate - 2000), Diploma in Electronics (3 year course - Govt. Polytechnic, Palakkad – 2004),	11 yrs		21	
33	Technical Assistant	26500-56700	Afsal Rahman	25/02/86	28-06-2010	MCA 2009, BSc Computer Science 2006	10 yrs 1 day		2	
34	Technical Assistant	26500-56700	Nidhil. G	20/04/85	28-06-2010	HSC 2002, ITI Electronics 2004, DCHM Polytechnic 2008	10 yrs 3 day			
35	Technical Assistant	26500-56700	Pramod Kumar. D	28/05/85	28-06-2010	HSC 2002, Diploma in Applied Electronics 2005	10 yrs 3 day			
36	Coordinator	26500-56700	Giby P. Abraham	31.05.1972	17-04-2008	BA English (MG University - 1993), MSW - PM & Labour Welfare (Shivaji University - 1997), PG Diploma in Journalism (Bharatiya Vidya Bhavan - 1999)	12 yrs 2 m			
37	Coordinator	26500-56700	Jacob Thomas	13-04-82	25-06-2009	B.Sc (Electronics) MG Uty2002, M.Sc (Computer Science)MG Uty2004,	11 yrs			

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Annexure -III

38	Coordinator	26500-56700	Aiswarya. R	22.08.1984	24-02-2009	B.Tech Electronics & Communication (University of Kerala - 2007)	10 yrs 8 m	179	244	
39	Coordinator	26500-56700	Sofimol. V.K	19.10.1976	25-06-2009	B.Sc. Botany - Calicut University - 1997), MCA (IGNOU - 2005)	10 yrs 11 m		32	
40	Coordinator	26500-56700	Sreepriya Sivanandan	12.11.1982	01-07-2009	M.Sc Software Science (5 yr Integrated Course from Periyar University - 2000-2005), Diploma for Graduate Engineer (CMC Ltd. 2005), Visual C++	10 yrs 9 m		76	
41	Coordinator	26500-56700	Sreejesh. E.K	*02.04.1984*	*25-06-2009*	B. SC (Chemistry - Kannur University - 2004), M.Sc (Computer Science - Kannur University – 2007), Hardware and Networking, CCNA	*11 yrs*			
42	Production Supervisor	26500-56700	Batakrushna Panda	29.01.1978	18-07-2007	B.A (UTKAL University, Orissa), 1997	12 yrs 11 m			
43	Production Coordinator (OIP)	19000-43600	Manulal. M.P	25.05.1983	14-12-2009	HSE - Science Group (2002)	10 yrs 3 m		93	
44	**Video Production Coordinator**	**18000-41500**	**Sathyanesan M.V.**	**28/05/80**	**03-07-2010**	**SSLC, PGDCA & Multimedia**	**10 yrs 18 days as on 30.07.2020**		**10**	**possess only SSLC qualification** Note #3
45	Call Centre Executive	19000-43600	Raji. A.L	20.06.1983	12-08-2009	M.Sc. (5 year integrated M. Sc (Software) Engineering Programme - CUSAT – 2006, J2EE Nest Cyber Campus 2006	10 yrs 9 m	81	7	
46	Call Centre Executive	19000-43600	Prajin V.R	30/05/84	08-04-2010	BA Economics 2004, CCHM – C DAC 2010 , DCA				
47	Web Designer/ GUI Designer	22200-48000	Soumya. T	16.05.1984	22-08-2007	BA Economics (University of Kerala - 2005), DCA (one year course - LBS - 2003), PG Diploma in Multimedia Design,(C-DIT - 2005-06)	12 yrs 10 m	159		
48	Web Designer/GUI Designer	22200-48000	Santhosh. C	30.05.1984	22-08-2007	B.Com (University of Kerala – 2005), Dilpoma in Computerised Financial Accounting-2002, Graphics suit performance statement 2006, Completed course on Graphic designing on authoring multimedia suit, Animation suit, Advanced Animation Suit and digital portfolia development 2008	12 yrs 8 m	32	45	
49	Web Designer/GUI Designer	22200-48000	Satheesh. S	02.04.1978	30-08-2007	B.Sc Computer Science (University of Kerala - 2000) , M.Sc. Computer Science (Manonmaniam Sundaranar University – 2004), Completed Software testing training programme, Certificate in dotnet programming 2005, Certificate in SQL server 2000. (2004),	12 yrs 10 m			

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Annexure-III

50	Web Designer/GUI Designer	22200-48000	Dinesh Kumar. V	11.12.1973	18-04-2008	B.Sc Botany (University of Madras - 1996), Performance Statement - 3D Modeling & Animation, Multimedia Authoring and Multimedia Programming (Arena Multimedia, Chennai - 2000)	12 yrs		50	
51	Web Designer/GUI Designer	22200-48000	Jayahari. K.V	26.04.1978	09-04-2008	LLB (University of Calicut - 2004 - five-year course), Completed a course titled Web Design 2001	12 yrs 2 m			
52	Web Designer/GUI Designer	22200-48000	Shajith. R.B	28.05.1982	03-09-2008	BFA in Painting (University of Kerala - 2005)	11 yrs 8 m	88	52	
53	Web Designer/GUI Designer	22200-48000	Rajesh . M	19/03/1975	09-06-2010	BA Economics, Course on Graphic and Authoring Multi Media 2007	10 yrs 22 day			
54	Video Editing cum sound Assistant	26500-56700	Pinki. M.S	31.05.1980	31-01-2008	BA Literature (University of Calicut - 2001), Diploma in Journalism (Bharatiya Vidya Bhavan - 2001) , Completed Avid 117 - Avid Xpress at the Digital Film School (Mumbai) (Avid Authorised Education Centre - 2002)	12 yrs 3 m	92	45	
55	Assistant Cameraman	19000-43600	Jithin Mathew	28.10.1985	19-12-2009	One Year course in Digitial & Analogue Videography & Photography (2003 - 04, ITI), PG Diploma in Science & Development Communication (2007 – C-DIT), BA (2006 - Provisional Certificate only - University of Calicut)	10 yrs 5 m	34	36	
56	**Content Developer**	**26500-56700**	**Parvathy Thampy**	**23.03.1982**	**15-10-2008**	**BA Literature (University of Kerala - 2002)**	**11 yrs 1 m**	**45**	**205**	**Does not possess the required qualification** Note#7
57	Content Developer	26500-56700	Chithra Resmi. S	21.05.1983	28-02-2008	B.Sc Physics (MG University - 2003), Master of Communication and Journalism (MCJ) - University of Kerala - 2005, Certificate in Computer Basics of C-DAC,	12 yrs 2 m	123	43	
58	Content Developer	26500-56700	Ashish. P.S	30.05.1985	04-01-2010	BA (English - University of Kerala - 2005), MA English (University of Kerala - 2007), Post Graduate Diploma in Electronic Journalism (Institute of Journalism - 2010)	10 yrs 5 m			
59	News Reporter	26500-56700	Divya Vasanthan K. N	16.05.1980	27-10-2009	MA Malayalam (Calicut University - 2004), BA Malayalam (Calicut University) PG Diploma in Journalism - Malayalam (Bharatiya Vidya Bhavan - 2006)	10 yrs 7 m	62	16	
60	News Reporter	26500-56700	Nileena. P	11.11.1985	27-10-2009	Master of Journalism & Communication (M.G University - 2009)	10 yrs 6 m	152	52	
61	Font Designer	19000-43600	Mohanlal. G	16.05.1971	04-08-2008	B.Sc Maths, M.Sc (Computer Science), PGDCA,) Passed sections A & B in electronics and Telecommunications Engineering Branch. (2 years 1998 IETE), CCNA , DBMS, Certificate in computer programming.	11 yrs 10 m			

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62	**Assistant Producer**	**26500-56700**	**Manoj Kana**	**28.01.1973**	**21-01-2010**	**BA (University of Calicut-1998), PGDSDC – C-DIT (2008)**	**9 yrs 8 m**		**273**	Note #4
63	Faculty cum Co-ordinator (Web design)	26500-56700	Pradeep Kumar. R	27.05.1979	18-10-2007	B.Sc Botany (PROVISIONAL CERTIFICATE ONLY - University of Kerala - 2003), Post Graduate Diploma in Animation Film Designing (C-DIT - 2005)	12 yrs 6 m		65	
64	Faculty cum Co-ordinator(Animation)	26500-56700	Prasanth. V	19.12.1978	18-10-2007	B.Com (University of Kerala - 2000), Post Graduate Diploma in Animation Film Designing (C-DIT – 2005)	12 yrs 8 m			
65	Animation Consultant cum Trainer	26500-56700	Unnikrishnan. T	28.08.1973	20-10-2008	BA History (Provisional Certificate Only - University of Calicut - 2002), Post Graduate Diploma in Animation Film Designing (C-DIT - 2004-05), Certificate Course in Graphics & Multimedia (CEDTI, New delhi – 2000)	11 yrs 8 m			
66	Research Associate	26500-56700	Deepa. S	05.10.1975	21-11-2007	BA Psychology (University of Kerala - 1999), MSW (PM&IR) (University of Kerala 2001),	11 yrs 4m	219	457	
67	Office Assistant (Accounts)	26500-56700	Leena. P	20.05.1978	19-08-2005	B.Com (Elective Accounting and Cooperation, University of Kerala - 2003),Diploma in Computer Management (ER & DCI - 2002), Completetd Apprenticeship Training at Hotel Chaithram from 04.07.2001 - 03.07.2003 - Provisional National Apprenticeship Ceritificate	14 yrs 10 m	39		
68	Office Assistant (Accounts)	26500-56700	Vinod. M	*12.03.1974*	*16-08-2007*	B.Com (Elective Subjects - Accounting and Co-operation - University of Kerala – 1998), Diploma in Computer and information management 1998,	*12 yrs 10 m*	*6*		
69	Office Assistant (Accounts)	26500-56700	Sujitha. P.S	04.04.1982	05-09-2007	B.Com - Taxation Law & Practice (University of Kerala - 2002), PGDCA (CDAC - 2004),	12 yrs 7 m	69	88	
70	Office Assistant (Accounts)	26500-56700	Subhash. K.K	25.05.1966	07-11-2007	B.Com (University of Kerala - 1991), Tally	12 yrs 7 m			
71	Office Assistant (Accounts)	26500-56700	Preethikrishna. M.R	29.05.1983	31-07-2008	B.Com (University of Kerala), M.Com (University of Kerala-2006), M.S Office, Diploma in Computerized Financial Accounting (DCFA-2002), Tally (C-DAC-2004)	11 yrs 10 m	4	5	
72	Office Assistant (Accounts)	26500-56700	Deepa. M	26.06.1985	13-07-2009	B.Com (University of Kerala- 2006), PGDCA- 2008, Tally 2006	10 yrs 9 m	152	62	

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73	Office Assistant (Accounts)	26500-56700	Reeja Kumari. R	16.12.1984	23-07-2009	B.Com, University of Kerala-2005, Computer Word Processing (Kerala Govt. Technical Examinations - Sept. 2002, CA foundation 2006, Tally 2005.	10 yrs 11 m	61		
74	Office Assistant (Accounts)	26500-56700	Vinod. R	25.05.1972	24-07-2009	B.Com (University of Kerala - 1992), Diploma in Systems Management (NIIT – 1994), Tally.	10 yrs 11 m	30		
75	Office Assistant (Accounts)	26500-56700	Devarajan. V.R	30-05-77	27-07-2009	B.Com (University of Kerala - 1997),PG Diploma in Computer (Software) Applications (LBS Centre for Science & Tech. - 2000)	10 yrs 9 m		51	
76	Office Assistant (Accounts)	26500-56700	Juliemol Thomas	29-05-75	24-03-2010	B.Com (University of Kerala – 1993), DCFM -1998	10 yrs 22 days		78	
77	Office Assistant (Administration)	26500-56700	Saritha. V.T	15.12.1984	15-09-2007	B.Sc Chemistry (University of Kerala - 2005), PGDCA (C-DIT – 2006),	12 yrs 9m	90		
78	Office Assistant (Administration)	26500-56700	Kuriakose Philip	10.02.1976	20-09-2007	BA History (University of Calicut - 1997), PGDCA (IHRD - 2001 & IGNOU - 2003), Typewriting English Higher (Technical Examinations - 1999)	12 yrs 9m			
79	Office Assistant (Administration)	26500-56700	Manju. S. Warrier	20.05.1982	17-12-2007	BA History (MG University - 2004)	12 yrs 6m			
80	Office Assistant (Administration)	26500-56700	Anikrishnan. K	31.05.1971	18-12-2008	B.Sc Chemistry (Madurai Kamaraj University - 1991), PGDCA (University of Kerala - 1996),	11 yrs 6 m			
81	Office Assistant (Administration)	26500-56700	Rekha . P	09-03-75	12-04-2010	BSc 1995, B Ed 1996, MA 2002, Tally 2009, CPISM 1996	10 yrs 1 m		35	
82	Office Assistant (Administration)	26500-56700	Sachu .L	10/01/72	03-05-2010	B.Sc (Home Science) 1993, Type writting lower, DOA 1997	10 yrs 1 m		1	
83	Office Assistant (Administration)	26500-56700	Praveen. S	26/04/88	03-05-2010	B. Com 2009, DCFA 2008	10 yrs 1 m			
84	Production Assistant	19000-43600	Renjith Kumar. R	13.02.1984	25-07-2009	B.Com (University of Kerala - 2004), Diploma in Computerised Financial Management (C-DIT - 2005)	10 yrs 9 m		46	
85	Junior Technician	19000-43600	Sreekumar. S.S	10.09.1969	17-04-2006	Trade certificate ITI (Industrial Training Institute - (1988 - 1990)	14 yrs 2 m			
86	Junior Technician	19000-43600	Manikuttan. B	08.05.1971	17-04-2006	Trade certificate ITI (National Council for Vocational Training - 1992), Pre - Degree (University of Kerala - 1993)	14 yrs 2 m			

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Annexure-III

87	Lab Assistant (3D Animation)	18000-41500	Gopi Krishnan.A.R	17.05.1975	29-11-2008	Pre-Degree (University of Kerala - 1992), Diploma in 3D studio Max (Unitech, Thiruvananthapuram – 2003),MS Office, Photoshop 2002	11 yrs 4m		85	
88	Lab Assistant	18000-41500	Bindu Lekha. B.R	24-03-81	25-09-2009	Pre-Degree, Certificate Course in Non-Linear Editing (C-DIT - 2008), Diploma in Computer Applications & Multilingual D.T.P (National Council for Promotion of Urdu Language – 2002),	10 yrs 7 m	90	58	
89	Lab Assistant	18000-41500	Surjith. V.S	31.05.1986	26-09-2009	VHSE (Data Processing and Console Operation-Govt.of Kerala – 2003), Completed Course on AAASP (Arena 2008)	10 yrs 8 m	63	21	
90	Software Support Assistant	18000-41500	Mineesh N. S	22.05.1982	01-10-2009	Pre – Degree,Professional Diploma in Computer Software Technology (2005-2 years), Diploma in International Hotel Mgmt, Munnar Catering college 2002 (2years)	10 yrs 9 m			
91	Assistant Editor cum Sound Recordist	18000-41500	Midhun Dev Pottekkad	15.02.1980	21-12-2009	SSLC, Diploma in Video Editing (2005 - 06 - Riyan Institute of Film & Television)	10 yrs 1 m	45	135	
92	Data Entry Operator	18000-41500	Rajeswari. R	29.03.1967	01-09-2005	HSC (1996),Diploma in Computer Science (6 month course), Typewriting (English Lower) - (Technical Examinations - 1987), DTP (Wordstar, Ventura, Pagemaker) - Sbramik Vidyapeeth - 1996)	14 yrs 10 m			
93	Data Entry Operator	18000-41500	Deepa. L	18.05.1981	18-08-2007	B.Com (University of Kerala - 2001), Diploma in Software Applications & Entrepreneurship Development , Diploma in Computer Management (ER&DCI - 2002), Typewriting English (Higher & Lower), Malayalam (Lower) - (Technical Education - 1997, 1998, 1999	12 yrs	147	289	
94	Data Entry Operator	18000-41500	Manoj. M	05.05.1976	30-08-2007	VHSE - Data Processing & Console Operation (Board - 1994), ITI Mechanic Radio & Television (National Trade Certificate - 1996), Typewriting English (Lower) - (Technical Examinations - 1997), DTP	12yrs 10 m			
95	Data Entry Operator	18000-41500	Saheera Beevi.E.F	23.07.1982	17-09-2007	B.Com - Electronic Data Processing & Computer Applications (University of Kerala - 2003) , Diploma in Software Application & Entrepreneurship Development (3 months)	12 yrs 9 m	143		
96	Data Entry Operator	18000-41500	Prasanth. R	07.05.1982	01-10-2007	Pre - Degree (University of Kerala - 2002), Type Writing English Lower (Technical Examinations - 2000)	12 yrs 9 m			
97	Data Entry Operator	18000-41500	Deepa. K.S	25.03.1982	02-11-2007	Pre-Degree (University of Kerala - 2000), DTP (3 month), MS Office (3 months), DCA (6 months), Type Writing English (Lower) - Govt. Technical Examinations - 2000)	12 yrs 7m	38		
98	Data Entry Operator	18000-41500	Gisha. G	24.05.1984	02-11-2007	Pre-Degree (MG University - 2002), Certificate in Computer & DTP Operation (Govt. Technical Education - 2002)	12 yrs 6m		32	

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99	Data Entry Operator	18000-41500	Sreedevi. K	01.05.1973	02-11-2007	M.S. Office (3 months), DTP (3 months), ITI Trade of Mechanic Radio and Television - (National Trade Certificate - 1991), Computer Word Processing (Govt. Technical Examinations - 2005), Type Writing- English (Higher & Lower), Malayalam (Lower), Hindi (Higher & Lower), Hindi Lower Grade Short-hand - (Technical Examinations - 1990, 1992, 1993, 2001, 2002)	12 yrs 7 m	183		
100	Data Entry Operator	18000-41500	Roja. J.S	02.01.1975	15-09-2008	BA Sociology (University of Kerala - 2001), DCA (ER & DCI - 1999), DTP (Continiung Education Cell, Govt. Polytechnic, TVM - 2000), Data Entry Operation (Shramik Vidyapeeth, Tvm - 1998)	11 yrs 9 m			
101	Data Entry Operator	18000-41500	Sheeba. N	24.05.1981	15-09-2008	BA (Malayalam) - University of Kerala - 2001,Typewriting (Malayalam Lower - 2002), Typewriting (English Higher - 2000), Certificate Course in DTP Malayalam (ISM), DTP (English & Malayalam) Computer Word Processing	11 yrs 6m		92	
102	Data Entry Operator	18000-41500	Arunkumar. G.C	01.12.1983	02-03-2009	HSE - Commerce Group (Board of HSE - 2002), DTP (Eng & Mal - 3 month course - 2009 - Jan Shikshan Sansthan, Thiruvananthapuram)Typewriting (English & word processing)	11 yrs 3 m			
103	Data Entry Operator	18000-41500	Pushpalatha T.R	18.05.1969	18-04-2009	SSLC passed, Typewriting English Lower (Technical Examinations - 1989), Typewriting English Higher, Malayalam Lower (Technical Examinations - 1991),	10 yrs 6 m		245	
104	Scanning Assistant	18000-41500	Radhika Kumari.S	07.05.1967	17-07-2007	SSLC, ITI - Draughtsman Civil (National Trade Certificate - 1987), MS Office	12 yrs 9 m		61	
105	Clerk cum Data Entry Operator	18000-41500	Preetha. S. Nair	11.05.1975	02-07-2008	Pre-Degree (University of Kerala – 1992), Diploma in Computer Management (CDAC - 2004), Typewriting English Lower (1995), Data Entry Operation in Malayalam	11 yrs 11 m			
106	Driver-cum-cleaner	18000-41500	Rajendra Kumar. D	*15.05.1970*	*22-08-2008*	SSLC failed, Driver License (M/C with gr., LMV, HPMV, HGMV, A/R	*11 yrs 10 m*			
107	Driver-cum-cleaner	18000-41500	Abhilash. K	*12.05.1975*	*17-08-2009*	Driving Licence M/C with gr., 3 whlr, LMV, HPMV, HGV	*10 yrs 10 m*			
108	Helper	17000-37500	Suma. K	*30.05.1970*	*01-10-2007*	Std. VIII Pass	*12 yrs 5m*		116	
109	"	17000-37500	Shaheer. A	*13.05.1967*	*16-11-2007*	Pre - Degree passed	*12 yrs 7 m*			
110	"	17000-37500	Kumar. R	*30.05.1970*	*27-03-2008*	SSLC failed (1986), M/C with gr, 3whlr	*12 yrs 3 m*			

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Annexure-III

111	Sweeper	17000-37500	Bindu. S	22.05.1975	18-02-2009	SSLC failed	11 yrs		104	
112	Messenger	17000-37500	Sudarsanan. S	23.05.1963	01-01-2010	Std. VII Passed, One year training in Plasticwork (VHSE Centre for **Physically Handicapped** - 1988), Skill Training in Metal (One year - VHSE Centre for Physically Handicapped - 1984)	10yrs 6 m			
113	Helper cum Messenger	17000-37500	Sudhakaran. T.V	*15.05.1971*	*25-02-2009*	SSLC (1988)	11 yrs 3		9	
114	PTS	8200-13340	Sindhu. S	*02.05.1972*	*15-05-2009*	Std. VIII	11 yrs		17	
	Total number of employees to be appointed against the regular posts						**114**			

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R.10

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C-DIT EMPLOYEES ASSOCIATION (CITU)

(Centre for Development of Imaging Technology)

Reg. No. 01 -18-90, Chithranjali Studio Complex, Thiruvallom, Thiruvananthapuram – 695 027

CMO20019812

President
B.Satheesan

General Secretary
RB.Shajith

OFFICE OF THE CHIEF MINISTER
26 JUN 2020
KERALA, THIRUVANANTHAPURAM

25.06.2020

ചീഫ്: സെക്രട്ടറി.
വിവരം ധരിക്കുന്നതിനും വേണ്ട
ആവശ്യമായ നടപടിക്ക്

പിണറായി വിജയൻ
മുഖ്യമന്ത്രി

261 / CEA / C-DIT / 2020

ശ്രീ. പിണറായി വിജയൻ
ബഹു . മുഖ്യമന്ത്രി,
ചെയർമാൻ സി-ഡിറ്റ്

സി-ഡിറ്റിൽ കഴിഞ്ഞ പത്ത് വർഷം ജോലി ചെയ്ത ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് സംബന്ധിച്ച്

സി-ഡിറ്റിന്റെ 25 ാ മത് ഗവേർണിംഗ് ബോഡി തീരുമാനപ്രകാരം കഴിഞ്ഞ പത്ത് വർഷം സ്ഥാപനത്തിൽ ജോലിചെയ്തുവരുന്ന മുഴുവൻ ജീവനക്കാരെയും സ്ഥിരപ്പെടുത്താനുള്ള തീരുമാനം ബഹുമാനപ്പെട്ട മുഖ്യമന്ത്രി നിർദേശിക്കുകയും ഗവേർണിംഗ് ബോഡി അംഗീകരിക്കുകയും ചെയ്തിരിക്കുകയാണ്. സി-ഡിറ്റ് എംപ്ലോയീസ് അസോസോസിയേഷന്റെ ദീർഘ നാളത്തെ സുപ്രധാന ആവശ്യമാണ് ഇതോടെ അംഗീകരിച്ചിരിക്കുന്നത്. സ്ഥിരതാ നടപടികൾ വേഗത്തിൽ നടപ്പിലാക്കാനുള്ള പ്രവർത്തനങ്ങൾ അങ്ങയുടെ ഭാഗത്തുനിന്നും ഉണ്ടാകണമെന്ന് വിനീതമായി അഭ്യർത്ഥിക്കുന്നു. കഴിഞ്ഞ പത്ത് വർഷം പൂർത്തിയായ ജീവനക്കാരുടെ ലിസ്റ്റ് കൂടി നിവേദനത്തിന്റെ കൂടെ സമർപ്പിക്കുന്നു

ഷജിത്ത്.ആർ.ബി
ജനറൽ സെക്രട്ടറി

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UPTO 31st March 2020			
Sl.No.	**Name of Employee**	**Present Post**	**Date of Joining**
1	Suma. K	Helper	01.10.2007
2	Shaheer. A	Helper	16.11.2007
3	Kumar. R	Helper	27.03.2008
4	Bindu. S	Helper	18.02.2009
5	Sudarsanan. S	Helper	01.01.2010
6	Sudhakaran. T.V	Helper	25-02-09
7	Sindhu. S	Sweeper	15.05.2009
8	Rajendra Kumar. D	Driver	22.08.2008
9	Abhilash. K	Driver	17.08.2009
10	Rajeswari. R	Data Entry Operator	01.09.2005
11	Deepa. L	Data Entry Operator	18.08.2007
12	Manoj. M	Data Entry Operator	30.08.2007
13	Saheera Beevi.E.F	Data Entry Operator	17.09.2007
14	Prasanth. R	Data Entry Operator	01.10.2007
15	Deepa. K.S	Data Entry Operator	02.11.2007
16	Gisha. G	Data Entry Operator	02.11.2007
17	Sreedevi. K	Data Entry Operator	02.11.2007
18	Preetha. S. Nair	Data Entry Operator	02.07.2008
19	Roja. J.S	Data Entry Operator	15.09.2008
20	Sheeba. N	Data Entry Operator	15.09.2008
21	Arunkumar. G.C	Data Entry Operator	02.03.2009
22	Pushpalatha T.R	Data Entry Operator	18.04.2009
23	Radhika Kumari.S	Data Entry Operator	17.07.2007
24	Manikuttan B	Junior Technician	17-04-06
25	Sreekumar. S.S	Junior Technician	17.04.2006

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26	Surjith. V.S	Lab Assistant	26.09.2009
27	Gopi Krishnan.A.R	Lab Assistant	29.11.2008
28	Bindu Lekha. B.R	Course Assistant	25.09.2009
29	Mineesh N. S	Software Support Assistant	01.10.2009
30	Midhun Dev Pottekkad	Assistant Editor cum Sound Recordist	21.12.2009
31	Saritha. V.T	Office Assistant	15.09.2007
32	Kuriakose Philip	Office Assistant	20.09.2007
33	Suresh. D	Office Assistant (Courses)	21.11.2007
34	Manju. S. Warrier	Office Assistant	17.12.2007
35	Praseena. M.P	Office Assistant (Courses)	01.04.2008
36	Parvathy Thampy	Office Assistant (Communication)	15.10.2008
37	Anikrishnan. K	Office Assistant	18.12.2008
38	Leena. P	Office Assistant (Accounts)	19.08.2005
39	Vinod. M	Office Assistant (Accounts)	16.08.2007
40	Sujitha. P.S	Office Assistant (Accounts)	05.09.2007
41	Subhash. K.K	Office Assistant (Accounts)	07.11.2007
42	Preethikrishna. M.R	Office Assistant (Accounts)	31.07.2008
43	Deepa. M	Office Assistant (Accounts)	13.07.2009
44	Reeja Kumari. R	Office Assistant (Accounts)	23.07.2009
45	Vinod. R	Office Assistant (Accounts)	24.07.2009
46	Renjith Kumar. R	Office Assistant (Production Accounts)	25.07.2009
47	Devarajan. V.R	Office Assistant (Accounts)	27.07.2009
48	Juliemol Thomas	Office Assistant (Accounts)	24.03.2010
49	Girish. R	Technical Assistant	03.04.2006
50	Liju. V.V	Technical Assistant	02.05.2007
51	Ragesh. K	Technical Assistant	02.05.2007

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52	Raneesh. P.P	Technical Assistant	02.05.2007
53	Ambily. B.V	Technical Assistant	17.11.2007
54	Sarath Kumar. K	Technical Assistant	08.07.2008
55	Geetha. S.S	Technical Assistant	24.03.2008
56	Smitha B	Technical Assistant	18.05.2009
57	Santhosh. C	Web Designer	22.08.2007
58	Soumya. T	Web Designer	22.08.2007
59	Satheesh. S	Web Designer	30.08.2007
60	Jayahari. K V	Technical Assistant	09.04.2008
61	Dinesh Kumar. V	Web Designer	18.04.2008
62	Pradeep Kumar. R	Faculty cum Co-ordinator (Web Design)	18.10.2007
63	Prasanth. V	Faculty cum Co-ordinator (Animation)	18.10.2007
64	Navaneeth Krishnan	Technical Assistant	01.08.2007
65	Mohanlal. G	Technical Assistant	04.08.2008
66	Pinki. M.S	Assistant Editor	31.01.2008
67	Manulal. M.P	Scientific Assistant	14.12.2009
68	Jithin Mathew	Assistant Cameraman	19.12.2009
69	Manoj Kana	Assistant Producer	21.01.2010
70	Unnikrishnan. T	Faculty cum Course Co-ordinator	20.10.2008
71	Batakrushna Panda	Production Supervisor(Hologram Printing)	18.07.2007
72	Raji. A.L	Software Programmer	12.08.2009
73	Chithra Resmi. S	Content Developer	28.02.2008
74	Ashish. P.S	Content Developer	04.01.2010
75	Divya Vasanthan K. N	News Reporter	27.10.2009
76	Nileena. P	News Reporter	27.10.2009
77	Shajith. R.B	Creative Graphic Designer	03.09.2008
78	Deepa. S	Research Associate(HR)	21.11.2007

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79	Syam Kumar. K	Technical Assistant	14.02.2005
80	Jacob Thomas	Co-ordinator,	25.06.2009
81	Sofimol. V.K	Co-ordinator,	25.06.2009
82	Sreejesh. E.K	Co-ordinator,	25.06.2009
83	Sreepriya Sivanandan	Co-ordinator,	01.07.2009
84	Aiswarya. R	Co-ordinator,	24.02.2009
85	Arunnadh. G	Server Administrator	19.05.2008
86	Shiny. D.S	Programmer	27.07.2007
87	Ajish. M.R	Programmer	30.07.2007
88	Chandini Babu N	Programmer	30.07.2007
89	Preetha. P	Programmer	30.07.2007
90	Sreejith. A.K	Programmer	31.07.2007
91	Sudheesh. A.P	Programmer	01.08.2007
92	Lijith. T.K	Programmer	10.08.2007
93	Sindu Thankappan	Programmer	13.08.2007
94	Ajay. V	Programmer	17.10.2007
95	Aneez. M,	Programmer	07-12-07
96	Sreelekshmy. R	Programmer	02.03.2009
97	Asha R.S	Programmer	10.08.2009
98	Tanzeem. M.B	Programmer	18.09.2009
99	Anju Bhaskaran	Programmer	19.10.2009
100	Remya Sree . U	Programmer	19.10.2009
101	Sunitha. K.K	Programmer	19.10.2009
102	Rojimon. N.T	Programmer	05.11.2009
103	Raghith. A	Programmer	29.03.2010
104	Giby P. Abraham	Co-ordinator Planning	17.04.2008
105	Sajan Ambadiyil	Scientist	01.12.2002

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April 2020 to July 2020			
1	Prajin V R	Junior Technician(Stores)	08-04-10
2	Rekha. P	Office Assistant (Accounts)	12.04.2010
3	Praveen. S	Office Assistant	03.05.2010
4	Sachu. L	Office Assistant	03.05.2010
5	Afsal A Rahman	Technical Assistant	28.06.2010
6	Nidhil. G	Technical Assistant	28.06.2010
7	Pramod Kumar. D	Technical Assistant	28.06.2010
8	Rajesh. M	Web Designer	09.06.2010
9	Sathyanesan. M.V	Video Production Co-ordinator	03-07-2010

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To *:* AJITHKUMAR. A Secretary- Electronics & Information Technology (I.T)

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GOVERNMENT OF KERALA

Electronics & IT(C) Department

No. IT-C1/136/2019-ITD 07/09/2020,Thiruvananthapuram

From
Secretary to Government

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

Sir,

Sub: Electronics & IT Department - Proposal of regularisation of employees - details called for - reg.

Ref: Letter No. C-DIT/ADM/42/2020-A1 dated 14.08.2020 from the Registrar, C-Dit.

In inviting attention to the reference citred, I am to request you furnish the following details to examine the proposal ;

1. Minutes of 25th Governing Body meeting

2. Whether further creation of 14 posts in Technical Assistant, 17 posts in Office Assistant (Accounts + Administration), 12 posts in Data Entry Operator and 3 posts in Helper category are required as there are 21 Technical Assistants, 9 Office Assistants, 5 Data Entry Operators and 5 Helpers are already there in the institution in permanent positions.

3. Justification for the need for 19 posts of Programmer, 6 Coordinators and 7 posts of Web / GUI Designer in the institution

4. Whether the proposal is merely based on the present post occupied by the employee or based on the need of the institution

5. Whether the posts proposed for creation are suitable for the present area of operation of C-Dit

6. Whether C-Dit has executed contract with all the 114 employees listed in the proposal and are valid at the time of furnishing of proposal

7. Whether performance appraisal of the employees were made by C-Dit after

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their appointment and if so a consolidated report on that

8. Last three years balance sheet on C-Dit's revenue figures and remarks on the financial stability of the institution on creation of the proposed posts

9. Whether the reservation principles for appointment as per the standing law/ rules has been observed in the proposal for regularization.

10. Whether the reservation principle as per the statutory laws has been observed in the regularization carried out in C-Dit earlier.

11. Details of basic qualification and experience fixed for the proposed posts included in the proposal for creation .

Yours Faithfully,
HEMA V
UNDER SECRETARY
For Secretary to Government.

Approved for Issue,

Section Officer.

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വി. എസ്. ശിവകുമാർ
(തിരുവനന്തപുരം)
മെമ്പർ
കേരള നിയമസഭ

റ്റി. സി. 9/2376, ശ്രീരംഗം ലെയിൻ
ശാസ്തമംഗലം
തിരുവനന്തപുരം

ഫോൺ :
ഓഫീസ് : 0471-2512285
മൊബൈൽ : 9846022228
നെയ്യാർ ബ്ലോക്ക്-2 ബി,
എം. എൽ. എ. ഹോസ്റ്റൽ,
തിരുവനന്തപുരം
ഇ-മെയിൽ : thiruvananthapurammla@gmail.com

നം.50/TVM-LAC/2020

സ്ഥലം..... തിരുവനന്തപുരം

തീയതി..... സെപ്റ്റംബർ 28, 2020

പ്രിയപ്പെട്ട സെക്രട്ടറി,

ഇൻഫർമേഷൻ ടെക്നോളജി വകുപ്പിന് കീഴിലുള്ള സി-ഡിറ്റിൽ, സി.ഡിറ്റ് ചെയർമാൻ കൂടിയായ മുഖ്യമന്ത്രിയുടെ അധ്യക്ഷതയിൽച്ചേർന്ന സി-ഡിറ്റ് ഗവേണിംഗ് ബോഡി തീരുമാനം ഒഴിവാക്കിയത് പരിശോധിക്കുന്നത് സംബന്ധിച്ച് സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ്സ് സമർപ്പിച്ചിരിക്കുന്ന നിവേദനം പരിശോധിച്ച് ആവശ്യമായ അടിയന്തര നടപടികൾ സ്വീകരിക്കുവാൻ താൽപ്പര്യപ്പെടുന്നു.

ആത്മാർത്ഥതയോടെ,

വി.എസ്.ശിവകുമാർ

ശ്രീ മുഹമ്മദ്.വൈ.സഫിറുള്ള ഐ.എ.എസ്.,
ഗവൺമെന്റ് സെക്രട്ടറി,
ഐ.ടി. വകുപ്പ്,
തിരുവനന്തപുരം

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Regn No. 01-53 dated 25/11/2000

C-DIT EMPLOYEES CONGRESS

Reg. Office: C-DIT Campus, Chitranjali Hils, Thiruvallom (PO), Thiruvananthapuram
Mailing Address: TC 83/587(1), Pettah (PO), Thiruvananthapuram-695024

President
T SARAT CHANDRAPRASAD. Ex M.L.A.
General Secretary,
Kerala Pradesh Congress Committee

General Secretary,
BHARAT THAMPI

29.09.2020

ബഹു: ഐ.ടി സെക്രട്ടറി സമക്ഷം

സർ,

വിഷയം:- സംസ്ഥാന ഐ.ടി.വകുപ്പിന്റെ കീഴിലുള്ള സി-ഡിറ്റിൽ സി-ഡിറ്റ് ചെയർമാൻ കൂടിയായ ബഹു:മുഖ്യമന്ത്രിയുടെ അദ്ധ്യക്ഷതയിൽ കൂടിയ സി-ഡിറ്റ് ഗവേണിംഗ് ബോഡി തീരുമാനം ഒഴിവാക്കിയത് പരിശോധിക്കുന്നത് സംബന്ധിച്ച്

സൂചന:- സി-ഡിറ്റ് 24, 25 ഗവേണിംഗ് ബോഡി കമ്മിറ്റിയുടെ മിനിറ്റ്സ്

സംസ്ഥാന സർക്കാരിന്റെ ഐ.ടി വകുപ്പിന്റെ കീഴിലുള്ള സെന്റർ ഫോർ ഡവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (C-DIT)ൽ 100ൽപ്പരം സ്ഥിര ,ജീവനക്കാരും 150ൽപ്പരം താൽക്കാലിക ജീവനക്കാരും പ്രവർത്തിച്ചു വരുന്നു. CSIR വിഭാഗത്തിൽ നിലവിൽ 12 ജീവനക്കാരും കൂടാതെ ടെക്നിക്കൽ, അഡ്മിനിസ്ട്രേറ്റീവ് വിഭാഗത്തിൽപ്പെട്ടവരുമാണ് സ്ഥിരം ജീവനക്കാർ.

സി-ഡിറ്റ് സ്ഥാപിതമായി 30 വർഷം കഴിയുമ്പോൾ സി-ഡിറ്റിൽ ഗവേഷണ പ്രവർത്തനങ്ങളിൽകൂടി പ്രോജക്ടുകൾ കൊണ്ടുവരേണ്ട CSIR ജീവനക്കാർ ഇന്നുവരെ യാതൊരു പ്രവർത്തനം നടത്തിയിട്ടില്ലാത്തതും, ഗവേഷണ പ്രസിദ്ധീകരണങ്ങൾ പബ്ലിഷ് ചെയ്തിട്ടില്ലാത്തതും ആകുന്നു. എന്നാൽ CSIR ജീവനക്കാർ സി-ഡിറ്റ് അധികാരികൾവഴി എല്ലാവിധ CSIR സർവ്വീസ് നേട്ടങ്ങളും നേടിയിട്ടുള്ളവരാകുന്നു. ഇതിൽ Scientist E

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ഗ്രേഡിൽ തുടരുന്ന ഉദ്യോഗസ്ഥൻ സി-ഡിറ്റ് നടത്തുന്ന MVD Projectന് സാധനങ്ങൾ വാങ്ങികൊടുക്കുന്നതിനും, മറ്റൊരു ഉദ്യോഗസ്ഥൻ ഹോളോഗ്രാം ഡിവിഷണിൽ അഡ്മിനിസ്ട്രേറ്റീവ് ജോലിയിലും പ്രവർത്തിച്ചുവരുന്നു.

സി-ഡിറ്റിൽ ഓരോ മാസവും ശമ്പളം കൊടുക്കാനുള്ള ബുദ്ധിമുട്ട് കാരണം കഴിഞ്ഞ 11 വർഷമായി സർക്കാർ ശമ്പളം ലഭിക്കുന്നവരുടെ പെ-റിവിഷൻ കുടിശ്ശികപോലും കൊടുക്കാൻ ബുദ്ധിമുട്ടുമ്പോൾ ടി CSIR വിഭാഗത്തിൽപ്പെട്ടവർക്ക് ഒരു ലക്ഷം മുതൽ ഒന്നര ലക്ഷം രൂപ വരെ ശമ്പളമായും, ഗ്രേഡ് പെയായും മാസംതോറും ലഭിക്കുന്നുണ്ട്. ഇതുപോലെയുള്ള വെള്ളാനകളായ ജീവനക്കാർ സി-ഡിറ്റിന് ഗുണം ചെയ്യില്ലായെന്ന് മനസ്സിലാക്കി സി-ഡിറ്റിന്റെ ഗവേണിംഗ് ബോഡിയുടെ തീരുമാനപ്രകാരം ഇനി ഒരു കാരണവശാലും CSIR വിഭാഗം വേണ്ടായെന്നും ബഹു:മുഖ്യമന്ത്രിയും, ഐ.ടി സെക്രട്ടറിയും, ഫിനാൻസ് സെക്രട്ടറിയും അടങ്ങിയ സി-ഡിറ്റ് ഗവേണിംഗ് ബോഡി തീരുമാനിച്ചിട്ടുണ്ട്.

സി-ഡിറ്റിൽ വരുമാനം ലഭിക്കുന്ന പ്രോജക്ടുകൾ ഗവേഷണത്തിൽ കൂടി വരുത്തേണ്ട CSIR വിഭാഗക്കാർക്ക് ഗവേഷണം അറിയില്ലായെന്നതിനാൽ ഭാവിയിൽ CSIR സർവ്വീസ് ആനുകുല്യങ്ങൾ നൽകുന്നത് CSIR ചട്ടപ്രകാരം മാത്രം മതിയെന്നും ഗവേണിംഗ് ബോഡി തീരുമാനിച്ചിട്ടുണ്ട്.

കൂടാതെ സി-ഡിറ്റ് ഒരു Scientific and Industrial Research സ്ഥാപനം ആണെന്ന് സ്ഥാപിച്ച് CSIR വിഭാഗക്കാർക്ക് ശമ്പളം നൽകുന്നതിന് ഗവേഷണം നടത്തി ഗവേഷണ പേപ്പറുകൾ നൽകാനില്ലാത്തതിനാൽ ടെക്നിക്കൽ അസിസ്റ്റന്റിന്റേയും, താൽക്കാലിക പ്രോജക്ട് ജീവനക്കാരിയുടെയും വിദ്യാഭ്യാസ ഗവേഷണ പേപ്പറുകൾ ആണ് 2016-2020-ൽ R & D recognition ലഭിക്കുന്നതിന് സമർപ്പിച്ചിട്ടുള്ളത്. ഈ വിഷയം സി-ഡിറ്റ് അധികാരികളുടെ ഭാഗത്തുള്ള ഗുരുതര വീഴ്ചയും, സത്യം മറച്ചുവച്ച് കേരള സർക്കാരിനേയും കേന്ദ്ര സർക്കാരിനേയും

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കബളിപ്പിക്കുകയുമായിരുന്നു. ഈ വിഷയങ്ങളുടെ വസ്തുത സി-ഡിറ്റ് ഗവേണിംഗ് ബോഡിയിൽ ചർച്ച ചെയ്ത് നിലവിലുള്ള CSIR വിഭാഗക്കാർ സർവ്വീസിൽനിന്നും വിരമിക്കുമ്പോൾ പിന്നീട് ഈ തസ്തികകൾ എല്ലാം Vanishing Category ആയിരിക്കുമെന്നും ഭാവിയിൽ സി-ഡിറ്റിൽ State Scale മതിയെന്നും തീരുമാനിച്ചിട്ടുണ്ട്. (Copy of the Minites and copy of the Special rules attached)

സി-ഡിറ്റിന്റെ ഉന്നത അധികാരകമ്മിറ്റി ടി തീരുമാനങ്ങൾ എടുത്തിട്ടും സി-ഡിറ്റിലെ താൽക്കാലി ജീവനക്കാരെ സ്ഥിരപ്പെടുത്താൻ സി-ഡിറ്റ് സർക്കാരിലേയ്ക്ക് അയച്ച കത്തിൽ ദിവസ വേതനത്തിലും, കൺസോളി ഡേറ്റഡ് വേതനത്തിലും ജോലി ചെയ്തിരുന്ന ശ്രീ.സാജൻ അമ്പാടിയെ CSIR വിഭാഗത്തിൽ ഉൾപ്പെടുത്തിയതായി മനസ്സിലാക്കുന്നു. ഇത് സർക്കാരിനെ സി-ഡിറ്റ് കബളിപ്പിക്കുന്നതിനും, സ്വജനപക്ഷപാതത്തിനും ശ്രമിച്ചതായി കാണാവുന്നതാണ്.

ആയതിനാൽ സി-ഡിറ്റിന്റെ ഗവേണിംഗ് ബോഡി തീരുമാനവും സ്പെഷ്യൽ റുൾസും ഐ.ടി വകുപ്പ് പരിശോധിച്ച് സി-ഡിറ്റിലെ എല്ലാ താൽക്കാലിക ജീവനക്കാരെയും എൻട്രി തസ്തികയിൽ സ്ഥിരത നൽകുന്നതിനും നടപടി സ്വീകരിക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

വിശ്വാസപൂർവ്വം

ടി.ശരത്ചന്ദ്രപ്രസാദ് Ex.MLA
പ്രഡിഡന്റ്

ഭരത് തമ്പി
ജനറൽ സെക്രട്ടറി

Copy to : The Director, C-DIT.

Enclosed : Copy of the Minutes of 24th & 25th Governing Body.

1) Annexure I (Page No: 2)

2) Annexure II (Page no: 7 & 8)

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I

Annexure I

A1

MINUTES OF THE 24th GOVERNING BODY MEETING OF C-DIT HELD ON 19.02.2019 IN CHIEF MINISTER'S CHAMBER, SECRETARIAT

Agenda Item No. GB 24.1

Leave of absence was granted to the members Chairman, ICT Academy Kerala; Director, IT Mission and Dr.Piush Antony, who had informed about their inability to attend due to prior commitments.

Agenda Item No. GB 24.2

Confirmation of the minutes of the 23rd Governing Body held on 24.03.2018

The minutes of the 23rd Governing Body held on 24.03.2018 was confirmed (Annexure – A)

Agenda Item No. GB 24.3

Action taken report on the minutes of 21st ·22nd and 23rd Governing Body Meetings

GB noted the action taken report.

Agenda Item No. GB 24.4

Approval of the minutes of the 76th meeting of the Executive Committee

GB noted the minutes.

Agenda Item No. GB.24.5

To consider and approve the Administrative report of C-DIT for 2018 and the Activity report for 2018-19.

GB approved the administrative report of C-DIT for 2018 (Annexure B)

JAYARAJ G.
REGISTRAR, C-DIT

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GB decided to that the representation of Sri. A.R.Thampy, Production Assistant may be forwarded to the Government for consideration and approval for giving retrospective effect to his regularisation in C-DIT service, from 6.08.2011.

AGENDA ITEM NO. GB 24.13

To consider amendment in the rules for promotion and career advancement of the scientific and equivalent grade staff drawing Central/CSIR scales.

GB noted that the previous assessment promotion has been done in the case of the employees in Scientist or equivalent categories in C-DIT drawing central scales of pay, with effect from 2001/2002/2005/2010 only and that no further assessment has been made in their cases. GB also noted that Government has ordered that for assessment in the case of such employees, promotion norms and qualifications as per CSIR rules will be made applicable. However, since the area of operations of C-DIT has been more in the nature of project implementation using technology application, the strict norms of assessment in terms of scientific knowledge produced evidenced by research papers, publications and patents may not be possible in C-DIT service.

GB decided that a proposal for adopting the norms of career advancement scheme sanctioned for the professional categories by the Government of Kerala may be made applicable in the cases of the C-DIT employees in scientific and video production categories drawing central scales of pay, by treating them as a vanishing category, and sanctioning of higher grades as below, may be forwarded to Government for approval, as part of Special Rules.

Entry post/grade or existing grade	Grade after 8 years of qualifying service in the lower grade (in previous column)	Grade after 15 years of qualifying service of qualifying service in the lower grade (in previous column)
Scientist-B 15600-39100 + GP 5400	Scientist-C 15600-39100 + GP 6600	Scientist-E1 15600-39100 + GP 7600
Scientist-C 15600-39100 + GP 6600	Scientist-E1 15600-39100 + GP 7600	Scientist-E2 37400-67000 + GP 8700

JAYARAJ G.
REGISTRAR, C-DIT

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Annexure - II

Draft

Revised Special Rules for

Centre for Development of Imaging Technology (C-DIT)

1. **Short title and commencement:**

   (i) These rules may be called **Centre for Development of Imaging Technology (C-DIT) Special Rules.**

   (ii) They will come into effect from the date as decided by the Governing Body/Executive Committee of C-DIT.

2. **Extant Rules:**

2.1 Vide G.O.(MS).No.14/90/CAD dated 11.05.1990, Government had sanctioned a core group for C-DIT with 6 permanent posts. Vide the above G.O, Government had also ordered that the fixation of pay and service conditions of the above posts and the posts to be created for C-DIT will be governed by the guidelines issued in G.O. (MS) .No. 30/87/STED dated 6.12.1987 of the Science, Technology and Environment (A) department. Subsequently, Government had also sanctioned the Staff pattern and Rules for Staff Recruitment as part of the C-DIT Service Rules vide G.O. (MS) No. 17/2003/CAD dated 12.05.2003 and as amended by G.O (MS) No. 25/03/CAD dated 09.07.2003. According to the principles accepted by the Government for the appointment, for promotion and grades for various posts in C-DIT in CSIR/UGC/Central scales of pay, the norms and qualification prescribed by CSIR/UGC/Central government are applicable and for other posts having State Government Employees' scales of pay, the norms and qualification fixed by State government will be applicable.

2.2 Chapter 10 of C-DIT Service Rules approved by the Government contains the rules relating to the recruitment of the C-DIT Staff. Chapter 11 of the C-DIT Service Rules contains the assessment promotion rules for scientific, video production and academic staffs in C-DIT. The staff pattern with posts in the various categories, the entry point qualifications and the norms for promotion to higher posts have also been provided in the Annexure tables in the C-DIT Service Rules. Both the C-DIT Recruitment rules and Assessment Promotion rules as above, along with the Annexure tables thereof, are appended herewith and shall form part of these Special Rules, subject to the modifications indicated in the following sections.

2.3 Later, Vide G.O.(Rt) No.196/2008/I&PRD dated 18.08.2008 and G.O.(Rt).No.222/2008/I7PRD dated 29.09.2008, Government sanctioned 55 posts in various categories (17 in Scientific Category and 38 in Technical and Administrative categories) and regularized 55 temporary employees working in C-DIT for long periods. Vide G.O. (MS).No.6/2010/I&PRD dated 8.9.2010, Government sanctioned retrospective effect to the above regularization of employees from 1.10.2000 on notional basis and ordered some conditions to be adopted for reckoning their seniority, promotion etc. Further, vide G.O. (MS). No.2/2011/I&PRD dated 8.02.2011, Government sanctioned 7 more posts and regularised the service of 7 temporary employees in C-DIT. Subsequently, vide G.O.(MS).No.9/2015/I&PRD dated 6.06.2015, 54 nos. of additional posts were sanctioned and 54 temporary employees of C-

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DIT were regularized w.e.f 06.06.2015. Copies of the Government orders referred above are attached as Annexure to these Rules.

3. **Constitution:** *C-DIT Service* shall consist of the following cadres in 7 Branches A, B, C,D, E, F and G, as per the details given in Table under 5 below.

Cadre/Branch

A	Authorities appointed by the Government as per Rules and Regulations of C-DIT Society. 1. DIRECTOR 2. REGISTRAR
B	Scientific and Video Production cadre
C1	Management Services cadre
C2	Administration, Finance and Accounts cadre
D1	Engineering & Technology cadre
D2	Software Services cadre
D3	Technical Services cadre
E	Communication cadre
F	Research, Education and Academic cadre
G	Common Staff Categories

4. **Appointment:** Appointment to the various categories of posts mentioned in column (2) of the table below will be made by the method specified in column (4) thereof.

5. ***Qualifications:*** No person will be eligible for appointment to any of the categories/posts mentioned in column (2) of the Table below, by the method of appointment specified in Column (4), unless he/she possesses the qualifications specified against it in the corresponding entry in column (3); provided that the existing regular employees in specified categories may be exempted from having the prescribed qualifications for appointment by promotion from lower category, for such period as notified by C-DIT from time to time. In addition, the performance indices to be achievedby the incumbents in each category/post for becoming eligible to be considered for promotion to a higher category/post as per these Rules, will be as decided by Executive Committee of C-DIT and notified from time to time.

6. **Method of Appointment:** The method of appointment will be either by direct recruitment, or by promotion from feeder categories or selection by transfer/promotion from eligible candidates in different categories/cadres in the service; the ratio for direct recruitment and/or by promotion being as prescribed in these rules.

7. **Appointing Authority:** The Appointing authority shall be as specified in the C-DIT Service Rulesas approved by the Government. For the posts of Registrar and Director, the Government is the Appointing authority.

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8. **Reservation of Appointment:** The rules of reservation of appointments provided in the General Rules 14 to 17, Part II of Kerala State and Subordinate Service Rules, 1958 shall apply to appointments made by direct recruitment.

9. **Age:** No person shall be eligible for appointment by direct recruitment to the categories in the entry post in column (2) of the table under Rule 5 above, if he/she has not completed 18 years of age and if he/she has completed 40 years of age on the first day of January of the year in which the application for appointment are invited; with usual relaxation in upper age limit as provided in the Kerala State and Subordinate Service Rules, 1958 to be allowed to candidates belong to SC/ST and Other Backward Classes. For internal candidates applying for selection by direct recruitment/by transfer, relaxation in maximum age will be provided upto the number of years of temporary and/or regular service in C-DIT, unless prescribed otherwise in the notification for appointment.

10. **Probation:** Every person appointed to a Cadre or Category shall, from the date on which he/she joins duty, be on probation for one year on duty within a period of service of two years, subject to relaxation as provided in the C-DIT Service Rules.

11. **Promotion:** Appointments to posts in a selection category or grade in a cadre, other than that are set apart for direct recruitment, shall be made from a select list prepared from among the members eligible for appointment to such category or grade in accordance with these rules and C-DIT Service rules, on the basis of merit and ability, seniority being considered only when merit and ability are approximately equal. The select list shall be prepared in the manner indicated herein.

For appointment by promotion/by transfer from internal candidates, a select list of qualified candidates eligible to be considered will be prepared as per the requirement, preferably within three months before the date of occurrence of vacancy. The Annual Confidential Reports of the employees in the last three years will be considered for determining the eligibility for promotion. The selection from the list of such eligible candidates will be strictly based on merit to be determined by written or practical test to be conducted by an authority duly appointed by and/or by personal interview by an interview panel duly constituted by the Director. The eligible tests to be passed and the threshold marks to be acquired in the interview for each category/post, to become eligible for promotion to the higher category/grade, will be as prescribed by the Executive Committee (EC) of C-DIT from time to time. Final select list for each category will be prepared on the basis of marks obtained in the written/practical test and personal interview. Seniority in service will be given preference only when two or more eligible candidates in the final select list for promotion to any post get equal marks. EC will also have the powers to exempt any category/post or class of employees from the requirement of passing of tests/interview.

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Time Bound Higher Grade Promotion for employees appointed to entry posts in all cadres in C-DIT will be as applicable as decided by the state government for its employees from time to time

12. Career Advancement Scheme:

12.1 Career advancement scheme applicable for professional categories of posts in the state government service as decided by the Government from time to time will be applicable to such categories of posts in C-DIT decided by EC of C-DIT from time to time. The following posts are initially included in the scheme.

Sl.No.	Cadre	Category/entry post and scale of pay	Scale of pay admissible for 8 years of qualifying service	Scale of pay admissible for 15 years of qualifying service
1	Management services	Manager /Asst Manager 39500-83000/35700-75600	42500-87000	68700-110400
2	Engineering & Technology	Manager/Asst Manager/ Scientific officer 39500-83000/35700-75600	42500-87000	68700-110400
3	Software Services	Systems Analyst/Software Engineer 39500-83000/36600-79200	42500-87000	68700-110400
4	Communication	Senior Producer/Senior Designer/Video Producer 39500-83000/35700-75600	42500-87000	45800-89000

12.2 For the scientific and video production staff appointed against CSIR pattern posts with central scales, who are not eligible for assessment promotion every 5 years as per CSIR norms, the following career advancement scheme will be applicable.

Entry post/grade or existing grade and scale of pay (6th CPR 2006)	Grade after 8 years of qualifying service in the lower grade post	Grade after 15 years of qualifying service in the lower grade posts
Scientist-B 15600-39100 + GP 5400	Scientist-C 15600-39100 + GP 6600	Scientist-E1 15600-39100 + GP 7600
Scientist-C 15600-39100 + GP 6600	Scientist-E1 15600-39100 + GP 7600	Scientist-E2 37400-6700 + GP 8700
Scientist-E1 15600-39100 + GP 7600	Scientist-E2 37400-6700 + GP 8700	NIL

13. Savings: All persons who are members of this service as on the date of commencement of these rules shall be given exemption from possessing the qualifications prescribed by these Rules, for the posts held by them, as on the date of commencement of these rules or otherwise as provided in these rules.

14. Amendments: In case of any doubt on the implementation of these rules, the matter shall be placed before the Executive Committee of C-DIT, under intimation to the Government and the decision of the EC shall be final, unless any contrary decision is taken by the Government. Any amendments to these rules may be made by the Governing Body of C-DIT and implemented with approval of the Government.

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C-DIT SPECIAL RULES (See Rules 3, 4 & 5) TABLE

C-DIT- List of sanctioned /existing/proposed posts as per revised Special Rules

Sl. No	Name of post/ Scientist or equivalent grade (as per CSIR pattern)	Qualification	Method of Recruitment
(1)	(2)	(3)	(4)
A.	**Authorities as per the Rules and Regulations appointed by the Government**		
1	Director	As decided by the Government	Direct
2	Registrar	As decided by the Government	Direct
B.#	**Scientific, Video Production and Academic staff (CSIR/central scale of pay)**		
3	Scientist-H/Outstanding Scientist* **proposed for approval*	5 years' service in Scientist F/G grade	Direct
4	Scientist G *(Existing post- Joint Director) - to be converted to state scale*	5 years' service in Scientist F	By promotion
5	Scientist F	5 years' service in Scientist E2	By promotion
6	Scientist – E2 *(Existing post – Deputy Director (Projects) - to be converted to state scale*	5 years' service in Scientist E1 *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
7	Scientist -E1 *(Existing posts – Engineer (Electrical), Scientist (Civil), Scientist (Geo informatics)*	5 years' service in Scientist C *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
8	Scientist C Existing posts - Scientist (Software)- 3nos./ Deputy Director (TAAS) -1 *(to be converted to state scale)*	5 years' service in Scientist B *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
9	Scientist- B **(Entry cadre)** *(Existing posts – Scientist (Optical Image Processing)-1/ Scientist (Social Sciences-1)/ Field Officer-1/*	1st Class (60% marks) M.Sc./ 1st Class (60% marks) B.E./B.Tech or M.A. with 55% marks in Humanities/Social Sciences or M.E./M.Tech/M.Phil or Ph.D (Science/Social Sciences)	Direct

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	Scientific Officer (DECOM-1) (all to be converted to state scale), and Project Associate-1		
10	Scientist / Producer – E2 *(Existing post – Deputy Director (Production)) (to be converted to state scale)*	5 years service in Scientist /Producer -E1 grade *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
11	Scientist / Producer – E1 *(Existing posts – Senior Editor-1, Senior Cameraman -1) -(to be converted to state scale)*	5 years service in Scientist /Producer -C grade *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
12	Scientist / Producer – C *(Existing posts – Editor-1 Programme Co-ordinator-2)*	5 years service in Scientist / Producer – B grade *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
13	Scientist / Producer – B **(Entry cadre)** *(Existing posts - Programme Co-ordinator-1)*	1. Post graduate degree 2. Post graduate Diploma in Science and Development Communication or Degree of a recognized University and Degree or Diploma or equivalent in Film or TV Direction/ Production of film Editing or Motion Picture photography / Cinematography or sound recording and sound Engineering from a recognized University or Master's Degree of a recognized University and independent experience in the production work of a least 5 feature or short films or video films. Or Degree of Diploma or equivalent in Film or TV Director/Production or Film Editing, or Motion Picture Photography/Cinematography or Sound Recording and Sound Engineering from a recognized University/ Institute and At least 2 years' professional experience including independent experience in the production work of at least 5 feature or short films or video films Or Degree of a recognized University and at least 4 years professional experience including independent experience in the production work of a at least 5 feature/ short films or video films Desirable: Good knowledge of film and TV medium in India and abroad for all posts.	Direct

 # Note:

a. The existing posts of Scientist (Civil)-1no; Engineer (Electrical-1 and - Scientist (Software)- 3, Scientist (Geoinformatics)-1 no. and Project Associate – 1no. as per Sl.No.7 & 8 above, will continue to be in the CSIR/Central scales of pay till the incumbents occupying the posts retire or vacate the posts. When the posts are vacated due to retirement/resignation or other reasons, the posts will be converted to suitable state scales of pay, as provided in Branch C1 – Management Services cadre, Branch D1- Engineering & Technology cadre and Branch F – Research, Education and Academic cadre below, as the case may be.

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b. *Similarly, the existing posts of Programme Coordinators-3nos. and Editor-1no. (Sl.no. 12 & 13 above), will continue to be in the CSIR/Central scales of pay, till the incumbents occupying the posts retire or vacate the posts. When the posts are vacated due to retirement/resignation or other reasons, the posts will be converted to suitable State scales of pay, as provided in Branch E- Communication cadre below.*

c. *The existing sanctioned post of Field Officer (Sl.No.9) will be converted to state scale of pay.*

d. *All other Scientist or equivalent category posts as in Sl.no. 3 to 11 above which are vacant will be converted to posts with suitable State scales of pay, as provided in Branch C1 – Management Services cadre and Branch D1- Engineering & Technology cadre, Branch E – Communication cadre and Branch F – Research, Education and Academic cadre below as the case may be.*

Sl. No	Name of post/ category	Qualification	Method of Recruitment
(1)	(2)	(3)	(4)
C1	**Branch C1. Management Services Cadre**		
1	Assistant Manager (Marketing)* **proposed by upgradation/conversion from existing posts*	Prescribed years of service as Project Associate/Marketing Executive	By transfer/ promotion from eligible posts
2	Assistant Manager (HR) @ **proposed by conversion from sanctioned post in central scale*	Post-graduate degree of any recognised University /B.Tech/MBA or equivalent qualification, with 5 years professional experience in human resources management or training, out which 2 years should be in a supervisory position.	by Direct recruitment
3	Assistant Manager (Planning)@ *(*To be converted from existing vacant post of Asst Manager (PPC)*	Post-graduate degree of any recognised University or equivalent qualification, with 5 years professional experience in planning, project execution/coordination or training, out which 2 years should be in a supervisory position.	by Direct recruitment
4	Field Officer# *(proposed to be converted from existing post in central scale) # vanishing post*	Degree or Post graduation with 10 years professional experience in project coordination/training/field research	by Direct recruitment
5	Project Associate	Post graduate degree of any recognized University/B.Tech or equivalent qualification Or Degree in any discipline with 5 years' experience in a regular post in office administration *Desirable:* MBA or 2 year PG Diploma in Management from a recognized University or Institute.	Direct / or by transfer from eligible feeder categories
6	Marketing Executive	Post graduate degree/B.Tech of any recognized	Direct /

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		University or equivalent qualification Or Degree in any discipline with 5 years' experience in a regular post in office administration *Desirable:* MBA or 2 year PG Diploma in Management from a recognized University or Institute.	or by transfer from eligible feeder categories
C2	**Administration, Finance & Accounts cadre**		
7	Assistant Manager (Finance & Accounts)@ *(@proposed to be converted from existing post in state scale)*	ACA/AICWA/MBA(Finance) (full time course) from a recognized University/Institute 3years' professional experience in dealing with accounting operations in an organization with at least 50 employees.	by Direct recruitment
8	Junior Executive (Admn)/(Purchase)	1. BA/ B.Sc./B.Com Degree of any recognized University or equivalent qualification 2. MBA / PG Diploma in Management/LLB/MSW 3. 8 years' service as Sr. Office Assistant or 12 years' service as OA & Sr. OA categories together *(Note : Existing employees exempted from higher qualifications)*	By promotion/ Or, in case suitable candidates are not available, by direct recruitment
9	Junior Executive (Accounts)	1. B.Com Degree of any recognized University or equivalent qualification 2. M.Com 3. 8 years' service in category of Sr. OA , or 12 years' service in category OA & Sr. OA together *(Note : Existing employees exempted from higher qualifications)*	By promotion/ Or, in case suitable candidates are not available, by direct recruitment
10	Supervisor (Stores)* **By upgrading of one existing post of Data Entry Operator*	Prescribed years of service as Data Entry Operator/Junior Technician (Data entry) including supervisory experience in stores functions.	By transfer/ Promotion from eligible candidate in the lower category
11	Junior Manager (Administration)* **By upgrading of existing post of Research Assistant in Administration*	Prescribed years of service as Research Assistant in Administration including supervisory experience.	By transfer/ Promotion from Research Assistant
12	Research Assistant# *#to be merged with Office Assistant after present incumbent retires*	Degree in any discipline	by Direct recruitment

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13	Sr.Office Assistant (Administration/ Accounts)	Degree of any recognized University or equivalent qualification *(B.Com for Sr.OA (Accounts)* Four years' regular service as Office Assistant (or Prescribed years of service as Office Assistant)	By promotion from Office Assistant (Admn/ Accounts)
14	Office Assistant (Administration/ Accounts)	B.A/ B.Sc/B.Com Degree of any recognized University or equivalent qualification. ***B.Com essential for Office Assistant (Accounts)*** Pass in 6 months Certificate/Diploma in Computer Applications or PGDCA or equivalent. (*Note : Existing employees exempted from higher qualifications*)	Direct or by transfer from eligible internal candidates
15	Library Assistant* **By upgrading of one existing post of Data Entry Operator*	Degree in Library Science Prescribed years of service in library operations.	By transfer/ Promotion from eligible candidate in lower category
16	Computer Assistant* **By upgrading of one existing post of Data Entry Operator*	Data Entry Operator with Prescribed years of service	By transfer/ promotion from eligible Data Entry Operators
17	Clerical Assistant	SSLC	by promotion/ by transfer
18	Data Entry Operator	12th Class and Pass in 3 or 6 months course in Data entry or DTP or Computer operation course from a recognized institute or equivalent qualification. Knowledge of at least two office automation packages, to be determined by pass in a prescribed test.	By Direct recruitment
D1	**Engineering and Technology cadre**		
19	Joint Director@ *(@proposed to be converted from existing post in central scale)*	B.Tech with 15 years or M.Tech with 12 years professional experience in software development/software engineering projects, including 5 years in a leading role as Programme/Project Manager.	Direct recruitment
20	Senior Engineer (Technology)@ *(@proposed to be converted from one existing post in*	B.Tech/MCA/M.Sc (CS) with 60% marks with 3 years professional experience in	Direct recruitment

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	central scale)		
21	Asst Manager (Engineering)* *[*proposed to be upgraded from existing post of Technical Asst (Electronics)]*	B.Tech in Electronics Engineering or equivalent/Diploma in Electronics Engineering, with Prescribed years of service as Technical Assistant	By transfer/ Promotion from eligible Technical Assistants
22	Asst Engineer (Electrical)* *[*proposed to be upgraded from existing post of Technical Asst (Electrical)]*	B.Tech in Electrical Engineering or equivalent/Diploma in Electrical Engineering with Prescribed years of service as Technical Assistant	By transfer/ Promotion from eligible Technical Assistant
23	Manager (Projects)@ *(@proposed to be converted from existing vacant post in central scale)*	1. BE/BTech/MCA/MSc (Physics/ Mathematics/ Statistics/Computer Science) with 60% marks from a recognized University/Institute. 2. 5 years' experience in project management, with 3 years in a supervisory position in Government/PSU/autonomous organization.	By transfer from eligible internal candidates, or by direct recruitment
24	Assistant Manager (Systems/Projects)* **proposed by upgradation/conversion from existing posts*	B.Tech or equivalent qualification, with Prescribed years of service as Marketing Executive/Project Associate	By transfer from eligible feeder categories
25	Scientific Officer (Optical Image Processing)@ *@*proposed to be converted from existing Scientist post in central scale)*	1.M.Sc in Physics with 60% marks or equivalent grade. 2. M. Tech in Photonics or Optoelectronics 3.Research experience in optics/laser based applications/optical security products. 4. Ph.D desirable	by direct recruitment
D2	**Software Services cadre**		
26	Systems Analyst* *(*proposed to be upgraded from existing post of Technical Asst/Programmer)*	*B.Tech /MCA/ M.Sc (CS)* Prescribed years of service as Programmer/ Sr.Programmer/ Jr.Systems Analyst	By transfer
27	Systems Manager/ Asst Systems Analyst @ *(@proposed to be converted from existing post in central scale). The post maybe redesignated as* Asst Systems Analyst	B.Tech with 5 years' professional experience in software development. Experience in software projects using Java desirable.	By Direct recruitment

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28	Jr.Systems Analyst* *(*proposed to be upgraded from existing post of Technical Asst/Programmer)*	Prescribed years of service as Programmer/ Sr.Programmer	By transfer/ promotion
29	Sr.Programmer* *(*proposed to be upgraded from existing post of Technical Asst/Programmer)*	Prescribed years of service as Programmer	By transfer/ promotion
30	Programmer	1. B.Tech /MCA/ M.Sc (CS), or 2. Diploma in Computer Engineering/IT/CS or BCA or Degree with PGDCA, with 3 years' experience in programming/software development. (from recognized University/Institute or equivalent qualification)	By Direct recruitment
D3	**Technical Services cadre**		
32	Technical Supervisor (Electronics)* ** 1post of 'Technical Assistant' to be converted/ upgraded as 'Technical Supervisor'*	Prescribed years of service as Technical Assistant/Junior Technician put together	By transfer/ promotion from eligible candidates in Technical Assistant category
33	Technical Supervisor (Hardware/Networking/ Project Support services)* ** 4 posts of 'Technical Assistant' to be converted/ upgraded as 'Technical Supervisor'*	Prescribed years of service as Technical Assistant	By transfer/ promotion from eligible candidates in Technical Assistant
34	Senior Technical Assistant (Electronics/ Computer/Others) ** 5 posts of 'Technical Assistant' to be converted/ upgraded as 'Technical Supervisor'*	Prescribed years of service as Technical Assistant	By transfer/ promotion from eligible candidates in Technical Assistant
35	Technical Assistant ** 1 post of 'Junior Programmer' maybe converted/redesignated as 'Technical Assistant'*	1. 1st class (60%) Diploma of 3 year duration in Engineering/Technology, or 2. 1st class (60%) B.Sc (Science) or 3. 1st Class (60%) BCA , Or Diploma in Engineering with 3 years' professional experience, Or equivalent qualifications, from a Government/recognized Board/Institute/University	By direct recruitment
36	Technician (various	Prescribed years of service as Junior	By transfer/ promotion from

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	categories)* ** 2 posts of 'Junior Technician' grade to be converted/ upgraded as 'Technician'*	Technician in the concerned field	eligible candidates in the concerned Junior Technician category
37	Junior Technician (Electronics)	1. SSLC/Matriculation or equivalent 2. ITI Certificate/NCVT certificate in the particular trade, or equivalent or Diploma in Engineering Desirable: work Experience of 3 years in relevant areas	By direct recruitment
38	Junior Technician (Electrical)	1. SSLC/Matriculation or equivalent 2. ITI Certificate/NCVT certificate in the particular trade, or equivalent or Diploma in Engineering Desirable: work Experience of 3 years in relevant areas	By direct recruitment
39	Junior Technician (Data Processing)	SSLC/Matriculation or equivalent or Diploma in Software system (NISH)	By direct recruitment
E	**Communication cadre**		
40	Senior Producer (Communication)@ *(@proposed to be converted from an existing post in central scale)*	Post graduate degree and 10 years' experience in independent scripting and production of video films/documentaries on science/ education/environment/development; or Diploma in Film/Video production from a recognized film institute of national repute; or, PGDSDC or other equivalent qualifications in film/video production desirable	By direct recruitment
41	Senior Designer@ *(@proposed to be converted from an existing post in central scale)*	BFA with 10 years' experience in digital graphics and web design and development including 3 years' experience in social media interactive work in a Government/PSU/ autonomous organization.	By direct recruitment
42	Video Producer@ *(@proposed to be converted from an existing post in central scale)*	Degree and 10 years' experience in independent scripting and production of video films/ documentaries on science and development. PGDSDC or similar qualifications in film/video production desirable	By direct recruitment
43	Technical Supervisor (Animation)* ** 1post of 'Junior Technician (3D animation) Assistant' to be converted/ upgraded as 'Technical Supervisor'*	Degree. Prescribed years of service as Animator for video/multimedia productions and in coordination and supervision of animation/graphics production.	By transfer/ promotion from eligible candidates in the concerned Junior Technician category
44	Technical Supervisor	Degree and	By transfer/

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	(Multi Media)* ** 1post of 'Research Assistant (Multimedia) to be converted/ upgraded as 'Technical Supervisor'*	Prescribed years of service as Research Assistant (Multimedia)	promotion from eligible candidates in the Research Assistant category
45	Sr. Content Developer* ** 1post of 'Content Developer' to be converted/ upgraded as Sr. Content Developer*	Post graduate degree Prescribed years of service as Content Developer, in content writing/web content development and social media content production and web hosting.	By transfer/ promotion from eligible candidates in the Content Developer category
46	Sr. Reporter* ** 1post of 'Reporter' to be converted/ upgraded as Sr. Reporter*	Degree with post graduate qualification in Journalism. Prescribed years of service as Reporter, in reporting/script or content writing for video films, documentaries, news based productions.	By transfer/ promotion from eligible candidates in the Reporter category
47	Content Developer	Post-graduate degree with 50% marks OR, Degree in relevant discipline with 50% marks and Post graduate diploma in Journalism or Communication or PGDSDC; and 3 years' professional experience in relevant areas	By direct recruitment
48	Research Assistant (Multi Media)	1.Degree in any discipline or 3 year Diploma (after 12th class) and 3 years' professional experience in relevant field	By direct recruitment
49	Reporter	Degree in any discipline or 3 year Diploma (after 12th class) and 5 years' experience in reporting/script or content writing for video films, documentaries, news based productions/ Or in course coordination/as teaching faculty /or in research related work in linguistics or language computing.	By direct recruitment
50	Assistant Cameraman* **Post to be created by upgrading the sanctioned post of Junior Technician (Civil) redesignated as Camera Assistant*	Prescribed years of service as Junior Technician/Camera Assistant, in camera work for video productions.	By transfer/ promotion from eligible candidate in the Junior Technician/ Camera Assistant category
51	Sr.Production Assistant (Video) **post to be created by*	Prescribed years of service as Production Assistant in video productions.	By transfer/ promotion from eligible

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	upgrading the post of Production Assistant		candidates in the Production Assistant category
52	Technician (various categories)* ** 3 posts of Junior Technician' grade to be converted/ upgraded as 'Technician'*	Prescribed years of service as Junior Technician in the concerned field	By transfer/ promotion from eligible candidates in the concerned Junior Technician categories
53	Archive Assistant* **post to be created by upgrading the post of Junior Technician (Video Archive)*	Prescribed years of service as Junior Technician (Video Archives), in documentation, archiving and library functions.	By transfer/ promotion from eligible candidates in the Junior Technician (Video Archives) category
54	Junior Technician (Video Archives)	SSLC/Matriculation or equivalent 2. ITI Certificate	By direct recruitment
55	Junior Technician (Camera Assistant)	1. 12th class 2. Certificate in Videography/Digital editing or Digital Multimedia Production from recognized institute. 3. 5 years professional experience	By direct recruitment
56	Junior Technician (3D Animation)	1. SSLC/Matriculation or equivalent 2. ITI Certificate/NCVT certificate, or equivalent and 3 years' experience in relevant areas	By direct recruitment
57	Junior Technician (Graphic Designing)	SSLC/Matriculation or equivalent or ITI Certificate/NCVT certificate or equivalent Certificate in Graphic design/ Web design/ DDMP	By direct recruitment
58	Video Archives Assistant (Junior Technician)	1. SSLC/Matriculation or equivalent 2. ITI Certificate	By direct recruitment
59	Web Designer* (Jr. Technician category) **Proposed to be converted/Re-designated as Coordinating Assistant*	12th class. Work experience in web designing.	By direct recruitment
60	Junior Technician (Civil) ** to be converted/ re-designated as Camera Assistant*	1. SSLC/Matriculation or equivalent 2. ITI Certificate/NCVT certificate in the particular trade, or equivalent or Diploma in Engineering Desirable: Work Experience of 3 years in relevant areas	By direct recruitment

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61	Production Assistant (Video)	SSLC/Matriculation or equivalent Desirable: Work Experience of 3 years in relevant areas	By direct recruitment
F.	**Research and Education/Academic cadre**		
62	Course Supervisor (Communication)* **post to be created by upgrading one post of Camera Assistant working as Course Coordinator*	Post graduate degree in Communication. Prescribed years of service as Course Coordinator/Camera Assistant	By transfer/ promotion from eligible candidates in the Course Coordinator/ Camera Assistant
63	Course Supervisor (Technology Extension) * **post to be created by upgrading one post of Technical Assistant working as HOD (Administration)*	Diploma in Engineering/Degree with PGDCA Prescribed years of service as Technical Assistant	By transfer/ promotion from eligible candidates in the Technical Assistant
64	Research Associate (Linguistics)* **post to be created by upgrading one post of Research Assistant*	Post graduate degree in Linguistics Prescribed years of service as Research Assistant (Linguist) in experience in research work in linguistics or language computing.	By transfer/ promotion from eligible candidates Research Assistant category
65	Coordinator (Corporate Training)	B.Tech/ MCA, or Diploma in Electronics/Computer Engineering with 3 years' experience in IT related courses/training	By direct recruitment
66	Research Assistant (Linguist)	1. Post graduate degree in Linguistics 2. 5 years' experience in research related work in linguistics or language computing.	By direct recruitment
G.	**Common staff categories**		
67	Messenger* **posts to be created by upgrading the post of Helper*	Prescribed years of service as Helper	By transfer/promotion from Helper/D&P operator categories
68	Duplicating and Photocopying Operator/ Photocopy Operator* **post to be created by upgrading one post of Helper*	Prescribed years of service as Helper	By promotion/ by transfer from Helpers
69	Driver - cleaner	Class VII with LMV/HMV license and 3 years driving experience.	By direct recruitment
70	Sr.Light Assistant *	Prescribed years of service as Light	By

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	**post to be created by upgrading one post of Light Assistant*	Assistant	transfer/promotion from Light Assistant
71	Light Assistant	Std VII Experience in handling camera lights in a reputed film or TV studio	By direct recruitment
72	Helper/Office Attendent	Class VII Good Physical strength	By direct recruitment
73	Gardener cum Helper	Literate, Good physical strength	By direct recruitment
74	Part time Sweeper	Literate	By direct recruitment

Note:- @Staff category/post in col. (1) above shown with @ mark indicates new post proposed for creation by conversion from an existing central /state scale post and to be appointed by direct recruitment.

***Staff category/post in col. (1) above shown with * mark indicates new post proposed for creation by upgradation of existing lower category post, as a purely personal scale on one-time basis, only for career enhancement of the incumbents, to be selected as per eligibility based on qualifications and seniority/ prescribed number of years of service as decided.**

 # Sl.No. 3 – Field Officer will be a vanishing category post to be abolished when the present incumbent retires or otherwise gets relieved from service. Sl.No.11 – Research Assistant will be merged with Office Assistant category, after the present incumbent retires or otherwise gets relieved from service.

17

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

ഇലക്ട്രോണിക്സ് & വിവര സാങ്കേതിക വിദ്യ (സി) വകുപ്പ്

നമ്പർ. ഐ.ടി-സി1/136/2019/വി.സാ.വ. 15/10/2020,തിരുവനന്തപുരം

പ്രേഷകൻ,

സെക്രട്ടറി

സ്വീകർത്താവ്,

ശ്രീ. വി.എസ്.ശിവകുമാർ
ബഹു. എം.എൽ.എ (തിരുവനന്തപുരം)
റ്റി.സി 9/2376, ശ്രീരംഗം ലെയിൻ,
ശാസ്തമംഗലം, തിരുവനന്തപുരം.

സർ,

വിഷയം:- ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ വകുപ്പ്- താല്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതായി സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ച പ്രൊപ്പസലുമായി സംബന്ധിച്ച് സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് സമർപ്പിച്ച നിവേദനം - സംബന്ധിച്ച്.

സൂചന:- താങ്കൾ 50/TVM-LAC/2020 നമ്പരിൽ 28.09.2020-ന് ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ വകുപ്പ് സെക്രട്ടറിക്ക് അയച്ച കത്ത്

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ സവിനയം ക്ഷണിക്കുന്നു. സി-ഡിറ്റിലെ താല്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിന് നടപടി ആവശ്യപ്പെട്ടുകൊണ്ട് സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ച പ്രൊപ്പസലിലെ നിർദേശങ്ങൾക്കെതിരെ സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് സമർപ്പിച്ച നിവേദനത്തിന്മേൽ സി-ഡിറ്റ് രജിസ്ട്രാറോട് റിപ്പോർട്ട് ആവശ്യപ്പെട്ടിരിക്കുകയാണ്. പ്രസ്തുത റിപ്പോർട്ട് ലഭ്യമാക്കി പരിശോധിച്ചതിനു ശേഷം ഇക്കാര്യത്തിൽ തുടർനടപടികൾ സ്വീകരിക്കുന്നതാണെന്ന വിവരം താങ്കളെ സവിനയം അറിയിക്കുന്നു.

വിശ്വസ്തതയോടെ,

വിനോദ്.ജി
അഡിഷണൽ സെക്രട്ടറി
സെക്രട്ടറിയ്ക്കുവേണ്ടി

പകർ പ്പ് : - രജിസ്ട്രാർ, സി-ഡിറ്റ്, തിരുവല്ലം, തിരുവനന്തപുരം (നിവേദനത്തിന്മേൽ അടിയന്തിരമായി റിപ്പോർട്ട് ലഭ്യമാക്കുന്നതിലേക്കായി)

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4671231/2020/IT (C)

"ഭരണഭാഷ-മാതൃഭാഷ".

കേരള സർക്കാർ

നമ്പർ. ഐ.ടി-സി1/136/2019/വി.സാ.വ. ഇലക്ട്രോണിക്സ് & വിവര സാങ്കേതിക വിദ്യ (സി) വകുപ്പ്.
തിരുവനന്തപുരം, തീയതി 15/10/2020

പ്രേഷകൻ,
സെക്രട്ടറി
സ്വീകർത്താവ്,
ശ്രീ. വി.എസ്.ശിവകുമാർ
ബഹു. എം.എൽ.എ (തിരുവനന്തപുരം)
റ്റി.സി 9/2376, ശ്രീരംഗം ലെയിൻ,
ശാസ്തമംഗലം, തിരുവനന്തപുരം.

സർ,

വിഷയം :- ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ വകുപ്പ് - താല്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനായി സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ച പ്രൊപ്പോസൽ സംബന്ധിച്ച് സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് സമർപ്പിച്ച നിവേദനം - സംബന്ധിച്ച്.

സൂചന :- താങ്കൾ 50/TVM-LAC/2020 നമ്പരിൽ 28.09.2020-ന് ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ വകുപ്പ് സെക്രട്ടറിക്ക് അയച്ച കത്ത്

സൂചനയിലേയ്ക്ക് താങ്കളുടെ ശ്രദ്ധ സവിനയം ക്ഷണിക്കുന്നു. സി-ഡിറ്റിലെ താല്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിന് നടപടി ആവശ്യപ്പെട്ടുകൊണ്ട് സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ച പ്രൊപ്പസലിലെ നിർദേശങ്ങൾക്കെതിരെ സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് സമർപ്പിച്ച നിവേദനത്തിന്മേൽ സി-ഡിറ്റ് രജിസ്ട്രാറോട് റിപ്പോർട്ട് ആവശ്യപ്പെട്ടിരിക്കുകയാണ്. പ്രസ്തുത റിപ്പോർട്ട് ലഭ്യമാക്കി പരിശോധിച്ചതിനു ശേഷം ഇക്കാര്യത്തിൽ തുടർനടപടികൾ സ്വീകരിക്കുന്നതാണെന്ന വിവരം താങ്കളെ സവിനയം അറിയിക്കുന്നു.

വിശ്വസ്തതയോടെ,

വിനോദ്. ജി
അഡീഷണൽ സെക്രട്ടറി.
സെക്രട്ടറിയ്ക്കു വേണ്ടി.

പകർപ്പ് : - രജിസ്ട്രാർ, സി-ഡിറ്റ്, തിരുവല്ലം, തിരുവനന്തപുരം (നിവേദനത്തിന്മേൽ അടിയന്തിരമായി റിപ്പോർട്ട് ലഭ്യമാക്കുന്നതിലേക്കായി)

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കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം
Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India
ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.
PHONE: 0471- 2380910, 2380912, 2380895, Director: 0471- 2380908, Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

C-DIT

No. C-DIT/ADM/42/2020-A1 16.10.2020

The Secretary
Electronics & Information Technology Department
Government Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT –Post creation and regularisation of employees-Submitting details -reg

Ref: 1. C-DIT letter of even no dated 14.08.2020
2. Government letter No.IT-C1/136/2019- ITD dated 07.09.2020

Kind attention is invited to the reference cited. The following details are furnished in response to the letter cited (2) to examine the proposal.

(1.) Minutes of the 25th Governing Body meeting is attached herewith (Annexure - I).

(2.) There are 16 major divisions/departments in C-DIT which cater to different realms of technology. The service of the above categories of employees in permanent position is required for the reasons stated below.

Technical Assistants provide technical support to internal units as well as to client locations on various projects. Media, Academic, e-Governance, System Integration and Technology Divisions require the service of Technical Assistants. Technical support to various state wide projects are also being provided by them through Regional Centres. The requirement for the Head Office (5) and other four offices in the state capital (4), three Regional Centres (6) and for district level support (20) across the state.

The service of Office Assistants/ Data Entry Operators are required for establishment, HR, accounting, social security and related matters.

Office Assistants are the dealing hands performing administrative and accounting related functions. They are engaged as one OA (Adm) and one OA (Ac) in each division at HO (total 5+5), four city offices (total 5+5) and three Regional Centres (total 3+3).

Data Entry Operators are engaged in major divisions at HO (4), four city offices (5), three Regional Centres (3) and the rest in client projects (5).

Helpers are engaged in HO/HO-production unit (4), city offices (2) and academic division (2).

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(3.) Informatics Division is an ISO certified unit performing the design, development, software quality control, documentation, testing, implementation, maintenance of more than 50 software products and solutions. Web Service Department handles more than 250 websites (both figures are current) under various projects of Government departments and institutions. The service of programmers and web/GUI designers on regular basis are required for these divisions. Presently there is only one programmer and one junior programmer on regular basis and the rest are being engaged on casual basis.

The role of 'Web/GUI Designer' is to design and development of user interfaces, websites, documents required for various projects and trainings, etc.

These justify the requirement of 19 Programmers and seven Web/GUI designers.

(4.) As per the decision of 25th GB (item no 25.09) the proposal for creation of posts and regularisation of employees from the select list was submitted to Government based on the need of the organisation. Selection has to be done from the approved select list to fill up the number of regular posts thus sanctioned by the Government. Appropriate selection criteria may be decided.

(5.) C-DIT has 16 major divisions/departments which functions in areas like Media Communication, IT & IT enabled services, Web & Social Media, Media and IT Academic, R&D, Hologram & Security Products, Digitisation, e-Governance Implementation, etc., and hence the posts proposed are suitable for the current areas of operation of C-DIT.

(6.) C-DIT have executed contract agreement with all the 114 employees listed in the proposal which is valid from 01-02-2019 to 31-01-2023.

Annexure-II and the remarks in column-(g) may also be seen. The designation of those 22 employees were changed - from column-(c) shows the entry designation, to column-(e) that shows the present designation - while renewing the above contract, considering their nature of duties at that time. They are presently engaged on monthly consolidated pay and the corresponding pay shown in columns (d) and (f) are only indicative which show what they would be eligible if regularised in that post. Accordingly appropriate upward/downward revision may be considered. This may attribute to some changes in the number of various posts originally proposed vide letter cited (1). Special Notes furnished below may be seen in this regard.

(7.) Performance appraisal of employees were done in 2018 before extending their contract for four more years w.e.f. 01-02-2019. Accordingly, their contract has been extended for four more years. Next appraisal is due and will be done shortly.

(8.) Audit Reports, balance sheets and income & expenditure accounts of financial year 2015-2016, 2016-2017 and 2017-2018 are attached as Annexure-III (a,b,c) which show profits. Provisional balance sheet of 2018-19 presented in 25th GB is also attached as Annexure-IV for perusal. Internal audit of 2018-2019 is being finalised and of 2019-20 to be commenced. Stability / present financial status can be commented only after the audit of the last financial year is completed.

The major chunk of funds are from the Government departments only and some of which are long pending. With timely completion of projects and receipt of funds without undue delay, it is felt that the financial commitment in regularisation with prospective effect can be met by C-DIT.

(2/4)

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(9.) The proposal was forwarded to Government as per the decision taken in the 25th GB for creation of posts and preparation of select list. As such, reservation principles for appointment as per standing law/ rules were not observed while preparing the select list already furnished.

(10.) There has not been any appointment to various regular posts in C-DIT at previous occasions, other than that of regularising casual employees that was done on three occasions. it is seen that the reservation principles for appointment as per standing law/ rules have not been observed on earlier occasions.

(11.) Details of basic qualification and experience required for the proposed posts are attached in Annexure-V.

(12.) Special Notes: (w.r.to points 3, 4, 6, 7 above)

Note#1: There were 19 candidates in the 'Programmer' category as per the first select list. Presently, two of them are engaged in other duties (such as Technical Assistant) as per the renewed contract and then two are engaged in other works as per the work assignment based on the work status report. For that reason, those are not found eligible for the higher scale for Programmer proposed vide reference (1) cited. Remarks in column-(g) of Annexure-II (1,2,23,24) may be seen.

Note#2: There were seven candidates in the category of web/ GUI designer as per the first select list. Presently, one of them is engaged in other duties (Office Assistant) as per the present contract and work assignment. The latter will be in a higher scale of pay. Remarks in column-(g) of Annexure-II (14) may be seen.

Note#3: The role of 'Coordinator' is to coordinate state wide projects viz CMO/CMDRF, ration card, tech support at districts, etc. There were six candidates in this category as per the first select list. Presently, five of them are engaged in other duties (such as Technical Assistant) as per the present contract and work assignment. Both posts are in the same scale of pay. Remarks in column-(g) of Annexure-II (6 to 10) may be seen.

Note#4: There were two candidates in the category of 'Call Center Executive' as per the first select list. Presently, both of them are engaged in other duties (such as Junior Technician and Technical Assistant) as per the present contract and work assignment. One is in the same scale of pay and the other is in the higher scale of pay. Remarks in column-(g) of Annexure-II (17) may be seen.

Note#5: There was one candidate in the category of 'Font Designer' as per the first select list. Presently, he is engaged in other duties (such as Technical Assistant) as per the present contract and work assignment. The latter is in the higher scale of pay. Remarks in column-(g) of Annexure-II (18) may be seen.

Note# 6: There was one candidate in the category of 'Production Assistant' as per the first select list. Presently, he is engaged in other duties (such as Office Assistant) as per the present contract and work assignment. The latter is in the higher scale of pay. Remarks in column-(g) of Annexure-II (19) may be seen.

Yours faithfully,

(P.T.O.)

REGISTRAR

(3/4)

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Enclosed

Annexure-I: Minutes of the 25th Governing Body meeting.

Annexure-II: List of contract employees where the entry level and present functions differ.

Annexure-III: Balance sheets of financial year (a) 2015-2016, (b) 2016-2017, (c) 2017-2018.

Annexure-IV: Provisional balance sheet of 2018-19 presented in 25th GB

Annexure-V: Details of basic qualification and experience required for the posts.

(4/4)

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ANNEXURE I

MINUTES OF THE 25th GOVERNING BODY MEETING OF C-DIT HELD ON 16th MARCH 2020 AT THE CHIEF MINISTER'S CHAMBER, SECRETARIAT

AGENDA ITEM No.GB.25.01

The meeting opened with the Chairman, Hon'ble Chief Minister Sri. Pinarayi Vijayan in the chair. Initial discussions on important matters were held. As the Chairman had to leave for urgent all party meeting related to the COVID 19 control measures, Principal Secretary (E&IT) & Vice- Chairman, Sri. M. Sivasankar IAS assumed chair thereafter. The Meeting was attended by the following members:

1. Sri. U.V Jose IAS, Director –I& PRD
2. Sri. Ferold Xavier S.D., Additional Secretary- Finance
3. Dr. M.S. Rajasree, Vice Chancellor- APJ Abdul Kalam Technological University
4. Sri. Jayaraj. G, Director- C-DIT
5. Sri. Jayadev Anand A.K, Registrar- C-DIT

Leave of absence was granted to the following members who had informed their inability to attend due to prior appointments:

1. Dr. Chithra. S, IAS, Director- KSITM
2. Chairman, Kerala ICT Academy
3. Exec Vice President, KSCSTE & Ex-officio Secretary, S&T Dept.
4. Dr. Santhosh Kumar, CUSAT
5. Dr. Piyush Antony, UNICEF

AGENDA ITEM No.GB.25.02

Confirmation of the Minutes of the 24th Meeting of Governing Body held on 19 .02.2019

Minutes of the Minutes of the 24th Meeting of Governing Body was confirmed **(Annexure I)**

AGENDA ITEM No.GB.25.03

Action Taken Report (ATR) on the minutes of 24th Governing Body Meeting was noted.

Modified proposal for upgradation/conversion of regular posts submitted to the Government vide letter dated 14.02.2020 was ratified by the GB.

GB also approved the revised draft C-DIT Special Rules incorporating the changes proposed, which is given as **Annexure-II**

AGENDA ITEM No.GB.25.04

Minutes of the 77th Executive Committee meeting of CDIT

Minutes of 77th meeting of the Executive Committee held on 20.02.2020 was noted. **(Annexure III)**

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AGENDA ITEM No.GB.25.05

To consider and approve the Audited Statements of accounts for the year 2017-18 and Provisional Statement of Accounts for the year 2018-19.

Audit Report of C-DIT accounts for the year 2017-18 was approved **(Annexure IV)**. Revised Provisional Income and Expenditure statement for the FY 2018-19 was noted **(Annexure V)**.

AGENDA ITEM No.GB.25.06

To consider and approve the Revised Budget Estimate for 2019-20 and the projected Budget Estimate for the financial year 2020-21.

The Revised Budget Estimate for the financial year 2019-20 and the Annual Budget Estimate for the F.Y 2020-21 were presented in the meeting and approved **(Annexure VI)**. It was informed in the meeting that effort will be made to achieve an annual turnover of Rs.200 crore during 2020-21.

The issue regarding pending receipts of C-DIT receivables from various client departments and institutions was discussed in detail. It was reported that project works for approximately Rs.20 crores have been completed by C-DIT and the corresponding bills were pending for sanction or clearance from departments. Principal Secretary -IT suggested that C-DIT should consider availing the Government Bill Discounting Scheme introduced by the Finance Department to get the payments cleared. After deliberations **GB approved a Resolution No. GB-25/1/2020 dated 16.03.2020 to avail Government Bill Discounting Scheme (Annexure- VI-A).**

AGENDA ITEM No.GB.25.07

To consider and approve the Administrative Report/Activity Report of C-DIT for 2019-20.

The Activity Report and a video on the communication division activities were presented in the meeting. Activity Report for 2019-20 was approved **(Annexure -VII)**.

AGENDA ITEM No.GB.25.08

To consider and approve the Annual Plan for C-DIT for the year 2020-21.

GB approved the revised plan budget of Rs.700 lakhs for 2019-20 by including the re-appropriation of a sum of Rs.267 lakhs towards meeting the expenditure incurred for the software development and infrastructure and technical support for the project on reorganization of Chief Minister's Online Public Grievance Redressal system, subject to government approval.

GB also approved the Annual Plan budget of C-DIT for the year 2020-21 for Rs.600 lakhs. **(Annexure VII A)**

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AGENDA ITEM No. GB.25.09

To consider the creation of Regular Posts in C-DIT to strengthen the capabilities in the core areas of operation.

GB noted that the project implementation activities of C-DIT in diverse areas were being sustained only with the help of a large contingent of temporary contract staff. In order to continue the activities of the organisation and to enable C-DIT to take up and implement the technology driven projects for various clients in a time bound manner, it is highly essential that additional regular posts are created to attract and retain experienced talents.

It was reported that there are **21** vacancies lying against the regular posts sanctioned by the Government from time to time in C-DIT service; due to retirement, resignation or death of the incumbents and one vacancy (Junior Technician- Electronics) would be arising due to promotion of the incumbent in the post.

In view of above, **GB decided to create required additional regular posts in C-DIT service with the approval of the Government.**

GB also decided to consider the appointment of the temporary employees, who have completed ten years of temporary service in C-DIT, against these regular posts as above (including the vacant posts), with the approval of Government. GB authorised the Registrar and Director to finalise the list of regular posts required and the select-list of suitable temporary employees for appointment thereof and forward them to Government for consideration and approval.

AGENDA ITEM No. GB.25.10

To consider the payment of financial assistance to the dependents of late Smt. Rejani N.M., Office Assistant (on contract) who died while in service following cancer.

GB decided to collect funds for providing financial assistance to the dependents of the deceased employee from C-DIT employees at the rate of one day's salary and also decided that C-DIT would make a matching contribution from its own revenue, subject to maximum amount of Rs.2.00 lakhs.

AGENDA ITEM No. GB.25.11

To consider writing off the unsettled medical advance taken by late Shahida Beevi, (Data Entry Operator) who died while in service following cancer.

GB approved to write off the medical advance of the late Shahida Beevi in terms of the Government Orders (i) No. G.O.(P) 591/97/Fin dated 17-06-1997 (ii) No. G.O.(P) 1932/98/Fin dated 17-08-1998 (iii) No. G.O.(P) 91/17/Fin dated 17-06-2017 as a special case.

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AGENDA ITEM No.GB.25.12 (Supplementary Agenda)

To Consider a report regarding amendments in the Memorandum of Association and Rules and Regulations of C-DIT Society

Amendments incorporated by GB held on 29-01-1997, regarding the appointment of Director and Registrar – w.r.to Rules 6(v), 6(vi), 26(i), 26(2) & 26(3), Rule 23.

GB noted the report on the issues pertaining to the writ petition filed by a C-DIT employee in the Kerala High Court challenging the appointment made by the Government to the post of Director, C-DIT. GB decided to follow the Government's directions in this regard.

AGENDA ITEM No.GB.25.13 (Supplementary Agenda)

To consider ratification of the assessment promotion given to Dr. P.V Unnikrishnan and creation of a regular post of outstanding Scientist in Scientist-H Grade in CDIT service.

GB ratified the addition of Scientist-G grade in C-DIT service as a promotion post for the Scientists in Scientist-F category, after a due process of assessment promotion, this being a permitted grade under CSIR norms adopted in C-DIT. GB also ratified the placement given to Dr. P.V. Unnikrishnan, the only employee in Scientist-F grade in C-DIT, to Scientist-G grade (37400-69100 + Grade pay Rs.10000), sanctioned after a due process of assessment promotion, with effect from the eligible due date- 1.8.2006, on notional basis; with monetary benefit to be given along with 7th central pay revision due from 1.1.2016, or other date as and when decided by the Government.

GB noted that although Dr. P.V. Unnikrishnan who has retired as Joint Director in Scientist-G grade was assessed and found eligible for placement in the next higher grade of Scientist-H, he could not be given promotion as Scientist-H with effect from the eligible date, that is, 1.8.2011, since there was no post of Scientist-H sanctioned by the Government.

GB approved the proposal to create a regular post of Outstanding Scientist in Scientist-H grade in C-DIT with corresponding CSIR pattern scale of pay, with the approval of the Government. This will be a notional post only to be created with effect from 1.12.2019. GB also decided to recommend to the Government for approval of appointment of the eligible incumbent Dr. P.V. Unnikrishnan, as recommended by the Assessment Promotion Committee, in the above post with retrospective effect from 1.12.2019 on notional basis. The post will cease to exist from the date of his retirement (31.12.2019).

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AGENDA ITEM No.GB.25.14 (Supplementary Agenda)

It was reported in the meeting that a few applications for compassionate employment received from the dependents of regular employees of C-DIT who have died while in service were pending. Considering that the state government norms for compassionate employment under dying-in-harness scheme provides for appointment under compassionate scheme, only against 5% of regular vacancies in any cadre set apart for this purpose, C-DIT will find it difficult to accommodate such requests, since almost all the posts in C-DIT were created for regularization of temporary employees only and very few vacancies will arise in any cadre at any point of time. Only if 20 vacancies arise in any cadre/category, one vacancy (5%) can be set apart for compassionate employment.

GB decided to review the existing provisions in the C-DIT Service Rules for giving compassionate employment to the dependents of the regular employees dying while in service and authorised the Director and Registrar to study and prepare revised rules, based only on the availability of posts in C-DIT service and State government norms and submit for the consideration of EC/GB.

JAYADEV ANAND A.K.

JAYARAJ G.

FEROLD XAVIER

S.D. FEROLD XAVIER
Additional Secretary
Finance Department
Govt. Secretariat
Thiruvananthapuram

M.S. RAJASREE

Dr. RAJASREE. M.S.
VICE CHANCELLOR
APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY
THIRUVANANTHAPURAM

U.V. JOSE, IAS

U.V. JOSE IAS
Director
Information & Public Relations Dept.
Govt. Secretariat
Thiruvananthapuram

M. SIVASANKAR, IAS

M. SIVASANKAR IAS
Principal Secretary to Government
Electronics & IT Department

PINARAYI VIJAYAN

പിണറായി വിജയൻ
മുഖ്യമന്ത്രി

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Annexure - II

Draft

Revised Special Rules for

Centre for Development of Imaging Technology (C-DIT)

1. **Short title and commencement:**

   (i) These rules may be called **Centre for Development of Imaging Technology (C-DIT) Special Rules.**

   (ii) They will come into effect from the date as decided by the Governing Body/Executive Committee of C-DIT.

2. **Extant Rules:**

2.1 Vide G.O.(MS).No.14/90/CAD dated 11.05.1990, Government had sanctioned a core group for C-DIT with 6 permanent posts. Vide the above G.O, Government had also ordered that the fixation of pay and service conditions of the above posts and the posts to be created for C-DIT will be governed by the guidelines issued in G.O. (MS) .No. 30/87/STED dated 6.12.1987 of the Science, Technology and Environment (A) department. Subsequently, Government had also sanctioned the Staff pattern and Rules for Staff Recruitment as part of the C-DIT Service Rules vide G.O. (MS) No. 17/2003/CAD dated 12.05.2003 and as amended by G.O (MS) No. 25/03/CAD dated 09.07.2003. According to the principles accepted by the Government for the appointment, for promotion and grades for various posts in C-DIT in CSIR/UGC/Central scales of pay, the norms and qualification prescribed by CSIR/UGC/Central government are applicable and for other posts having State Government Employees' scales of pay, the norms and qualification fixed by State government will be applicable.

2.2 Chapter 10 of C-DIT Service Rules approved by the Government contains the rules relating to the recruitment of the C-DIT Staff. Chapter 11 of the C-DIT Service Rules contains the assessment promotion rules for scientific, video production and academic staffs in C-DIT. The staff pattern with posts in the various categories, the entry point qualifications and the norms for promotion to higher posts have also been provided in the Annexure tables in the C-DIT Service Rules. Both the C-DIT Recruitment rules and Assessment Promotion rules as above, along with the Annexure tables thereof, are appended herewith and shall form part of these Special Rules, subject to the modifications indicated in the following sections.

2.3 Later, Vide G.O.(Rt) No.196/2008/I&PRD dated 18.08.2008 and G.O.(Rt).No.222/2008/I7PRD dated 29.09.2008, Government sanctioned 55 posts in various categories (17 in Scientific Category and 38 in Technical and Administrative categories) and regularized 55 temporary employees working in C-DIT for long periods. Vide G.O. (MS).No.6/2010/I&PRD dated 8.9.2010, Government sanctioned retrospective effect to the above regularization of employees from 1.10.2000 on notional basis and ordered some conditions to be adopted for reckoning their seniority, promotion etc. Further, vide G.O. (MS). No.2/2011/I&PRD dated 8.02.2011, Government sanctioned 7 more posts and regularised the service of 7 temporary employees in C-DIT. Subsequently, vide G.O.(MS).No.9/2015/I&PRD dated 6.06.2015, 54 nos. of additional posts were sanctioned and 54 temporary employees of C-

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DIT were regularized w.e.f 06.06.2015. Copies of the Government orders referred above are attached as Annexure to these Rules.

3. **Constitution:** *C-DIT Service* shall consist of the following cadres in 7 Branches A, B, C,D, E, F and G, as per the details given in Table under 5 below.

Cadre/Branch

A	Authorities appointed by the Government as per Rules and Regulations of C-DIT Society. 1. DIRECTOR 2. REGISTRAR
B	Scientific and Video Production cadre
C1	Management Services cadre
C2	Administration, Finance and Accounts cadre
D1	Engineering & Technology cadre
D2	Software Services cadre
D3	Technical Services cadre
E	Communication cadre
F	Research, Education and Academic cadre
G	Common Staff Categories

4. **Appointment:** Appointment to the various categories of posts mentioned in column (2) of the table below will be made by the method specified in column (4) thereof.
5. ***Qualifications:*** No person will be eligible for appointment to any of the categories/posts mentioned in column (2) of the Table below, by the method of appointment specified in Column (4), unless he/she possesses the qualifications specified against it in the corresponding entry in column (3); provided that the existing regular employees in specified categories may be exempted from having the prescribed qualifications for appointment by promotion from lower category, for such period as notified by C-DIT from time to time. In addition, the performance indices to be achievedby the incumbents in each category/post for becoming eligible to be considered for promotion to a higher category/post as per these Rules, will be as decided by Executive Committee of C-DIT and notified from time to time.
6. **Method of Appointment:** The method of appointment will be either by direct recruitment, or by promotion from feeder categories or selection by transfer/promotion from eligible candidates in different categories/cadres in the service; the ratio for direct recruitment and/or by promotion being as prescribed in these rules.
7. **Appointing Authority:** The Appointing authority shall be as specified in the C-DIT Service Rulesas approved by the Government. For the posts of Registrar and Director, the Government is the Appointing authority.

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8. **Reservation of Appointment:** The rules of reservation of appointments provided in the General Rules 14 to 17, Part II of Kerala State and Subordinate Service Rules, 1958 shall apply to appointments made by direct recruitment.

9. **Age:** No person shall be eligible for appointment by direct recruitment to the categories in the entry post in column (2) of the table under Rule 5 above, if he/she has not completed 18 years of age and if he/she has completed 40 years of age on the first day of January of the year in which the application for appointment are invited; with usual relaxation in upper age limit as provided in the Kerala State and Subordinate Service Rules, 1958 to be allowed to candidates belong to SC/ST and Other Backward Classes. For internal candidates applying for selection by direct recruitment/by transfer, relaxation in maximum age will be provided upto the number of years of temporary and/or regular service in C-DIT, unless prescribed otherwise in the notification for appointment.

10. **Probation:** Every person appointed to a Cadre or Category shall, from the date on which he/she joins duty, be on probation for one year on duty within a period of service of two years, subject to relaxation as provided in the C-DIT Service Rules.

11. **Promotion:** Appointments to posts in a selection category or grade in a cadre, other than that are set apart for direct recruitment, shall be made from a select list prepared from among the members eligible for appointment to such category or grade in accordance with these rules and C-DIT Service rules, on the basis of merit and ability, seniority being considered only when merit and ability are approximately equal. The select list shall be prepared in the manner indicated herein.

    For appointment by promotion/by transfer from internal candidates, a select list of qualified candidates eligible to be considered will be prepared as per the requirement, preferably within three months before the date of occurrence of vacancy. The Annual Confidential Reports of the employees in the last three years will be considered for determining the eligibility for promotion. The selection from the list of such eligible candidates will be strictly based on merit to be determined by written or practical test to be conducted by an authority duly appointed by and/or by personal interview by an interview panel duly constituted by the Director. The eligible tests to be passed and the threshold marks to be acquired in the interview for each category/post, to become eligible for promotion to the higher category/grade, will be as prescribed by the Executive Committee (EC) of C-DIT from time to time. Final select list for each category will be prepared on the basis of marks obtained in the written/practical test and personal interview. Seniority in service will be given preference only when two or more eligible candidates in the final select list for promotion to any post get equal marks. EC will also have the powers to exempt any category/post or class of employees from the requirement of passing of tests/interview.

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Time Bound Higher Grade Promotion for employees appointed to entry posts in all cadres in C-DIT will be as applicable as decided by the state government for its employees from time to time

12. Career Advancement Scheme:

12.1 Career advancement scheme applicable for professional categories of posts in the state government service as decided by the Government from time to time will be applicable to such categories of posts in C-DIT decided by EC of C-DIT from time to time. The following posts are initially included in the scheme.

Sl.No.	Cadre	Category/entry post and scale of pay	Scale of pay admissible for 8 years of qualifying service	Scale of pay admissible for 15 years of qualifying service
1	Management services	Manager /Asst Manager 39500-83000/35700-75600	42500-87000	68700-110400
2	Engineering & Technology	Manager/Asst Manager/ Scientific officer 39500-83000/35700-75600	42500-87000	68700-110400
3	Software Services	Systems Analyst/Software Engineer 39500-83000/36600-79200	42500-87000	68700-110400
4	Communication	Senior Producer/Senior Designer/Video Producer 39500-83000/35700-75600	42500-87000	45800-89000

12.2 For the scientific and video production staff appointed against CSIR pattern posts with central scales, who are not eligible for assessment promotion every 5 years as per CSIR norms, the following career advancement scheme will be applicable.

Entry post/grade or existing grade and scale of pay (6th CPR 2006)	Grade after 8 years of qualifying service in the lower grade post	Grade after 15 years of qualifying service in the lower grade posts
Scientist-B 15600-39100 + GP 5400	Scientist-C 15600-39100 + GP 6600	Scientist-E1 15600-39100 + GP 7600
Scientist-C 15600-39100 + GP 6600	Scientist-E1 15600-39100 + GP 7600	Scientist-E2 37400-6700 + GP 8700
Scientist-E1 15600-39100 + GP 7600	Scientist-E2 37400-6700 + GP 8700	NIL

13. Savings: All persons who are members of this service as on the date of commencement of these rules shall be given exemption from possessing the qualifications prescribed by these Rules, for the posts held by them, as on the date of commencement of these rules or otherwise as provided in these rules.

14. Amendments: In case of any doubt on the implementation of these rules, the matter shall be placed before the Executive Committee of C-DIT, under intimation to the Government and the decision of the EC shall be final, unless any contrary decision is taken by the Government. Any amendments to these rules may be made by the Governing Body of C-DIT and implemented with approval of the Government.

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C-DIT SPECIAL RULES (See Rules 3, 4 & 5) TABLE

C-DIT- List of sanctioned /existing/proposed posts as per revised Special Rules

Sl. No	Name of post/ Scientist or equivalent grade (as per CSIR pattern)	Qualification	Method of Recruitment
(1)	*(2)*	*(3)*	*(4)*
A.	**Authorities as per the Rules and Regulations appointed by the Government**		
1	Director	As decided by the Government	Direct
2	Registrar	As decided by the Government	Direct
B.#	**Scientific, Video Production and Academic staff (CSIR/central scale of pay)**		
3	Scientist-H/Outstanding Scientist* **proposed for approval*	5 years' service in Scientist F/G grade	Direct
4	Scientist G *(Existing post- Joint Director) - to be converted to state scale*	5 years' service in Scientist F	By promotion
5	Scientist F	5 years' service in Scientist E2	By promotion
6	Scientist – E2 *(Existing post – Deputy Director (Projects) - to be converted to state scale*	5 years' service in Scientist E1 *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
7	Scientist -E1 *(Existing posts – Engineer (Electrical), Scientist (Civil), Scientist (Geo Informatics)*	5 years' service in Scientist C *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
8	Scientist C Existing posts - Scientist (Software)- 3nos./ Deputy Director (TAAS) -1 *(to be converted to state scale)*	5 years' service in Scientist B *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
9	Scientist- B **(Entry cadre)** *(Existing posts – Scientist (Optical Image Processing)-1/ Scientist (Social Sciences-1)/ Field Officer-1/*	1st Class (60% marks) M.Sc./ 1st Class (60% marks) B.E./B.Tech or M.A. with 55% marks in Humanities/Social Sciences or M.E./M.Tech/M.Phil or Ph.D (Science/Social Sciences)	Direct

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	Scientific Officer (DECOM-1) (all *to be converted to state scale*), and Project Associate-1		
10	Scientist / Producer – E2 *(Existing post – Deputy Director (Production))- (to be converted to state scale)*	5 years service in Scientist /Producer -E1 grade *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
11	Scientist / Producer – E1 *(Existing posts – Senior Editor-1, Senior Cameraman -1) -(to be converted to state scale)*	5 years service in Scientist /Producer -C grade *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
12	Scientist / Producer – C *(Existing posts – Editor-1 Programme Co-ordinator-2)*	5 years service in Scientist / Producer – B grade *(Also see proposed amended provisions as per Rule 12.1 and12.2 below)*	By promotion
13	Scientist / Producer – B **(Entry cadre)** *(Existing posts - Programme Co-ordinator-1)*	1. Post graduate degree 2. Post graduate Diploma in Science and Development Communication or Degree of a recognized University and Degree or Diploma or equivalent in Film or TV Direction/ Production of film Editing or Motion Picture photography / Cinematography or sound recording and sound Engineering from a recognized University or Master's Degree of a recognized University and independent experience in the production work of a least 5 feature or short films or video films. Or Degree of Diploma or equivalent in Film or TV Director/Production or Film Editing, or Motion Picture Photography/Cinematography or Sound Recording and Sound Engineering from a recognized University/ Institute and At least 2 years' professional experience including independent experience in the production work of at least 5 feature or short films or video films Or Degree of a recognized University and at least 4 years professional experience including independent experience in the production work of a at least 5 feature/ short films or video films Desirable: Good knowledge of film and TV medium in India and abroad for all posts.	Direct

 # Note:

a. *The existing posts of Scientist (Civil)-1no; Engineer (Electrical-1 and - Scientist (Software)- 3, Scientist (Geoinformatics)-1 no. and Project Associate – 1no. as per Sl.No.7 & 8 above, will continue to be in the CSIR/Central scales of pay till the incumbents occupying the posts retire or vacate the posts. When the posts are vacated due to retirement/resignation or other reasons, the posts will be converted to suitable state scales of pay, as provided in Branch C1 – Management Services cadre, Branch D1- Engineering & Technology cadre and Branch F – Research, Education and Academic cadre below, as the case may be.*

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b. *Similarly, the existing posts of Programme Coordinators-3nos. and Editor-1no. (Sl.no. 12 & 13 above), will continue to be in the CSIR/Central scales of pay, till the incumbents occupying the posts retire or vacate the posts. When the posts are vacated due to retirement/resignation or other reasons, the posts will be converted to suitable State scales of pay, as provided in Branch E- Communication cadre below.*

c. *The existing sanctioned post of Field Officer (Sl.No.9) will be converted to state scale of pay.*

d. *All other Scientist or equivalent category posts as in Sl.no. 3 to 11 above which are vacant will be converted to posts with suitable State scales of pay, as provided in Branch C1 – Management Services cadre and Branch D1- Engineering & Technology cadre, Branch E – Communication cadre and Branch F – Research, Education and Academic cadre below as the case may be.*

Sl. No	Name of post/ category	Qualification	Method of Recruitment
(1)	*(2)*	*(3)*	*(4)*
C1	**Branch C1. Management Services Cadre**		
1	Assistant Manager (Marketing)* **proposed by upgradation/conversion from existing posts*	Prescribed years of service as Project Associate/Marketing Executive	By transfer/ promotion from eligible posts
2	Assistant Manager (HR) @ **proposed by conversion from sanctioned post in central scale*	Post-graduate degree of any recognised University /B.Tech/MBA or equivalent qualification, with 5 years professional experience in human resources management or training, out which 2 years should be in a supervisory position.	by Direct recruitment
3	Assistant Manager (Planning)@ *(*To be converted from existing vacant post of Asst Manager (PPC)*	Post-graduate degree of any recognised University or equivalent qualification, with 5 years professional experience in planning, project execution/coordination or training, out which 2 years should be in a supervisory position.	by Direct recruitment
4	Field Officer# *(proposed to be converted from existing post in central scale) # vanishing post*	Degree or Post graduation with 10 years professional experience in project coordination/training/field research	by Direct recruitment
5	Project Associate	Post graduate degree of any recognized University/B.Tech or equivalent qualification Or Degree in any discipline with 5 years' experience in a regular post in office administration *Desirable:* MBA or 2 year PG Diploma in Management from a recognized University or Institute.	Direct / or by transfer from eligible feeder categories
6	Marketing Executive	Post graduate degree/B.Tech of any recognized	Direct /

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		University or equivalent qualification Or Degree in any discipline with 5 years' experience in a regular post in office administration *Desirable:* MBA or 2 year PG Diploma in Management from a recognized University or Institute.	or by transfer from eligible feeder categories
C2	**Administration, Finance & Accounts cadre**		
7	Assistant Manager (Finance & Accounts)@ *(@proposed to be converted from existing post in state scale)*	ACA/AICWA/MBA(Finance) (full time course) from a recognized University/Institute 3years' professional experience in dealing with accounting operations in an organization with at least 50 employees.	by Direct recruitment
8	Junior Executive (Admn)/(Purchase)	1. BA/ B.Sc./B.Com Degree of any recognized University or equivalent qualification 2. MBA / PG Diploma in Management/LLB/MSW 3. 8 years' service as Sr. Office Assistant or 12 years' service as OA & Sr. OA categories together *(Note : Existing employees exempted from higher qualifications)*	By promotion/ Or, in case suitable candidates are not available, by direct recruitment
9	Junior Executive (Accounts)	1. B.Com Degree of any recognized University or equivalent qualification 2. M.Com 3. 8 years' service in category of Sr. OA . or 12 years' service in category OA & Sr. OA together *(Note : Existing employees exempted from higher qualifications)*	By promotion/ Or, in case suitable candidates are not available, by direct recruitment
10	Supervisor (Stores)* **By upgrading of one existing post of Data Entry Operator*	Prescribed years of service as Data Entry Operator/Junior Technician (Data entry) including supervisory experience in stores functions.	By transfer/ Promotion from eligible candidate in the lower category
11	Junior Manager (Administration)* **By upgrading of existing post of Research Assistant in Administration*	Prescribed years of service as Research Assistant in Administration including supervisory experience.	By transfer/ Promotion from Research Assistant
12	Research Assistant# *#to be merged with Office Assistant after present incumbent retires*	Degree in any discipline	by Direct recruitment

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13	Sr.Office Assistant (Administration/ Accounts)	Degree of any recognized University or equivalent qualification *(B.Com for Sr.OA (Accounts)* Four years' regular service as Office Assistant (or Prescribed years of service as Office Assistant)	By promotion from Office Assistant (Admn/ Accounts)
14	Office Assistant (Administration/ Accounts)	B.A/ B.Sc/B.Com Degree of any recognized University or equivalent qualification. ***B.Com essential for Office Assistant (Accounts)*** Pass in 6 months Certificate/Diploma in Computer Applications or PGDCA or equivalent. *(Note : Existing employees exempted from higher qualifications)*	Direct or by transfer from eligible internal candidates
15	Library Assistant* **By upgrading of one existing post of Data Entry Operator*	Degree in Library Science Prescribed years of service in library operations.	By transfer/ Promotion from eligible candidate in lower category
16	Computer Assistant* **By upgrading of one existing post of Data Entry Operator*	Data Entry Operator with Prescribed years of service	By transfer/ promotion from eligible Data Entry Operators
17	Clerical Assistant	SSLC	by promotion/ by transfer
18	Data Entry Operator	12th Class and Pass in 3 or 6 months course in Data entry or DTP or Computer operation course from a recognized institute or equivalent qualification. Knowledge of at least two office automation packages, to be determined by pass in a prescribed test.	By Direct recruitment
D1	**Engineering and Technology cadre**		
19	Joint Director@ *(@proposed to be converted from existing post in central scale)*	B.Tech with 15 years or M.Tech with 12 years professional experience in software development/software engineering projects, including 5 years in a leading role as Programme/Project Manager.	Direct recruitment
20	Senior Engineer (Technology)@ *(@proposed to be converted from one existing post in*	B.Tech/MCA/M.Sc (CS) with 60% marks with 3 years professional experience in	Direct recruitment

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	central scale)		
21	Asst Manager (Engineering)* *(*proposed to be upgraded from existing post of Technical Asst (Electronics))*	B.Tech in Electronics Engineering or equivalent/Diploma in Electronics Engineering, with Prescribed years of service as Technical Assistant	By transfer/ Promotion from eligible Technical Assistants
22	Asst Engineer (Electrical)* *(*proposed to be upgraded from existing post of Technical Asst (Electrical))*	B.Tech in Electrical Engineering or equivalent/Diploma in Electrical Engineering with Prescribed years of service as Technical Assistant	By transfer/ Promotion from eligible Technical Assistant
23	Manager (Projects)@ *(@proposed to be converted from existing vacant post in central scale)*	1. BE/BTech/MCA/MSc (Physics/ Mathematics/ Statistics/Computer Science) with 60% marks from a recognized University/Institute. 2. 5 years' experience in project management, with 3 years in a supervisory position in Government/PSU/autonomous organization.	By transfer from eligible internal candidates, or by direct recruitment
24	Assistant Manager (Systems/Projects)* **proposed by upgradation/conversion from existing posts*	B.Tech or equivalent qualification, with Prescribed years of service as Marketing Executive/Project Associate	By transfer from eligible feeder categories
25	Scientific Officer (Optical Image Processing)@ *@*proposed to be converted from existing Scientist post in central scale)*	1.M.Sc in Physics with 60% marks or equivalent grade. 2. M. Tech in Photonics or Optoelectronics 3.Research experience in optics/laser based applications/optical security products. 4. Ph.D desirable	by direct recruitment
D2	**Software Services cadre**		
26	Systems Analyst* *(*proposed to be upgraded from existing post of Technical Asst/Programmer)*	*B.Tech /MCA/ M.Sc (CS)* Prescribed years of service as Programmer/ Sr.Programmer/ Jr.Systems Analyst	By transfer
27	Systems Manager/ Asst Systems Analyst @ *(@proposed to be converted from existing post in central scale). The post maybe redesignated as* Asst Systems Analyst	B.Tech with 5 years' professional experience in software development. Experience in software projects using Java desirable.	By Direct recruitment

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28	Jr.Systems Analyst* *(*proposed to be upgraded from existing post of Technical Asst/Programmer)*	Prescribed years of service as Programmer/ Sr.Programmer	By transfer/ promotion
29	Sr.Programmer* *(*proposed to be upgraded from existing post of Technical Asst/Programmer)*	Prescribed years of service as Programmer	By transfer/ promotion
30	Programmer	1. B.Tech /MCA/ M.Sc (CS), or 2. Diploma in Computer Engineering/IT/CS or BCA or Degree with PGDCA, with 3 years' experience in programming/software development. (from recognized University/Institute or equivalent qualification)	By Direct recruitment
D3	**Technical Services cadre**		
32	Technical Supervisor (Electronics)* ** 1post of 'Technical Assistant' to be converted/ upgraded as 'Technical Supervisor'*	Prescribed years of service as Technical Assistant/Junior Technician put together	By transfer/ promotion from eligible candidates in Technical Assistant category
33	Technical Supervisor (Hardware/Networking/ Project Support services)* ** 4 posts of 'Technical Assistant' to be converted/ upgraded as 'Technical Supervisor'*	Prescribed years of service as Technical Assistant	By transfer/ promotion from eligible candidates in Technical Assistant
34	Senior Technical Assistant (Electronics/ Computer/Others) ** 5 posts of 'Technical Assistant' to be converted/ upgraded as 'Technical Supervisor'*	Prescribed years of service as Technical Assistant	By transfer/ promotion from eligible candidates in Technical Assistant
35	Technical Assistant ** 1 post of 'Junior Programmer' maybe converted/redesignated as 'Technical Assistant'*	1. 1st class (60%) Diploma of 3 year duration in Engineering/Technology, or 2. 1st class (60%) B.Sc (Science) or 3. 1st Class (60%) BCA , Or Diploma in Engineering with 3 years' professional experience, Or equivalent qualifications, from a Government/recognized Board/Institute/University	By direct recruitment
36	Technician (various	Prescribed years of service as Junior	By transfer/ promotion from

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	categories]* ** 2 posts of 'Junior Technician' grade to be converted/ upgraded as 'Technician'*	Technician in the concerned field	eligible candidates in the concerned Junior Technician category
37	Junior Technician (Electronics)	1. SSLC/Matriculation or equivalent 2. ITI Certificate/NCVT certificate in the particular trade, or equivalent or Diploma in Engineering Desirable: work Experience of 3 years in relevant areas	By direct recruitment
38	Junior Technician (Electrical)	1. SSLC/Matriculation or equivalent 2. ITI Certificate/NCVT certificate in the particular trade, or equivalent or Diploma in Engineering Desirable: work Experience of 3 years in relevant areas	By direct recruitment
39	Junior Technician (Data Processing)	SSLC/Matriculation or equivalent or Diploma in Software system (NISH)	By direct recruitment
E	**Communication cadre**		
40	Senior Producer (Communication)@ *(@proposed to be converted from an existing post in central scale)*	Post graduate degree and 10 years' experience in independent scripting and production of video films/documentaries on science/ education/environment/development; or Diploma in Film/Video production from a recognized film institute of national repute; or, PGDSDC or other equivalent qualifications in film/video production desirable	By direct recruitment
41	Senior Designer@ *(@proposed to be converted from an existing post in central scale)*	BFA with 10 years' experience in digital graphics and web design and development including 3 years' experience in social media interactive work in a Government/PSU/ autonomous organization.	By direct recruitment
42	Video Producer@ *(@proposed to be converted from an existing post in central scale)*	Degree and 10 years' experience in independent scripting and production of video films/ documentaries on science and development. PGDSDC or similar qualifications in film/video production desirable	By direct recruitment
43	Technical Supervisor (Animation)* ** 1post of 'Junior Technician (3D animation) Assistant' to be converted/ upgraded as 'Technical Supervisor'*	Degree. Prescribed years of service as Animator for video/multimedia productions and in coordination and supervision of animation/graphics production.	By transfer/ promotion from eligible candidates in the concerned Junior Technician category
44	Technical Supervisor	Degree and	By transfer/

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	(Multi Media)* ** 1post of 'Research Assistant (Multimedia) to be converted/ upgraded as 'Technical Supervisor'*	Prescribed years of service as Research Assistant (Multimedia)	promotion from eligible candidates in the Research Assistant category
45	Sr. Content Developer* ** 1post of 'Content Developer' to be converted/ upgraded as Sr. Content Developer*	Post graduate degree Prescribed years of service as Content Developer, in content writing/web content development and social media content production and web hosting.	By transfer/ promotion from eligible candidates in the Content Developer category
46	Sr. Reporter* ** 1post of 'Reporter' to be converted/ upgraded as Sr. Reporter*	Degree with post graduate qualification in Journalism. Prescribed years of service as Reporter, in reporting/script or content writing for video films, documentaries, news based productions.	By transfer/ promotion from eligible candidates in the Reporter category
47	Content Developer	Post-graduate degree with 50% marks OR, Degree in relevant discipline with 50% marks and Post graduate diploma in Journalism or Communication or PGDSDC; and 3 years' professional experience in relevant areas	By direct recruitment
48	Research Assistant (Multi Media)	1.Degree in any discipline or 3 year Diploma (after 12th class) and 3 years' professional experience in relevant field	By direct recruitment
49	Reporter	Degree in any discipline or 3 year Diploma (after 12th class) and 5 years' experience in reporting/script or content writing for video films, documentaries, news based productions/ Or in course coordination/as teaching faculty /or in research related work in linguistics or language computing.	By direct recruitment
50	Assistant Cameraman* **Post to be created by upgrading the sanctioned post of Junior Technician (Civil) redesignated as Camera Assistant*	Prescribed years of service as Junior Technician/Camera Assistant, in camera work for video productions.	By transfer/ promotion from eligible candidate in the Junior Technician/ Camera Assistant category
51	Sr.Production Assistant (Video) **post to be created by*	Prescribed years of service as Production Assistant in video productions.	By transfer/ promotion from eligible

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	upgrading the post of Production Assistant		candidates in the Production Assistant category
52	Technician (various categories)* ** 3 posts of 'Junior Technician' grade to be converted/ upgraded as 'Technician'*	Prescribed years of service as Junior Technician in the concerned field	By transfer/ promotion from eligible candidates in the concerned Junior Technician categories
53	Archive Assistant* **post to be created by upgrading the post of Junior Technician (Video Archive)*	Prescribed years of service as Junior Technician (Video Archives), in documentation, archiving and library functions.	By transfer/ promotion from eligible candidates in the Junior Technician (Video Archives) category
54	Junior Technician (Video Archives)	SSLC/Matriculation or equivalent 2. ITI Certificate	By direct recruitment
55	Junior Technician (Camera Assistant)	1. 12th class 2. Certificate in Videography/Digital editing or Digital Multimedia Production from recognized institute. 3. 5 years professional experience	By direct recruitment
56	Junior Technician (3D Animation)	1. SSLC/Matriculation or equivalent 2. ITI Certificate/NCVT certificate, or equivalent and 3 years' experience in relevant areas	By direct recruitment
57	Junior Technician (Graphic Designing)	SSLC/Matriculation or equivalent or ITI Certificate/NCVT certificate or equivalent Certificate in Graphic design/ Web design/ DDMP	By direct recruitment
58	Video Archives Assistant (Junior Technician)	1. SSLC/Matriculation or equivalent 2. ITI Certificate	By direct recruitment
59	Web Designer* (Jr. Technician category) **Proposed to be converted/Re-designated as Coordinating Assistant*	12th class. Work experience in web designing.	By direct recruitment
60	Junior Technician (Civil) ** to be converted/ re-designated as Camera Assistant*	1. SSLC/Matriculation or equivalent 2. ITI Certificate/NCVT certificate in the particular trade, or equivalent or Diploma in Engineering Desirable: Work Experience of 3 years in relevant areas	By direct recruitment

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61	Production Assistant (Video)	SSLC/Matriculation or equivalent Desirable: Work Experience of 3 years in relevant areas	By direct recruitment
F.	**Research and Education/Academic cadre**		
62	Course Supervisor (Communication)* **post to be created by upgrading one post of Camera Assistant working as Course Coordinator*	Post graduate degree in Communication. Prescribed years of service as Course Coordinator/Camera Assistant	By transfer/ promotion from eligible candidates in the Course Coordinator/ Camera Assistant
63	Course Supervisor (Technology Extension) * **post to be created by upgrading one post of Technical Assistant working as HOD (Administration)*	Diploma in Engineering/Degree with PGDCA Prescribed years of service as Technical Assistant	By transfer/ promotion from eligible candidates in the Technical Assistant
64	Research Associate (Linguistics)* **post to be created by upgrading one post of Research Assistant*	Post graduate degree in Linguistics Prescribed years of service as Research Assistant (Linguist) in experience in research work in linguistics or language computing.	By transfer/ promotion from eligible candidates Research Assistant category
65	Coordinator (Corporate Training)	B.Tech/ MCA, or Diploma in Electronics/Computer Engineering with 3 years' experience in IT related courses/training	By direct recruitment
66	Research Assistant (Linguist)	1. Post graduate degree in Linguistics 2. 5 years' experience in research related work in linguistics or language computing.	By direct recruitment
G.	**Common staff categories**		
67	Messenger* **posts to be created by upgrading the post of Helper*	Prescribed years of service as Helper	By transfer/promotion from Helper/D&P operator categories
68	Duplicating and Photocopying Operator/ Photocopy Operator* **post to be created by upgrading one post of Helper*	Prescribed years of service as Helper	By promotion/ by transfer from Helpers
69	Driver - cleaner	Class VII with LMV/HMV license and 3 years driving experience	By direct recruitment
70	Sr.Light Assistant *	Prescribed years of service as Light	By

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	**post to be created by upgrading one post of Light Assistant*	Assistant	transfer/promotion from Light Assistant
71	Light Assistant	Std VII Experience in handling camera lights in a reputed film or TV studio	By direct recruitment
72	Helper/Office Attendent	Class VII Good Physical strength	By direct recruitment
73	Gardener cum Helper	Literate, Good physical strength	By direct recruitment
74	Part time Sweeper	Literate	By direct recruitment

Note:- @Staff category/post in col. (2) above shown with @ mark indicates new post proposed for creation by conversion from an existing central /state scale post and to be appointed by direct recruitment.

***Staff category/post in col. (2) above shown with * mark indicates new post proposed for creation by upgradation of existing lower category post, as a purely personal scale on one-time basis, only for career enhancement of the incumbents, to be selected as per eligibility based on qualifications and seniority/ prescribed number of years of service as decided.**

 # Sl.No. 3 – Field Officer will be a vanishing category post to be abolished when the present incumbent retires or otherwise gets relieved from service. Sl.No.11 – Research Assistant will be merged with Office Assistant category, after the present incumbent retires or otherwise gets relieved from service.

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4672806/2020/IT(CS)

VI(A)

AGENDA ITEM NO.GB.25.06

RESOLUTION No. CDIT/GB.25/1 DATED 16.03.2020

RESOLVED by the Governing Body of **Centre for Development of Imaging Technology (CDIT)** society at its 25th meeting held in Thiruvananthapuram on **16 March 2020,** that CDIT Society may borrow from **Kerala Financial Corporation** or **scheduled banks** sum amounting up to **Rs.15 crores**, under the Bill Discounting Scheme of Government of Kerala for clearance of bill payments pending with the Government Departments and institutions; under such terms and conditions and rates of interest as fixed by the Government and KFC / bank in this regard.

Resolved also that the **Director**, the **Registrar** and/or **Finance Officer** of C-DIT society be authorized to execute all documentation and any two among them be authorized to sign on behalf of CDIT, for this purpose.

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Annexure VII-A

Allocation in 2020-21 – Rs. 600.00 Lakhs

The allocation will be used for the following sub components.

1. Strengthening Managed Security Services Provider Framework, application testing and integration facility, network testing centre, virtualization of servers and content delivery networks for websites - **Rs. 60.00 Lakhs**
2. Strengthening Centre of Excellence in AR, VR and MR- **Rs. 80.00 Lakhs**
3. Augmentation of Research & Development activities such as Online learning platform, text mining tool for Malayalam and e-space automation software- **Rs. 60.00 Lakhs**
4. Upgradation of Security Document Forensic Laboratory (SDFL)- **Rs. 70.00 Lakhs**
5. Strengthening of Web channel, video live streaming and video production facility in CDIT and development of a collaborative community web portal- **Rs. 30.00 Lakhs**
6. Completion of the construction of building complex for CDIT at Pattom- **Rs. 300.00 Lakhs**

TOTAL: Rs.600.00 Lakhs

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ANNEXURE II

List of employees whose designation has been changed as per the agreement executed

Sl.No.	Name of Employee	Entry Designation	Scale of Pay of (c)	Present Designation as in agreement executed as on 1.2.2019	Scale of Pay of (e)	Remarks
(a)	(b)	(c)	(d)	(e)	(f)	(g)
1	Navaneeth Krishnan	Programmer	27800-59400	Technical Assistant	26500-56700*	Not performing programming activities.
2	Sreelekshmi R	Programmer	27800-59400	Technical Assistant	26500-56700*	-do-
3	Arunnadh. G	System Administrator	27800-59400	Server Administrator	✗	Change in designation only
4	Praseena. M.P	Technical Assistant	26500-56700	Office Assistant	26500-56700	same scale of pay
5	Suresh. D	Technical Assistant	26500-56700	Office Assistant	26500-56700	-do-
6	Aiswarya. R	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
7	Sivanandan	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
8	Sreejesh. E.K	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
9	Sofimol. V.K	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
10	Jacob Thomas	Co-ordinator	26500-56700	Technical Assistant	26500-56700	-do-
11	Pinki. M.S	Video Editing cum Sound Assistant	26500-56700	Assistant Video Editor	✗	No such post included
12	Parvathy Thampy	Content Developer	26500-56700	Office Assistant	26500-56700	same scale of pay
13	Deepa. S	Research Associate	26500-56700	Project Associate	26500-56700	Change in designation only
14	Jayahari. K.V	Web Designer	22200-48000	Office Assistant	26500-56700*	not performing the function of Web Designer
15	Manulal. M.P	Production Co-ordinator (OIP)	19000-43600	Scientific Assistant (Holography)	✗	No such post included
16	Prajin. V.R	Call Centre Executive	19000-43600	Junior Technician	19000-43600	same scale of pay
17	Raji. A.L	Call Centre Executive	19000-43600	Technical Assistant	26500-56700*	TA post is in higher scale
18	Mohanlal. G	Font Designer	19000-43600	Technical Assistant	26500-56700*	TA is in a higher scale
19	Renjith Kumar. R	Production Assistant	19000-43600	Office Assistant	26500-56700*	OA is in higher scale
20	Bindu Lekha. B.R	Lab Assistant	18000-41500	Course Assistant		No such post included
21	Mineesh N. S	Software Support Assistant	18000-41500	Junior Technical Assistant	18000-41500	same scale of pay
22	Radhika Kumari.S	Scanning Assistant	18000-41500	Data Entry Operator	19000-43600	same scale of pay
23	Ragith A. *	Programmer	27800-59400	—	—	Note (2*) below.
24	Thanzeem M.B.*	Programmer	27800-59400	—	—	-do-

Note

(1) * Change to a post with higher scale of pay is not recommneded.

(2)* Those who are not performing programmer's functions need not be regularised as Programmer in higher scale of pay

16/10/2020

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467206/2020/IT(DS)

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Philip & Mathew
CHARTERED ACCOUNTANTS

TC: 15/31, 'Akshaya'
Rugmini Amma Lane
Vellayambalam, Trivandrum – 695 010
Tel: 0471-2311411
E-mail: philipandmathew@asianetindia.com

INDEPENDENT AUDITORS' REPORT

The Centre for Development of Imaging Technology (C-DIT)
Thiruvananthapuram

We have audited the accompanying financial statements of **The Centre for Development of Imaging Technology (C-DIT)**, which comprise the Balance Sheet as at March 31, 2016 and the Income and Expenditure Account for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of these financial statements in accordance with the Travancore-Cochin Literary Scientific and Charitable Societies Registration Act, 1955. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

We report that:

(a) We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purpose of our audit;

(b) In our opinion, proper books of account as required by law have been kept by the Society so far as appears from our examination of the books of account;

PHILIP & MATHEW TRIVANDRUM CHARTERED ACCOUNTANTS

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(c) The Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of account;

(d) In our opinion, and to the best of our information and according to the explanations given to us, the said Balance Sheet and Income and Expenditure Account, read together with notes thereon, give a true and correct view in conformity with the accounting principles generally accepted in India:-

i) insofar as it relates to the Balance Sheet, of the state of affairs of the Society as at 31st March, 2016 and

ii) insofar as it relates to the Income and Expenditure Account, of the excess of expenditure over income for the year for the year ended on that date.

Place: Thiruvananthapuram

Date: - 6 MAR 2018

PHILIP & MATHEW * TRIVANDRUM * CHARTERED ACCOUNTANTS

For PHILIP & MATHEW
Chartered Accountants
Firm Regn. No. 002646S

K.G. MATHEW
Partner
Membership No. 018459

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
THIRUVANANTHAPURAM

BALANCE SHEET AS AT 31st MARCH 2016

PARTICULARS	Sch No.	AMOUNT Rs. Ps.	Rs. Ps.
SOURCES OF FUND :-			
1 CAPITAL FUND		26,87,55,612.43	
Add: Excess of Income over Expenditure		(3,11,81,026.10)	23,75,74,586.33
2 BUILDING FUND		6,70,00,000.00	
Add: Grant received during the year		-	6,70,00,000.00
3 PROJECT BALANCES :			
a CAPDECK		3,26,284.94	
b IKM		34,862.03	3,61,146.97
TOTAL			30,49,35,733.30
APPLICATION OF FUND :-			
1 FIXED ASSETS	1		
a Gross Block		15,70,38,070.56	
b Less Depreciation		8,40,72,618.08	
c Net Block		7,29,65,452.48	
d Work-in-Progress		-	7,29,65,452.48
2 CURRENT ASSETS, LOANS AND ADVANCES			
a Cash and Bank Balances	2	25,38,24,269.98	
b Other Current Assets	3	3,06,93,180.00	
c Loans and Advances	4	2,72,09,931.17	
		31,17,27,381.15	
3 LESS CURRENT LIABILITIES AND PROVISIONS			
a Current Liabilities	5	8,45,52,171.07	
b Provisions		-	
		8,45,52,171.07	
NET CURRENT ASSETS (A - B)			22,71,75,210.08
4 PROJECT ACCOUNTS			
a Project IV FEST		37,22,432.77	
b SLIDE		10,72,637.97	47,95,070.74
Notes to Accounts	13		
TOTAL			30,49,35,733.30

For and on behalf of Governing Body

REGISTRAR DIRECTOR

Thiruvananthapuram,

PHILIP & MATHEW TRIVANDRUM CHARTERED ACCOUNTANTS

- 6 MAR 2018

Auditor's Report

As per our report of even date attached.

For PHILIP & MATHEW
Chartered Accountants
Firm Regn. No. 002646S

K.C. MATHEW
Partner
Membership No. 018459

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
THIRUVANANTHAPURAM

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31-03-2016

PARTICULARS	Schedule No.	AMOUNT Rs. Ps.
INCOME		
Grant-in-Aid	6	1,86,90,826.00
Income from Projects	7	37,08,30,039.84
Interest Received	8	1,12,98,336.76
Miscellaneous Income	9	1,60,32,957.07
TOTAL		**41,68,52,159.67**
EXPENDITURE		
Project Expenses	10	13,62,60,233.00
Employee Benefits	11	17,08,51,763.00
Other Administrative Expenses	12	13,07,29,398.77
Depreciation	1	1,01,91,791.00
Excess of Income over Expenditure transferred to Capital Fund		(3,11,81,026.10)
TOTAL		**41,68,52,159.67**
Notes to Accounts	13	

For and on behalf of Governing Body

REGISTRAR DIRECTOR

Thiruvananthapuram,

Auditor's Report

As per our report of even date attached.

PHILIP & MATHEW TRIVANDRUM CHARTERED ACCOUNTANTS

- 6 MAR 2018

For PHILIP & MATHEW
Chartered Accountants
Firm Regn. No. 002646S

K.G. MATHEW
Partner
Membership No. 018459

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Annexure III (b) 2016 - 2017

Philip & Mathew
CHARTERED ACCOUNTANTS

TC: 15/31, 'Akshaya'
Rugmini Amma Lane
Vellayambalam, Trivandrum – 695 010
Tel: 0471-2311411
E-mail: philipandmathew@asianetindia.com

INDEPENDENT AUDITORS' REPORT

The Centre for Development of Imaging Technology (C-DIT)
Thiruvananthapuram

We have audited the accompanying financial statements of **The Centre for Development of Imaging Technology (C-DIT)**, which comprise the Balance Sheet as at March 31, 2017 and the Income and Expenditure Account for the year then ended, and a summary of significant accounting policies and other explanatory information.

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Management is responsible for the preparation of these financial statements in accordance with the Travancore-Cochin Literary Scientific and Charitable Societies Registration Act, 1955. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

We report that:

(a) We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purpose of our audit;

(b) In our opinion, proper books of account as required by law have been kept by the Society so far as appears from our examination of the books of account;

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(c) The Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of account;

(d) In our opinion, and to the best of our information and according to the explanations given to us, the said Balance Sheet and Income and Expenditure Account, read together with notes thereon, give a true and correct view in conformity with the accounting principles generally accepted in India:-

i) Insofar as it relates to the Balance Sheet, of the state of affairs of the Society as at 31st March, 2017 and

ii) Insofar as it relates to the Income and Expenditure Account, of the excess of income over expenditure for the year for the year ended on that date.

Place: Thiruvananthapuram

Date: 13 SEP 2018

PHILIP & MATHEW CHARTERED ACCOUNTANTS TRIVANDRUM

For PHILIP & MATHEW
Chartered Accountants
Firm Regn. No. 002646S

K.G. MATHEW
Partner
Membership No. 018459

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
THIRUVANANTHAPURAM

BALANCE SHEET AS AT 31st MARCH 2017

PARTICULARS	Sch No.	AMOUNT	
		Rs. Ps.	Rs. Ps.
SOURCES OF FUND :-			
1 CAPITAL FUND		23,75,74,586.33	
Add: Excess of Income over Expenditure		8,34,69,672.61	32,10,44,258.94
2 BUILDING FUND		6,70,00,000.00	
Add: Grant received during the year		-	6,70,00,000.00
3 PROJECT BALANCES :			
a CAPDECK		3,26,284.94	
b IKM		34,862.03	3,61,146.97
TOTAL			38,84,05,405.91
APPLICATION OF FUND :-			
1 FIXED ASSETS	1		
a Gross Block		17,52,63,422.56	
b Less Depreciation		9,78,98,123.08	
c Net Block		7,73,65,299.48	
d Work-in-Progress		-	7,73,65,299.48
2 CURRENT ASSETS, LOANS AND ADVANCES			
a Cash and Bank Balances	2	35,70,81,519.45	
b Other Current Assets	3	3,79,18,082.49	
c Loans and Advances	4	2,78,17,506.70	
		42,28,17,108.64	
3 LESS CURRENT LIABILITIES AND PROVISIONS			
a Current Liabilities	5	11,65,72,072.95	
b Provisions		-	
		11,65,72,072.95	
NET CURRENT ASSETS (A - B)			30,62,45,035.69
4 PROJECT ACCOUNTS			
a Project IV FEST		37,22,432.77	
b SLIDE		10,72,637.97	47,95,070.74
Notes to Accounts	13		
TOTAL			38,84,05,405.91

For and on behalf of Governing Body

REGISTRAR

DIRECTOR

M. SIVASANKAR IAS
DIRECTOR, C-DIT

Thiruvananthapuram,

JAYARAJ G.
REGISTRAR, C-DIT

Auditor's Report

As per our report of even date attached.

For PHILIP & MATHEW
Chartered Accountants
Firm Regn. No. 002645S

P.G. MATHEW
Partner
Membership No. 018459

- 3 SEP 2018

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY

THIRUVANANTHAPURAM

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31-03-2017

PARTICULARS	Schedule No.	AMOUNT Rs. Ps.
INCOME		
Grant-in-Aid	6	2,89,87,641.00
Income from Projects	7	39,99,46,301.12
Interest Received	8	99,32,170.00
Miscellaneous Income	9	1,56,43,943.39
TOTAL		45,45,10,055.51
EXPENDITURE		
Project Expenses	10	6,01,46,348.94
Employee Benefits	11	16,18,71,766.00
Other Administrative Expenses	12	13,51,96,762.96
Depreciation	1	1,38,25,505.00
Excess of Income over Expenditure transferred to Capital Fund		8,34,69,672.61
TOTAL		45,45,10,055.51
Notes to Accounts	13	

For and on behalf of Governing Body

REGISTRAR
Thiruvananthapuram,

JAYARAJ G.
REGISTRAR, C-DIT

DIRECTOR

M. SIVASANKAR IAS
DIRECTOR, C-DIT

Auditor's Report
As per our report of even date attached.

For PHILIP & MATHEW
Chartered Accountants
Firm Regn. No. 01026465

K.G. MATHEW
Partner
Membership No. 018459

3 SEP 2017

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Philip & Mathew
CHARTERED ACCOUNTANTS

TC: 15/31, 'Akshaya'
Rugmini Amma Lane
Vellayambalam, Trivandrum – 685 010
Tel: 0471-2311411
E-mail: philipandmathew@asianetindia.com

INDEPENDENT AUDITORS' REPORT

The Centre for Development of Imaging Technology (C-DIT)
Thiruvananthapuram

We have audited the accompanying financial statements of **The Centre for Development of Imaging Technology (C-DIT)**, which comprise the Balance Sheet as at March 31, 2018 and the Income and Expenditure Account for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of these financial statements in accordance with the Travancore-Cochin Literary Scientific and Charitable Societies Registration Act, 1955. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

We report that:

(a) We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purpose of our audit;

(b) In our opinion, proper books of account as required by law have been kept by the Society so far as appears from our examination of the books of account;

PHILIP & MATHEW ★ TRIVANDRUM ★ CHARTERED ACCOUNTANTS

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(c) The Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of account;

(d) In our opinion, and to the best of our information and according to the explanations given to us, the said Balance Sheet and Income and Expenditure Account, read together with notes thereon, give a true and correct view in conformity with the accounting principles generally accepted in India:-

i) insofar as it relates to the Balance Sheet, of the state of affairs of the Society as at 31st March, 2018 and

ii) insofar as it relates to the Income and Expenditure Account, of the excess of income over expenditure for the year for the year ended on that date.

Place: Thiruvananthapuram

Date: 28 MAR 2019

PHILIP & MATHEW TRIVANDRUM CHARTERED ACCOUNTANTS

For PHILIP & MATHEW
Chartered Accountants
Firm Regn. No. 002646S

K.G. MATHEW
Partner
Membership No. 018459

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
THIRUVANANTHAPURAM

BALANCE SHEET AS AT 31st MARCH 2018

PARTICULARS	Sch No.	AMOUNT Rs. Ps.	Rs. Ps.
SOURCES OF FUND :-			
1 CAPITAL FUND		32,10,44,258.94	
Add: Excess of Income over Expenditure		2,89,32,880.86	34,99,77,139.80
2 BUILDING FUND		6,70,00,000.00	
Add: Grant received during the year		-	6,70,00,000.00
3 PROJECT BALANCES :			
a CAPDECK		3,26,284.94	
b IKM		34,862.03	3,61,146.97
TOTAL			41,73,38,286.77
APPLICATION OF FUND :-			
1 FIXED ASSETS	1		
a Gross Block		20,42,60,987.92	
b Less Depreciation		11,29,38,441.08	
c Net Block		9,13,22,546.84	
d Work-in-Progress		-	9,13,22,546.84
2 CURRENT ASSETS, LOANS AND ADVANCES			
a Cash and Bank Balances	2	22,27,67,387.73	
b Other Current Assets	3	23,58,73,385.71	
c Loans and Advances	4	3,22,38,565.02	
		49,08,79,338.46	
3 LESS CURRENT LIABILITIES AND PROVISIONS			
a Current Liabilities	5	16,96,58,669.27	
b Provision for Tax		-	
		16,96,58,669.27	
NET CURRENT ASSETS (A - B)			32,12,20,669.19
4 PROJECT ACCOUNTS			
a Project IV FEST		37,22,432.77	
b SLIDE		10,72,637.97	47,95,070.74
Notes to Accounts	13		
TOTAL			41,73,38,286.77

For and on behalf of Governing Body

REGISTRAR

Thiruvananthapuram,
JAYARAJ G.
REGISTRAR, C-DIT

DIRECTOR

M. SIVASANKAR IAS
DIRECTOR, C-DIT

Auditor's Report

As per our report of even date attached.

PHILIP & MATHEW ★ TRIVANDRUM ★ CHARTERED ACCOUNTANTS

For PHILIP & MATHEW
Chartered Accountants
Firm Regn. No. 002646S

K.G. MATHEW
Partner
Membership No. 018459

28 MAR 2019

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
THIRUVANANTHAPURAM

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2018

PARTICULARS	Schedule No.	AMOUNT Rs. Ps.
INCOME		
Grant-in-Aid	6	2,10,18,676.28
Income from Projects	7	52,15,20,637.98
Interest Received	8	72,12,638.00
Miscellaneous Income	9	59,37,349.11
TOTAL		55,56,89,301.37
EXPENDITURE		
Project Expenses	10	8,25,15,747.90
Employee Benefits	11	27,15,37,412.00
Other Administrative Expenses	12	14,16,76,058.61
Depreciation	1	1,50,40,318.00
Provision for Tax		1,59,86,884.00
Excess of Income over Expenditure transferred to Capital Fund		2,89,32,880.86
TOTAL		55,56,89,301.37
Notes to Accounts	13	

For and on behalf of Governing Body

REGISTRAR DIRECTOR

Thiruvananthapuram,
JAYARAJ G.
REGISTRAR, C-DIT

M. SIVASANKAR IAS
DIRECTOR, C-DIT

Auditor's Report
As per our report of even date attached.

PHILIP & MATHEW * TRIVANDRUM * CHARTERED ACCOUNTANTS

28 MAR 2019

For PHILIP & MATHEW
Chartered Accountants
Firm Regn. No. 0026468

K.C. MATHEW
Partner
Membership No. 018459

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ANNEXURE IV

Annexure - V (Rev)

CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
THIRUVANANTHAPURAM

PROVISIONAL INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31-03-2019

PARTICULARS	AMOUNT Rs. Ps.
INCOME	
Grant-in-Aid	6,30,39,675
Income from Projects	61,63,00,923
Interest Received	96,05,746
Miscellaneous Income	3,53,130
TOTAL	**68,92,99,474**
EXPENDITURE	
Project Expenses	30,04,00,918
Employee Benefits	26,65,45,154
Other Administrative Expenses	9,01,88,009
Depreciation	1,50,40,318
Excess of Income over Expenditure	1,71,25,075
TOTAL	**68,92,99,474**
Notes to Accounts	

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ANNEXURE V

Details of Basic Qualification and experience fixed for proposed posts for post creation

Sl.No	Post to be created	Basic Qualification
1.	Scientist	MSc or M.Tech in the relevant areas (Opto Electronics and Optical Communication or Opto Electronics and Laser Technology. Industrial experience in a reputed firm.
2.	Programmer	B.Tech / MCA Computer Science with Knowledge in relevant programming languages/ tools. or Msc Computer Science with working knowledge and two year working experience
3.	System Administrator	B.Tech in Computer Science /MCA/ Msc Computer Science with 2 years experience in system Administration
4.	Technical Assistant	First class diploma of 3 year duration or B.Sc or B.A/B.Com with PGDCA
5.	Coordinator	MCA, Btech Computer Science, Msc Computer Science. 2 years experience in teaching / coordinating training desirable or Post graduation in any disipline with 7 years experience in training need analysis/ training designing/ franchisee development in Govt/ autonomous/ public sector undertaking
6.	Production Supervisor	Degree in any disipline with experience in
7.	Production Coordinator	Pree degree
8.	Video Production Coordinator	SSLC plus ceritificate course in Multimedia
9.	Call Centre Executive	Degree in any disipline.Good Communication skill in English & Malayalam
10.	Web/ GUI Designer	Degree + any Web Designing /Graphic Design "Diploma from a reputed Institution. 2 years experience in designing multimedia website using latest design and other tools.
11.	Video Editing Cum Sound Recording	Bachelor's degree in any discipline. 2 years experience in video editing from reputed visual media organisation. 3 years experience in Non – Linear editing
12.	Assistant Cameraman	Diploma / Certificate in videography from a reputed institution with 2 years experience as Video grapher for independent project or Plus 2 with 5 years experience as Videographer for independent projects.

16/10/20

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13.	Content Developer	MCJ or Any master degree with PG diploma in journalism from a recognized university
14.	News Reporter	Master's degree in Journalism from a recognized university + PG Diploma in Journalism from a Govt. Recognized institution with good writing skill in English and Malayalam in visual media.
15.	Font Designer	Bachelor degree/ Engineering Diploma with 2 years experience in Font designing (Malayalam) by using Font Forge.
16.	Assistant Producer	Bachelor's Degree in any discipline. PGDSDC, 2 years experience as a producer in Video Production.
17.	Faculty cum Coordinator (Web Design)	Degree in any discipline with PG diploma in Animation, film designing (PGAFD) and 2 years experience in relevant field
18.	Faculty cum Coordinator (Animation)	Degree in any discipline with PG diploma in Animation ,film designing (PGAFD) and 2 years experience in relevant field
19.	Animation Consultant cum Trainer	Degree in any discipline with PG diploma in Animation ,film designing (PGAFD) and 2 years experience in relevant field
20.	Research Associate	Post Graduation in Social Sciences, Developmental studies, 2 years experience in Research.
21.	Office Assistant (Accounts)	BCom with 2 years working experience.
22.	Office Assistant (Administration)	Bachelor's Degree in any discipline.1 year experience in Office functioning
23.	Production Assistant (Video)	Degree in any disipline with min.3 year experience as production Assistant in Video/Flm production.
24.	Junior Technician	SSLC with ITI/NTC/DSS. 4 years experience in Government organization
25.	Lab Assistant	Plus 2 and Diploma/ certificate in non linear editing. 1 year experience in FCP is essential or Plus 2 and Diploma/ certificate in animation with 1 year experience
26.	Software Support Assistant	Diploma in Computer Software Technology/ Applications
27.	Assistant Editor Cum Sound Recordist	Bachelor's Degree in any discipline. 2 years experience in Video editing from reputed visual media organization 3 years experience in Non Leenier editing
28.	Data Entry Operator	Higher secondary / Plus 2, DTP in Malayalam, English, Hindi, 2 years working experience
29.	Scanning Assistant	Degree in any discipline with computer application or PDCST and one year experience in digitization and scanning experience.
30.	Clerk cum Data Entry Operator	Higher secondary / Plus 2, DTP in Malayalam, English, Hindi, 2 years working experience

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31.	Driver cum Cleaner	Pass in std VII, License for driving LMV, physical fitness as per rules
32.	Helper	Pass in VII with good physique
33.	Helper cum Messenger	Pass in VII with good physique. *Ability to ride motorcycle*
34.	Messenger	Pass in VII with good physique. *Ability to ride motorcycle*
35.	Sweeper	Literacy in Malayalam with ability to do manual labor
36.	PTS	Literacy in Malayalam with ability to do manual labor

16/9/22

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY

An Autonomous Institution under Govt. of Kerala

സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി

കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം

Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India

ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.

PHONE: 0471- 2380910, 2380912, 2380895. Director: 0471- 2380908. Registrar: 0471- 2383506.

e-mail: cdit@cdit.org, headoffice@cdit.org

C-DIT

No.42/A1/Admn/2020/C-DIT 23.10.2020

The Secretary
Electronics & Information Technology
Government Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT –Admn – Representation submitted by C-DIT Employees Congress- on regularisation of temporary employees - furnishing report -reg

Ref: 1. Letter No. IT-C1/136/2019/-ITD dated 15.10.2020.
2. Minutes of 25th Governing Body Meeting of C-DIT held on 16.03.2020, agenda item no.24.13.
3. Letter and report No. 233/A1/Admn/2020/C-DIT dated 26.06.2020 regarding special rule
4. Letter and report No. C-DIT/ADM/42/2020-A1 dated 14.08.2020 regarding regularisation of employees.

Kind attention is invited to references cited. The report on post creation attached to the letter cited (4) therto may be seen. In the Annexure II, to the said letter, one post of scientist was proposed and in Sl. No.1 of Annexure- III, the name of contract employee Sri. Sajan Ambadiyil was included against the post of Scientist.

Sri. Sajan Ambadiyil was engaged as Research Associate initially in C-DIT on 01.12.2003 on daily wage basis and then was converted to contract basis on 27.04.2007. Later, in 2007 against the open notification published for the post of Scientist/ Engineer (Research), he was appointed as Scientist on contract basis on a consolidated monthly remuneration of Rs. 17250/- for a period of 1 year w.e.f 03.01.2008. Subsequently, his term was further extended over the years and he completed 10 years in C-DIT service as on 02.01.2018, on contract basis.

As per GO (Ms) No.9/2015/I&PRD dated 06.06.2015, employees who have completed minimum 10 years of service as on 31.12.2014 were regularised w.e.f 06.06.2015 and vide sl. no.45, to this Government order Sri. Sajan Ambadiyil was regularised in the post Research Assistant. Against this order, Sajan Ambadiyil had moved the court filing WP (C) No.19329/2015 in the Hon'ble High Court of Kerala and the Hon'ble Court ordered to consider his application for regularisation in the post of Scientist (Research).

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But, as the post was created in the entry cadre as per the regularisation proposal his application was rejected by Government. Against this, Sri. Sajan Ambadiyil filed another petition WP (C) 31865/2015 in the Hon'ble High Court praying for a direction to continue in the present post instead of the regularised post ordered by the Government and also challenged the order issued by Government rejecting his application. In the judgment dated 20.10.2015 in WP (C) No. 31865/2015 the Hon'ble Court has ordered that "*petitioner cannot be coerced into accepting regularisation in the lower post. The petitioners contract enables continuance till 2019, in the normal course, there shall be no termination caused unless in accordance with the terms of contract*". Government vide GO (Rt) No. 106/2016/I&PRD dated 01.03.20016 have permitted Sri. Sajan Ambadiyil to continue in the post of Scientist (Research) on contract basis till the end of his contractual period cancelling his regularisation as Research Assistant in C-DIT.

Since he has completed more than 10 years of service in the post of Scientist on contract basis, his name was included in reference cited (4) as Scientist.

It was decided in the 24th GB as per (agenda item no.24.13) that a proposal for adopting the norms of career advancement scheme sanctioned for the professional categories by the Government of Kerala may be made applicable in the cases of the C-DIT employees in Scientific and video production categories drawing central scales of pay, by treating them as a vanishing category, and sanctioning of higher grades may be forwarded to Government for approval, as part of Special Rules. The proposal is under the consideration of Government.

In the proposal cited (4), it was suggested that the post of Scientist can be created in Scientist CSIR/UGC scale of pay with allowance and service conditions of State Government employees as in the case of existing employees. The other option is to engage him as Scientist Officer in the scale of pay of Rs. 39500-83000 in the state scale of pay as provided in the draft special rule cited (3) if the same is approved by the Government. These details have already been included as special note # 1, part of the proposal dated 14.08.2020.

As stated in the complaint there are no misrepresentation of facts, or undue favour in forwarding the above proposal

Yours faithfully,

REGISTRAR

Enclosure : Minutes of meeting (GB 24.13)

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AGENDA ITEM No.GB.25.12 (Supplementary Agenda)

To Consider a report regarding amendments in the Memorandum of Association and Rules and Regulations of C-DIT Society

Amendments incorporated by GB held on 29-01-1997, regarding the appointment of Director and Registrar – w.r.to Rules 6(v), 6(vi), 26(i), 26(2) & 26(3), Rule 23.

GB noted the report on the issues pertaining to the writ petition filed by a C-DIT employee in the Kerala High Court challenging the appointment made by the Government to the post of Director, C-DIT. GB decided to follow the Government's directions in this regard.

AGENDA ITEM No.GB.25.13 (Supplementary Agenda)

To consider ratification of the assessment promotion given to Dr. P.V Unnikrishnan and creation of a regular post of outstanding Scientist in Scientist-H Grade in CDIT service.

GB ratified the addition of Scientist-G grade in C-DIT service as a promotion post for the Scientists in Scientist-F category, after a due process of assessment promotion, this being a permitted grade under CSIR norms adopted in C-DIT. GB also ratified the placement given to Dr. P.V. Unnikrishnan, the only employee in Scientist-F grade in C-DIT, to Scientist-G grade (37400-69100 + Grade pay Rs.10000), sanctioned after a due process of assessment promotion, with effect from the eligible due date- 1.8.2006, on notional basis; with monetary benefit to be given along with 7th central pay revision due from 1.1.2016, or other date as and when decided by the Government.

GB noted that although Dr. P.V. Unnikrishnan who has retired as Joint Director in Scientist-G grade was assessed and found eligible for placement in the next higher grade of Scientist-H, he could not be given promotion as Scientist-H with effect from the eligible date, that is, 1.8.2011, since there was no post of Scientist-H sanctioned by the Government.

GB approved the proposal to create a regular post of Outstanding Scientist in Scientist-H grade in C-DIT with corresponding CSIR pattern scale of pay, with the approval of the Government. This will be a notional post only to be created with effect from 1.12.2019. GB also decided to recommend to the Government for approval of appointment of the eligible incumbent Dr. P.V. Unnikrishnan, as recommended by the Assessment Promotion Committee, in the above post with retrospective effect from 1.12.2019 on notional basis. The post will cease to exist from the date of his retirement (31.12.2019).

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MEETING URGENT

GOVERNMENT OF KERALA

Electronics & IT(C) Department

No. IT-C1/136/2019-ITD 27/11/2020,Thiruvananthapuram

From
Secretary to Government

To
1) The Director
C-Dit, Chithranjali Hills,
Thiruvallom, Thiruvananthapuram.

2) The Registrar
C-Dit, Chithranjali Hills,
Thiruvallom, Thiruvananthapuram.

Sir/Madam,

Sub: Electronics & IT Department - C-Dit - Human Resource issues - meeting on 10th December 2020 - intimation - reg.

Ref: 1) Your letter No. C-DIT/ADM/42/2020-A1 dated 14.08.2020 and 16.10.2020.
2) Your letter No. 233/A1/Admn/2020/C-DIT dated 26.06.2020.

In inviting attention to the reference cited, I am to inform you that Sri. K Mohammed Y Safirulla IAS, Additional Secretary-I, Electronics & Information Technology Department desires to convene a meeting on **10.12.2020, 11.00 AM through Video Conference** to discuss the pending human resource issues of C-Dit. I am to request you to attend the meeting with relevant details, without fail. Link for the meeting will be shared later.

Yours Faithfully,
HEMA V
UNDER SECRETARY
For Secretary to Government.

Approved for Issue,

Section Officer.

Copy to : C.A to Additional Secretary - I
C.A to Additional Secretary - II

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4917231/2021/IT (C)

G2101026 74.

19.12.2020

ബഹു:തൊഴിൽ വകുപ്പ് മന്ത്രി ശ്രീ. ടി.പി. രാമകൃഷ്ണൻ അവർകൾക്ക്

സമർപ്പിക്കുന്ന നിവേദനം

E/4854885/2021/M (LR&D)

സർ,

വിഷയം :- സി-ഡിറ്റിലെ കരാർ/താൽക്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനെ - സംബന്ധിച്ച്

സൂചന : ഫയൽ നമ്പർ 18497/2020 LAW F Opinion

ശാസ്ത്ര-സാങ്കേതിക രംഗത്തും വിവര-സാങ്കേതിക മേഖലകളിലും കഴിഞ്ഞ 32 വർഷമായി സർക്കാരിന്റെ ഇൻഫർമേഷൻ ടെക്നോളജി വകുപ്പിന് കീഴിൽ പ്രവർത്തിക്കുന്ന സ്വയംഭരണ സ്ഥാപനമാണ് സി-ഡിറ്റ്. വിവിധ കാലഘട്ടങ്ങളിൽ സർക്കാരുകൾ പത്തുവർഷം പൂർത്തീകരിച്ച ജീവനക്കാരെ സി-ഡിറ്റിൽ സ്ഥിരപ്പെടുത്തിയിരുന്നു. സി-ഡിറ്റിന്റെ ചെയർമാൻ കൂടിയായ ബഹു. മുഖ്യമന്ത്രി സന്നിഹിതനായിരുന്ന സി-ഡിറ്റിന്റെ 25-ാമത് ഗവേർണിംഗ് ബോഡി യോഗത്തിൽ (20.02.2020) 10 വർഷം മുതൽ 15 വർഷം വരെ സർവീസുള്ള താൽകാലിക/കരാർ ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിലേക്കായി പ്രപ്പോസൽ സർക്കാരിലേക്ക് അയക്കാൻ തീരുമാനിച്ചിരുന്നു. ഇതിൻപ്രകാരം ഫയൽ സർക്കാരിലേക്ക് അയക്കുകയും ചില ചോദ്യങ്ങൾ ചോദിച്ചു ടി ഫയൽ സി-ഡിറ്റിലേക്ക് തിരിച്ചയക്കുകയും ചെയ്തിരുന്നു. ഇതിനെതുടർന്ന് ചോദ്യങ്ങൾക്കുള്ള ഉത്തരവും വിശദീകരണവും സി-ഡിറ്റിൽ നിന്നും സർക്കാരിലേക്ക് (ഇൻഫർമേഷൻ ടെക്നോളജി വകുപ്പിലേക്ക്) സമർപ്പിക്കുകയുണ്ടായി. എന്നാൽ സ്ഥിരതയുമായി ബന്ധപ്പെട്ട വിഷയത്തിൽ കാലതാമസം നേരിടുന്നു. ഇതുമൂലം കരാർ/താൽക്കാലിക ജീവനക്കാർ കടുത്ത ആശങ്കയിലാണ്. ഇടതുസർക്കാരിന്റെ പൊതുനയത്തിന്റെ ഭാഗമായ ജോലി സ്ഥിരതയുമായി ബന്ധപ്പെട്ട വിഷയത്തിൽ ആത്മാർത്ഥമായും സത്യസന്ധമായും ദീർഘ നാളുകളായി ജോലി ചെയ്തുവരുന്ന
ഞങ്ങൾക്ക് ജോലിസ്ഥിരത നേടി തരുന്നതിനുള്ള നടപടി സ്വീകരിക്കുവാൻ വിനീതമായി അപേക്ഷിക്കുന്നു.

1. Karthikeyan S
2. Renjithkumar. R
3. Deepa. K
4. Reejaraveendran
5. Preethi Krishnan
6. Praveen Karthik

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4917231/2021/IT (C)

8. Anukrishna

9. Shine. M. P

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Grievance History - G210102674

Forwarded

From *:* Office of the Chief Minister
To *:* Secretary- Electronics & Information Technology (I.T)
Date: 16-01-2021 10:57:50

Remarks:

പരിശോധിച്ച് ആവശ്യമായ നടപടി സ്വീകരിക്കുക

Forwarded

From *:* K Mohammed Y.Safarulla Secretary- Electronics & Information Technology (I.T)
To *:* AJITHKUMAR. A Secretary- Electronics & Information Technology (I.T)
Date: 16-01-2021 13:55:34

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4917201/2021

SPATO
State Public Sector and
Autonomous Bodies Officers Federation

State Committee Office:
'Raj Sadan', Near C-DIT City Centre,
Statue, Trivandrum 695 001
contact@spato.org

President
BINDU V C
9400053280, 9497473280
venpalabindu@gmail.com

General Secretary
ANAKAI BALAKRISHNAN
9446545270
baluanakai@gmail.com

OFFICE OF THE CHIEF MINISTER
KERALA
THIRUVANANTHAPURAM
28 JAN 2021

CMO20057312

Secy, IT Dept
പിണറായി വിജയൻ
മുഖ്യമന്ത്രി

തിരുവനന്തപുരം
21/12/2020

G210102625

ബഹുമാനപ്പെട്ട മുഖ്യമന്ത്രി സമക്ഷം സ്പാറ്റൊ സംസ്ഥാന സമിതി സമർപ്പിക്കുന്ന നിവേദനം

ബഹുമാനപ്പെട്ട സർ,

വിഷയം: സി ഡിറ്റിൽ താത്ക്കാലിക കരാറടിസ്ഥാനത്തിൽ പത്ത് വർഷത്തിലേറെയായി തുടർച്ചയായി ജോലി ചെയ്യ വരുന്നവരുടെ സ്ഥിരപ്പെടുത്തൽ – സംബന്ധിച്ച്

1988 ൽ സ്ഥാപിതമായ സി-ഡിറ്റ് ഇൻഫർമേഷൻ ആൻഡ് കമ്മ്യൂണിക്കേഷൻ മേഖലയിലും, ശാസ്ത്രരംഗത്തും കാൽ നൂറ്റാണ്ടിലധികമായി പ്രവർത്തിച്ചവരുന്നു. നിലവിൽ ഐ ടി വകുപ്പിന് കീഴിൽ പ്രവർത്തിച്ച വരുന്ന സ്ഥാപനം വിവിധ സർക്കാർ വകുപ്പുകളുടെ വൈവിധ്യമാർന്ന പദ്ധതികൾ നടപ്പിലാക്കുന്നതിന് സാങ്കേതിക വൈദഗ്ധ്യവും സഹായവും നൽകി വരുന്നു.

മുൻ ഇടതു ജനാധിപത്യ മുന്നണി സർക്കാരിന്റെ കാലത്ത്, അന്നത്തെ മുഖ്യമന്ത്രി ശ്രീ വി. എസ്. അച്ചുതാനന്ദൻ അധ്യക്ഷത വഹിച്ച സി-ഡിറ്റിന്റെ പതിനേഴാം ഗവേർണിങ്ങ് ബോഡി യോഗത്തിൽ താൽക്കാലിക തൊഴിലാളികളെ സ്ഥിരപ്പെടുത്താനുള്ള പട്ടിക സർക്കാറിലേക്ക് അയക്കാൻ നിർദ്ദേശിക്കുകയുണ്ടായി. എന്നാൽ അന്നത്തെ മാനേജ്മെന്റിന്റെ അനാസ്ഥ മൂലം ആയത് സമർപ്പിക്കാൻ കാല താമസം വരികയും തുടർന്ന് വന്ന യു.ഡി.എഫ് മന്ത്രിസഭ ഈ നിർദ്ദേശം മറികടന്ന് 01.01.2012-ൽ 10 വർഷം കാലാവധി പൂർത്തിയാക്കിയവരെ സ്ഥിരപ്പെടുത്താൻ തീരുമാനിച്ചു. തുടർന്ന് 9/2015/I&PRD dated 06/06/2015 തീയ്യതിയിലെ ഉത്തരവ് പ്രകാരം മുൻ യു.ഡി.എഫ് സർക്കാറിന്റെ (2001-2006) കാലത്ത് നിയമിതരായ 54 ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുകയും ചെയ്തു.

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ചാണ്ടി ചെയർമാനായ ഗവേർണിങ്ങ് ബോഡി അവഗണിക്കുകയാണുണ്ടായത്.

നിലവിൽ ബഹു.മുഖ്യമന്ത്രിയുടെ പരാതി പരിഹാര സംവിധാനം www.cmo.kerala.gov.in),മുഖ്യമന്ത്രിയുടെ ദുരിതാശ്വാസ നിധി(CMDRF), ഫ്ലഡ് റിലീഫ് (https://donation.cmdrf.kerala.gov.in), പ്രവാസി ചിട്ടി, റേഷൻകാർഡ് പ്രോജക്ടിൽ സജീവമായി ജോലി ചെയ്യുവരുന്ന സീനിയർ (താൽക്കാലിക) ജീവനക്കാരിൽ പലരും അപ്രകാരം അന്ന് തഴയപ്പെട്ടവരാണ്. അവരിൽ താഴെപ്പറയുന്ന മൂന്ന് ഓഫീസർമാർ സ്റ്റേറ്റ് പബ്ലിക് സെക്ടർ ആൻഡ് ഓട്ടോണമസ് ബോഡീസ് ഓഫീസേഴ്സ് ഫെഡറേഷൻ (SPATO)സജീവ പ്രവർത്തകരാണ്.

1. സിന്ധു തങ്കപ്പൻ, പ്രോഗ്രാമർ, ഇൻഫർമാറ്റിക്സ് ഡിപ്പാർട്ട്മെൻറ്

2. ശ്രീജിത്ത് എ. കെ. പ്രോഗ്രാമർ, ഇൻഫർമാറ്റിക്സ് ഡിപ്പാർട്ട്മെൻറ്

3. ശ്യാംകുമാർ, സിസ്റ്റം ഇൻറ്റഗ്രേഷൻ ഡിപ്പാർട്ട്മെൻറ്

സ്ഥാപനത്തിൽ പത്ത് വർഷക്കാലത്തിലേറെയായി താത്ക്കാലിക കരാറടിസ്ഥാനത്തിൽ ജോലി ചെയ്യുവരുന്നവരെ സ്ഥിരപ്പെടുത്തണമെന്നും, ആ അവസരത്തിൽ ഉന്നത വിദ്യാഭ്യാസ യോഗ്യതയും 13 മുതൽ 16 വർഷം വരെ അതേ സ്ഥാപനത്തിൽ ജോലിപരിചയവുമുള്ള ഇവരെ അക്കാദമിക് യോഗ്യതയ്ക്കനുസരിച്ചുള്ള തസ്തികകളിൽ സ്ഥിരപ്പെടുത്തുന്നതിലേക്ക് പരിഗണിക്കണമെന്നും വിനീതമായി അപേക്ഷിക്കുന്നു.

വിശ്വസ്തതയോടെ

ജനറൽ സെക്രട്ടറി

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Grievance History - G210102625

Forwarded

From *:* Office of the Chief Minister
To *:* Secretary- Electronics & Information Technology (I.T)
Date: 15-01-2021 15:52:35

Remarks:

പരിശോധിക്കുക

Forwarded

From *:* K Mohammed Y.Safarulla Secretary- Electronics & Information Technology (I.T)
To *:* AJITHKUMAR. A Secretary- Electronics & Information Technology (I.T)
Date: 16-01-2021 13:55:17

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GOVERNMENT OF KERALA

Abstract

Electronics & Information Technology Department – Centre for Development of Imaging Technology (C-Dit) - Benefits of 9th & 10th Pay Revision to the State Scale of Pay drawing employees - Sanctioned - Orders Issued.

ELECTRONICS & INFORMATION TECHNOLOGY (C) DEPARTMENT

G.O.(Ms) No.20/2018/ITD Dated, Thiruvananthapuram.15.08.2018.

Read:- 1. G.O (Ms) 14/90/CAD dated 11.05.1990
2. G.O (Rt) No. 196/2008/I&PRD dated 18.08.2008
3. G.O (Rt) No. 222/2008/I&PRD dated 29.09.2008
4. G.O (Ms) No.6/2010/I&PRD dated 08.09.2010
5. G.O (Ms) No. 2/2011/I&PRD dated 08.02.2011
6. G.O (P) No. 85/2011/FIN dated 26.02.2011
7. G.O (Ms) No. 9/2015/I&PRD dated 06.06.2015
8. G.O (P) No. 7/2016/FIN dated 20.01.2016
9. Letter No. 217/A1/Admn/2012/C-Dit dated 08.05.12 and 12.11.2012 from the Registrar, C-Dit, Thiruvananthapuram
10. Letter No. 217/A1/Admn/2013/C-Dit dated 26.06.13 and 17.10.2013 from the Registrar, C-Dit, Thiruvananthapuram
11. Letter No. 217/A1/Admn/2014/C-Dit dated 03.09.2014 from the Registrar, C-Dit, Thiruvananthapuram
12. Letter No. 217/A1/Admn/2016/C-Dit dated 06.04.2016, 25.07.2016 and 05.09.2016 from the Registrar, C-Dit, Thiruvananthapuram
13. Letter No. 217/A1/Admn/2017/C-Dit dated 11.05.2017 and 03.02.2018 from the Registrar, C-Dit, Thiruvananthapuram

ORDER

The Registrar, Centre for Development of Imaging Technology (C-Dit) as per his letters read as 9th to 13th papers above has submitted proposals to Government, requesting to sanction 9th and 10th pay revision benefits to the state scale of pay drawing employees of C-Dit in tune with the 9th and 10th pay revision benefits to State Government employees sanctioned as per the G.Os read as 6th and 8th papers respectively. The Registrar, C-Dit has reported that the employees listed in the proposal for pay revision have been regularized in C-Dit service with the approval of Government and C-Dit shall meet the expenditure for pay Revision from its own resources and there shall be no additional financial commitment to the Government.

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2. Creation of posts / appointments / regularizations were done in C-Dit in different periods as detailed below.

a) 55 posts were created in C-Dit as per the G.O read as 2nd paper above and appointments and regularization of service were made to the said posts as per the G.O read as 3rd paper above.
b) As per the G.O read as 4th paper above, Government have ordered that the 55 posts created are deemed to have been created with effect from 01.10.2000 and service of the 55 employees are regularized retrospectively with effect from 01.10.2000 in the respective entry posts exempting Core Group Staff of C-Dit sanctioned as per the G.O read as 1st paper above.
c) As per the G.O read as 5th paper above 7 employees who entered in C-Dit service upto the year 2000 were regularized retrospectively with effect from 01.10.2000.
d) As per the G.O read as 7th paper above 54 posts were created in C-Dit for regularizing 54 contract / temporary employees of C-Dit who completed 10 or more years of service as on 31-12-2014.

3. As per the G.O read as 4th paper above, the benefits of 8th pay revision to State Government employees has been sanctioned to the employees of C-Dit. The benefits in tune with the 9th and 10th pay revision to State Government employees are due to the employees of C-Dit.

4. Government have examined the proposals of the Registrar, C-Dit in detail and are pleased to order as follows.

A. The benefits of 9th pay revision is sanctioned to the employees of C-Dit as per the scales in Annexure I, II & III and subject to the following conditions.

1. With effect from 01.07.2009, the revised scales of pay will be as per Annexure I of G.O(P)No.85/2011/Fin dated 26/02/2011.
2. Stepping up of the scales of pay of any category will not be allowed under any circumstances.
3. Time bound higher grade may be sanctioned as per the rules stipulated in the Annexure III of the G.O (P) No.85/2011/Fin dated 26.02.2011.
4. All the rules relating to fixation of pay as per annexure II of G.O (P) No.85/2011/Fin dated 26.02.2011 should be strictly followed except service weightage. For service weightage, regular service in C-DIT only will be reckoned.
5. The benefits of 9th pay revision period from 01/07/2009 to 30/06/2014 shall be notional and no arrears will be given for that period. Notional fixations will be done and increments added during that period in respective scales of pay given in Annexure I of G.O(P)No.85/2011/Fin dated 26/02/2011, only to find the basic pay for fixation with effect from 01.07.2014. in the corresponding scale of pay provided in Annexure I of G.O (P) No.7/2016/FIN dated 20.01.2016.

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6. The additional expenditure on account of revision of pay and allowances should be met from the own fund of the Society. Government will not provide any financial assistance in this regard.
7. The Director, C-DIT will be held responsible for violations in the implementation of pay revision.

B. The benefits of 10th pay revision is sanctioned to the employees of C-Dit as per the scales in Annexure IV & V and subject to the following conditions.

1. With effect from 01.07.2014 the revised scales of pay will be as per Annexure I of G.O (P) No.7/2016/Fin dated 20.01.2016.
2. The benefits of G.O (P) No.7/2016/Fin dated 20.01.2016 shall be disbursed subject to the availability of funds. Government shall not provide any financial assistance on account of pay revision.
3. While implementing 10th pay Revision, DA, HRA and CCA will be as per para - 13, para-14 & para-16 respectively of G.O (P) No.7/2016/Fin dated 20.01.2016.
4. Stepping up of the scales of pay of any category will not be allowed under any circumstances.
5. Time bound higher grade, as per 10th Pay Revision, may be sanctioned as per the rules stipulated in the Annexure III of the G.O (P) No.7/2016/Fin dated 20.01.2016.
6. All the rules relating to fixation of pay as per annexure II of G.O (P) No.7/2016/Fin dated 20.01.2016 should be strictly followed except service weightage while implementing 10th pay revision. For service weightage, regular service in C-DIT only will be reckoned.
7. Upgradation/creation/re-designation of posts (whether full time, part time, temporary and contract or daily wages) will not be allowed without prior Government sanction.
8. No person shall be appointed (whether full time, part time, temporary and contract or daily wages) without a post created validly through a Government order.
9. Question of Payment of arrears will be considered later and separate orders will be issued by Government.
10. The additional expenditure on account of revision of pay and allowances should be met from the own fund of the Society. Government will not provide any financial assistance in this regard.
11. As regards Employers contribution towards Employees Provident Fund the condition in the EPF Act and the notifications issued by Central Government from time to time should be scrupulously followed.
12. The interim relief sanctioned, if any, to the employees of C-Dit for the period 01.07.2009 to 30.06.2014 shall be written off and interim relief for the period from 01.07.2014 shall be adjusted with the arrears of pay revision.
13. The pay of employees who are regularized vide G.O (Rt) No.222/2008/I&PRD dated 29.09.2008 and got pay revision vide G.O (Ms) No.6/2010/I&PRD dated 08.09.2010 may be protected and corresponding revision may be sanctioned.
14. The Director, C-DIT will be held responsible for violations in the implementation of pay revision

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C. Illustration of the notional fixation as per 9th and 10th Pay Revision for State Scale of pay drawing employees of C-Dit is appended to this G.O as Annexure VI

D. Orders approving the staff pattern of State Scale of pay drawing employees of C-Dit will be issued separately.

(By Order of the Governor)

M.SIVASANKAR
Secretary

To

The Registrar, C-Dit, Chitranjali Hills, Thiruvallom, Thiruvananthapuram.
The Finance Department.
The General Administration (SC) Department (vide Item No.2314 dt 18.07.2018)
The Principal Accountant General (Audit) / (A & E), Kerala, Thiruvananthapuram.
The Information & Public Relations (Web & New Media) Department
Stock File

Forwarded / By Order

Section officer

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Annexure – I

Scale of pay of the following posts created vide GO(Ms) No.6/2010/I&PRD dated 08.09.2010 & G.O (Ms) No.2/2011/I&PRD dated 08.02.2011 are revised as follows.

Sl No	Name of Post	No of Posts	Existing pay scale (2004 PR)	Scale of pay sanctioned as per 9 th PR
1	Assistant Manager (PPC)	1	10790-18000	18740-33680
2	Technical Assistant (Electronics)	3	7990-12930	13900-24040
3	Junior Technician (Electronics)	1	5650-8790	9940-16580
4	Junior Technician (Civil)	1	5650-8790	9940-16580
5	Junior Technician (Data Entry)	1	5650-8790	9940-16580
6	Junior Technician (Video Archive)	1	5650-8790	9940-16580
7	Junior Technician(Camera Assistant)	1	5650-8790	9940-16580
8	Junior Executive (Admn)	2	10790-18000	18740-33680
9	Senior Office Assistant	2	8790-13610	15380-25900
10	Junior Executive (Accts)	1	10790-18000	18740-33680
11	Clerical Assistant	1	4750-7820	8960-14260
12	Driver-Cleaner	2	7480-11910	13210-22360
13	Office Assistant	4	7990-12930	13900-24040
14	Helper	7	4630-7000	8730-13540
15	Part Time Sweeper (P.T.C)	4	2700+DA	4250-6700
16	Project Associate	2	7990-12930	13900-24040
17	Light Assistant	2	4630-7000	8730-13540
18	Junior Technician	1	5650-8790	9940-16580
19	Technical Assistant(Electrical)	1	7990-12930	13900-24040
20	Camera Assistant	2	5650-8790	9940-16580

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Annexure – II

Scale of pay of the 54 posts created vide G.O (Ms) No.9/2015/I&PRD dated 06.06.2015 are revised as follows with the condition that the revised scales to the following posts shall be applicable w.e.f 06.06.2015 without any fixation.

Sl No	Name of post	Number of post	Scale of pay on the date of regularization (06.06.2015) (2004 PR)	Revised scale of pay as per 9 th PR
1	Content Developer	1	7990-12930	13900-24040
2	Coordinator (Corporate Training)	1	7990-12930	13900-24040
3	Gardener cum Helper	1	4630-7000	8730-13540
4	Helper	2	4630-7000	8730-13540
5	Junior Programmer	1	7990-12930	13900-24040
6	Junior Technician	3	5650-8790	9940-16580
7	Light Assistant	1	4630-7000	8730-13540
8	Marketing Executive	2	7990-12930	13900-24040
9	Office Assistant	6	7990-12930	13900-24040
10	Part Time Sweeper	1	As per Govt rate	4250-6700
11	Production Assistant	1	5650-8790	9940-16580
12	Programmer	1	7990-12930	13900-24040
13	Reporter	1	7990-12930	13900-24040
14	Technical Assistant	24	7990-12930	13900-24040
15	Video Archives Assistant	1	5650-8790	9940-16580
16	Web Designer	1	5650-8790	9940-16580

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Annexure – III

Different scales of pay sanctioned to the post of Research Assistants and Data Entry Operators created vide G.O (Ms) No.6/2010/I&PRD dated 08.09.2010, G.O (Ms) No.2/2011/I&PRD dated 08.02.2011 & G.O (Ms) No.9/2015/I&PRD dated 06.06.2015 are revised as follows.

Sl No	Name of post	Number of post	Scale of pay on the date of regularization (2004 PR)	Revised scale of pay as per 9th PR
i	Data Entry Operator regularized on 01.10.2000 as per G.O (Ms) No.6/2010/I&PRD dated 08.09.2010 (3 Posts) & G.O (Ms) No.2/2011/I&PRD dated 08.02.2011 (1 Post).	4	5250-8390	9190-15780
ii	Data Entry Operator regularized on 06.06.2015 as per G.O.(Ms) No.9/2015/I&PRD dated 06.06.2015	3	5650-8790	
Total		7		
i	Research Assistant regularized on 01.10.2000 as per G.O (Ms) No.6/2010/I&PRD dated 08.09.2010 (3 Posts)	1	9190-15510	13900-24040
ii	Research Assistants regularized on 06.06.2015 as per G.O.(Ms) No.9/2015/I&PRD dated 06.06.2015	3	7990-12930	
Total		4		

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Annexure – IV

Scale of pay of the following posts created vide GO (Ms) No.6/2010/I&PRD dated 08.09.2010 & G.O (Ms) No.2/2011/I&PRD dated 08.02.2011 are revised as follows in tune with G.O (P) No.07/2016/Fin dated 20.01.2016.

Sl No	Name of Post	No of Posts	Scale of pay as per 9 th PR	Scale of pay sanctioned as per 10 th PR
1	Assistant Manager (PPC)	1	18740-33680	35700-75600
2	Technical Assistant (Electronics)	3	13900-24040	26500-56700
3	Junior Technician (Electronics)	1	9940-16580	19000-43600
4	Junior Technician (Civil)	1	9940-16580	19000-43600
5	Junior Technician (Data Entry)	1	9940-16580	19000-43600
6	Junior Technician (Video Archive)	1	9940-16580	19000-43600
7	Junior Technician (Camera Assistant)	1	9940-16580	19000-43600
8	Junior Executive (Admn)	2	18740-33680	35700-75600
9	Senior Office Assistant	2	15380-25900	29200-62400
10	Junior Executive (Accts)	1	18740-33680	35700-75600
11	Clerical Assistant	1	8960-14260	17500-39500
12	Driver-Cleaner	2	13210-22360	25200-54000
13	Office Assistant	4	13900-24040	26500-56700
14	Helper	7	8730-13540	17000-37500
15	Part Time Sweeper (P.T.C)	4	4250-6700	8200-13340
16	Project Associate	2	13900-24040	26500-56700
17	Light Assistant	2	8730-13540	17000-37500
18	Junior Technician	1	9940-16580	19000-43600
19	Technical Assistant(Electrical)	1	13900-24040	26500-56700
20	Camera Assistant	2	9940-16580	19000-43600
21	Data Entry Operator	4	9190-15780	18000-41500
22	Research Assistant	1	13900-24040	26500-56700

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Annexure – V

Scales of pay of the 54 posts created vide G.O (Ms) No.9/2015/I&PRD dated 06.06.2015 are revised as follows in tune with G.O (P) No.07/2016/Fin dated 20.01.2016.

Sl No	Name of post	Number of post	Scale of pay as per 9 th PR	Scale of pay sanctioned as per10th PR
1	Content Developer	1	13900-24040	26500-56700
2	Coordinator (Corporate Training)	1	13900-24040	26500-56700
3	Gardener cum Helper	1	8730-13540	17000-37500
4	Helper	2	8730-13540	17000-37500
5	Junior Programmer	1	13900-24040	26500-56700
6	Junior Technician	3	9940-16580	19000-43600
7	Light Assistant	1	8730-13540	17000-37500
8	Marketing Executive	2	13900-24040	26500-56700
9	Office Assistant	6	13900-24040	26500-56700
10	Part Time Sweeper	1	4250-6700	8200-13340
11	Production Assistant	1	9940-16580	19000-43600
12	Programmer	1	13900-24040	26500-56700
13	Reporter	1	13900-24040	26500-56700
14	Technical Assistant	24	13900-24040	26500-56700
15	Video Archives Assistant	1	9940-16580	19000-43600
16	Web Designer	1	9940-16580	19000-43600
17	Data Entry Operator	3	9190-15780	18000-41500
18	Research Assistant	3	13900-24040	26500-56700

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Annexure - VI

Illustration of the notional fixation as per 9th PRC and fixation as per 10th PRC

Fixation as per 9 th Pay Revision Order				
Sl No	Particulars	Illustration 1	Illustration 2	Illustration 3
1	Pre Revised scale	4630-7000	7990-12930	10790-18000
2	Revised scale as per 9 th Pay Revision	8730-13540	13900-24040	18740-33680
3	Commencement of service	01/08/97	01/08/09	01/03/02
4	No of completed years of service as on 01.07.2009	11	0	7
5	Date of option to come over to the revised scale of pay	01/07/09	01/08/09	01/07/09
6	Pre revised basic pay on the date of option	6080	7990	12930
7	DA to be merged (64% of pre revised basic pay)	3891	-	8275
8	Fitment benefit (10% of pre revised Basic pay, Minimum Rs.1000/-)	1000	-	1293
9	Service weightage (½ % of completed years of service, maximum for 30 years ie, 15%)	334	-	453
10	Total (6+7+8+9)	**11305**	**7990**	**22951**
11	Stage in the revised scale	11320	13900	23480
12	Personal pay, if any	0	0	0
13	DA as on 01.07.2009 (0%)	0	0	0
14	Total pay as on 01.07.2009 (11+12+13)	**11320**	**13900**	**23480**
15	Next Increment date	01/07/10	01/08/10	01/07/10
16	Pay including increment	**11620**	**14260**	**24040**

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Fixation as per 10 th pay revision Order				
Sl No	Particulars	Illustration 1	Illustration 2	Illustration 3
1	Commencement of service	01/08/97	01/08/09	01/03/02
2	No. of completed years of service as on 01.07.2014	16	4	12
3	Existing scale of pay as on 01.07.2014	8730-13540	13900-24040	18740-33680
4	Basic pay as on 01.07.2014	12880	15380	26520
5	DA @ 80%	10304	12304	21216
6	Total (4+5)	**23184**	**27684**	**47736**
7	Fitment benefit at 12% (Minimum Rs.2000/-)	2000	2000	3182
8	Service weightage at ½ % per completed year (Maximum 15%)	1030	308	1591
9	Total (7+8) Max. Rs.12000/-	**3030**	**2308**	**4773**
10	Total (6+9)	**26214**	**29992**	**52509**
11	Revised scale of pay	17000-37500	26500-56700	35700-75600
12	Pay fixed at next stage in the revised scale of pay	**26500**	**30700**	**52800**
13	Date of last increment	01/07/14	01/08/13	01/07/14
14	Next increment on	01/07/15	01/08/14	01/07/15
15	Pay including increment	**27150**	**31500**	**54000**

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Email **IT (C) Department**

Service details of Mr. Prajin V R -reg

From : adma1@cdit.org Fri, Jan 29, 2021 03:52 PM
Subject : Service details of Mr. Prajin V R -reg
To : IT (C) Department <itc@kerala.gov.in>

Sir,

Sub - Service details of Mr. Prajin V R -reg

As sought from your side, we are here with attaching the service details of Mr. Prajin V R, Call Centre Executive for consideration of regularization of service. His service details as per 30-06-2020 are as below.

- Total years of service as on 30.06.2020 - 10 years, 2 months, 23 days
- LWA availed till 30.06.2020 - 06 days
- Total service put in as on 30.06.2020 - 10 years, 2 months, 17 days

Regards

Bindu Haleel

A1, CDIT

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GOVERNMENT OF KERALA
(SHRI. PINARAYI VIJAYAN MINISTRY)

NOTE FOR THE COUNCIL OF MINISTERS

1	File Number	:	No.IT-C1/136/2019/ITD
2	Department	:	Electronics & IT (C) Department
3	Subject	:	Regularisation of 114 temporary employees in the Centre for Development of Imaging Technology (C-Dit) by creating permanent posts - reg
4	Date of Chief Minister's order for placing before the Council	:	21.01.2021
5 (i)	Does the case involve financial commitments/ implications	:	Yes
(ii)	If the answer to the above is in the affirmative, whether Finance Department has been consulted and their remarks incorporated in the Council Note ?	:	Yes
6	Are any other Departments concerned with the case and if so, have they been consulted and their remarks incorporated in the Note for the Council?	:	Yes. Law Department
7	Name of Additional Secretary who submitted the Draft Note	:	Sri. Vinod. G
8	Name of Secretary who approved the Draft Note	:	Sri. K Mohammed Y Safirulla
9	Date of approval of the Draft Note for the Council by the Secretary	:	30-01-2021
10	Name of Chief Secretary who approved the Draft Note	:	Dr.Vishwas Mehta
11	Date of approval of the Draft Note for the Council by the Chief Secretary	:	02-02-2021
12	Name of Chief Minister who approved the Draft Note	:	Sri.Pinarayi Vijayan
13	Date of approval of the Draft Note for the Council by the Chief Minister	:	02-02-2021
14	Date of submission of fair copies	:	02-02-2021
15	Date of decision by the Council of Ministers	:	
16	Number and Date of the Government Order / letter communicating the decision	:	

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Draft note for the Council of Ministers

This note deals with the regularisation of 114 temporary employees working in the Centre for Development of Imaging Technology (C-Dit) over 10 years, by creating permanent posts.

2. Centre for Development of Imaging Technology (C-Dit) is an autonomous institution under the administrative control of Electronics & Information Technology Department and is a registered society under the Travancore - Cochin Scientific Literary and Charitable Societies Act, 1955. 6 Core Group posts were created in C-Dit during the year 1990. Further 55 contract employees were regularised in the year 2008, 7 contract employees were regularised in the year 2011 and 54 contract employees were regularised in the year 2015. The 116 posts other than the 6 Core Group posts were created for regularisation of employees with the condition that the posts will cease as and when the employee regularised against it leaves the institution and further promotion / appointment to the vacancies arise from these posts shall not be done without the approval of Governing Body of C-Dit and Government.

3. The Registar, C-Dit, with the approval of Governing Body of C-Dit has furnished a proposal to Government for regularisation of 172 employees working in temporary posts. The proposal was examined in the Electronics & Information Technology Department and where on consultation with Finance Department that Department offered the following remarks.

"The Administrative Department is informed that the employees joined in C-Dit from 12/2002 to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the remarks of Law Dept obtained in the File No.

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36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595- 3612 of 1999 – State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed.

It has the approval of the Hon'ble Chief Minister and the Hon'ble Minister (Finance)."

pg 2-3 N.F

4. On the basis of the remarks of Finance Department, decision was taken to reject the proposal and C-Dit was informed accordingly. Later C-Dit with the approval of its Governing Body has furnished a revised proposal to Government seeking regularisation of 114 temporary employees who have completed 10 years service in C-Dit. Regularisation of temporary employees has been disallowed as per the instructions issued by the Finance Department on the basis of the advise of Law Department, which is based on a judgment of the Hon'ble Supreme Court of India. In the circumstance, remarks of Law Department was obtained on the new proposal of C-Dit and that Department remarked as follows.

'ഭരണവകുപ്പിന്റെ നിർദ്ദേശം പരിശോധിച്ചതിൽ നിലവിലില്ലാത്ത തസ്തികകളിൽ കഴിഞ്ഞ കുറെക്കാലമായി കരാർ അടിസ്ഥാനത്തിൽ ജോലിനോക്കുന്ന 114 പേരെ തസ്തിക സൃഷ്ടിച്ച് സ്ഥിരപ്പെടുത്തുന്നതിന് വേണ്ടിയുള്ള പ്രപ്പോസലാണ് CDIT രജിസ്ട്രാർ സമർപ്പിച്ചിട്ടുള്ളത് എന്നാണ് . സ്ഥാപനത്തിൽ നിയമനരീതി സംബന്ധിച്ചിട്ടുള്ള ചട്ടങ്ങളും പുറപ്പെടുവിച്ചിട്ടില്ലായെന്നും ഫയലിൽനിന്നും വ്യക്തമാകുന്നുണ്ട് . ഇല്ലാത്ത തസ്തികകളിലാണ് കരാർ അടിസ്ഥാനത്തിൽ

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ഇടർന്നുവരുന്നത് എന്നതിനാൽ കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങൾക്ക് മാത്രമേ ഇവർക്ക് അർഹതയുള്ളൂ .

പബ്ലിക് എംപ്ലോയ്മെന്റിൻ കീഴിൽ വരുന്ന തസ്തികകളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും ഇടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു . സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത് . പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ ഫയലിലെ താത്ക്കാലികമായി ഇടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയായി സ്ഥിരപ്പെടുത്തുന്നതിന് ബഹു . കോടതി അനുമതി നൽകിയിരുന്നത് . ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്തഃസത്ത.

നിലവിലെ ഫയലിലെ വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടൊപ്പം കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളൂ. തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്ന കാര്യം ഭരണവകുപ്പിനെ അറിയിക്കുന്നു ."

5. When file was forwarded once again to the Finance Department with the remarks of Law Department, the Finance Department offered the following remarks.

"ധനവകുപ്പ് മുൻപ് നൽകിയ അഭിപ്രായത്തിലേയ്ക്ക് ഭരണവകുപ്പിന്റെ ശ്രദ്ധ ക്ഷണിക്കുന്നു (remarks dated 20/11/2019).ടി അഭിപ്രായത്തോടൊപ്പം ഭരണ വകുപ്പിന് , പ്രസ്തുത തസ്തികകളിൽ സ്ഥിരപ്പെടുത്തൽ അത്യാവശ്യമാണെന്ന് കരുതുന്നുവെങ്കിൽ , മന്ത്രിസഭയുടെ പരിഗണനക്ക് സമർപ്പിച്ചു തീരുമാനം എടുക്കാവുന്നതാണെന്നും അറിയിക്കുന്നു.

ഇതിന് ബഹു. ധനവകുപ്പ് മന്ത്രിയുടെ അംഗീകാരമുണ്ട്."

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6. The remarks offered by the Law Department and Finance Department are not in favour of the proposal of C-Dit for regularisation of 114 temporary employees working in temporary posts over 10 years, by creating permanent posts. The advise of Law Department points out that the judgment of the Hon'ble Supreme Court in the case viz. Secretary, State of Karnataka Vs Umadevi and others is against the regularisation of daily wage or contract employees in posts under public employment without adhering to the fundamental rights, equal justice and equal opportunity ensured by the Constitution. The judgment of the Hon'ble Court in the particular case permits regularisation of temporary employees who have completed 10 years of service in the date of the judgment, subject to certain conditions and as a one time measure. The spirit of the judgment is not to take this as a precedence. In the matter of regularisation of employees in C-Dit, posts to be created first and appointments to be made by providing equal opportunity to equally qualified and following reservation principles wherever required. The Finance Department has also opined that the proposal of C-Dit cannot be agreed on the basis of existing instructions disallowing regularisation.

7. The Hon'ble Chief Minister has ordered to place the proposal regarding the regularisation of 114 temporary employees who have been working over 10 years in C-Dit submitted by the Registar, C-Dit for the consideration of Council of Ministers. As part of placing the matter before the Council of Ministers, the file was forwarded once again to Finance Department seeking remarks on the matter including whether the proposed scales of pay submitted by C-Dit are appropriate to the respective posts and qualification for regularising the 114 temporary employees and that Department remarked as follows.

"ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം ബഹു:ധനമന്ത്രിയുടെ ഉത്തരവോടുകൂടി നേരത്തെ തന്നെ ഭരണവകുപ്പിനെ അറിയിച്ചിട്ടുള്ളതാണ്(remarks dated 13/1/2021). കൂടുതൽ ആയി അഭിപ്രായം ടി വിഷയത്തിൽ ധനവകുപ്പിന് രേഖപ്പെടുത്താൻ ഇല്ലെന്ന ഭരണവകുപ്പിനെ അറിയിക്കുന്നു."

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8. The Law Department and Finance Department have not concurred to the proposal of Registrar, C-Dit to regularise 114 temporary employees who have been working over 10 years service in C-Dit, by creating posts. Hence the regulrisation of the said employees can be considered only by overruling the remarks of Law Department and Finance Department. Based on the orders to place the matter before the Council of Ministers, examined the scales of pay and basic qualification of the 114 employees included in the proposal of the Registrar, C-Dit and some modifications have been made as detailed below in proportion to the scales of pay sanctioned to the posts with similar educational qualifications. The proposal for regularisation has to be considered with suitable modifications taking in to account of the present financial situation and future progress of C-Dit. The proposal of Registrar, C-Dit to regularise the 114 employees in service has been considered with the modifications in posts and scales of pay and subject to conditions as detailed below.

(a) In the circumstance that Sri.Sajan Ambadiyil included as Sl.No.1 in the proposal has completed 10 years and the proposal for converting CSIR Scientist posts in C-Dit to State Scale is under consideration of Government, he may be regularised in the equivalent post of Scientific Officer in the State Scale (39500-83000).

(b) Sri.Ajay.V included in Sl.No.11 in the proposal has acquired MCA degree in the year 2008, he may be considered in the post of Programmer.

(c) As per the 10th Pay Revision sanctioned to the employees of C-Dit vide G.O (MS) No.20/2018/ITD dated 15.08.2018 the scale of pay sanctioned to the post of Programmer is 26500-56700. In the regularisation proposal, the post of Programmer is proposed with a higher scale of 27800-59400. This disparity may be corrected and the Programmer post may be retained in the scale 26500-56700.

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(d) The post of Sri.Sathyanesan.V, included as Sl.No.44 in the proposal may be decided as Video Production Assistant on the basis of the remarks offered by Registrar, C-Dit regarding his educational qualification (SSLC).

(e) Smt.Parvathy Thampy, included as Sl.No.56 in the proposal possess B.A Degree only as educational qualification. Since the Registrar, C-Dit has reported that Smt.Parvathy Thampy does not have the required qualification for the post, she may be considered for regularisation in the post of Office Assistant.

I. The 114 posts created in C-Dit are only for the purpose of regularising the employees working over 10 years, considering on humanitarian grounds. The posts created for regularisation will cease as and when the employee regularised in it leaves. Promotions and further appointments to these posts shall not be made without the approval of Government.

II. The Registrar, C-Dit shall ensure the authenticity of the certificates to prove educational qualifications of the employees proposed for regularisation.

III. The Registrar, C-Dit shall be entrusted to examine whether any of the posts included in this proposal require re-designation and change in nature of work as per the prevailing situation and if so to furnish proposal accordingly.

III. The matter of scientific re-organization of the posts in tune with the present area of operation of C-Dit has to be examined by conducting a study through an expert Agency of Government. The Personnel & Administrative Reforms Department may be entrusted to conduct a comparative study of the present work and the regularised posts and to submit report for scientific re-organisation of the posts.

IV. As per the provision ii) in G.O (P) No.56/2017/Fin dated 28.04.2017, prior approval of Government has to be obtained if the temporary employees appointed in various projects of C-Dit is to be continued beyond period of two years. The temporary employees appointed in various projects shall not be permitted to continue beyond 5 Years.

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VII. V. Temporary posts likely to be continued beyond 1 year shall be created only with the approval of Government.

9. The details such as name, post and scale of the 114 employees with modifications and subject to conditions as detailed above is appended as annexure to this note.

Point for Decision

Whether the proposal submitted by the Registrar, C-Dit to regularize 114 contract employees who have been working in C-Dit over 10 years may be considered and the employees may be regularised by creating posts as mentioned in annexure, subject to the conditions specified in paragraph 8 of this note, by overruling the remarks offered by the Finance Department and Law Department?

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Annexure

Sl. No.	Name of Employee	Name of Post	Scale of pay	Date of Birth	Date of Joining in temporary post in C-DIT	Educational Qualification	Completed Years of temporary service as on 31.12.2020
1	Sajan Ambadiyil	Scientific Officer	39500-83000	24.04.1977	03.01.2008	M.Sc Physics M.Tech Opto- Electronics & Laser Technology	12
Programmer							
2	Shiny. D.S	Programmer	26500-56700	30.05.1983	27.07.2007	B.Tech - Electronics & Communication Engineering	13
3	Ajish. M.R	Programmer	26500-56700	30.04.1980	30.07.2007	B.Sc, MCA	13
4	Chandini Babu N	Programmer	26500-56700	31.05.1982	30.07.2007	B.Tech - Electronics and Communication Engg., CNA and linux 2004	13
5	Preetha. P	Programmer	26500-56700	03.04.1973	30.07.2007	B.Tech - Computer Science and Engineering	12
6	Sreejith. A.K	Programmer	26500-56700	01.05.1979	31.07.2007	BCA, M.Sc Computer Science	13
7	Navaneeth Krishnan	Programmer	26500-56700	16.01.1973	01.08.2007	B.A, PGDCA, MCA, eDiploma in Advanced Software Technology	13
8	Sudheesh. A.P	Programmer	26500-56700	14.07.1980	01.08.2007	B.Sc / M.Sc. Computer Science	13
9	Lijith. T.K	Programmer	26500-56700	22.03.1979	10.08.2007	BCA, MCA , MBA	13
10	Sindu Thankappan	Programmer	26500-56700	10.04.1978	13.08.2007	B.Sc, MCA	13
11	Ajay. V	Programmer	26500-56700	26.07.1983	17.10.2007	B.Sc Computer Science, MCA	13

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12	Aneez. M	Programmer	26500-56700	01.12.1983	07.12.2007	B.Tech - Information Technology	12
13	Sreelekshmy. R	Programmer	26500-56700	16.11.1984	02.03.2009	B.Sc, MCA	11
14	Asha R.S	Programmer	26500-56700	26.11.1985	10.08.2009	B.Tech (Computer Science and Engg)	11
15	Tanzeem. M.B	Programmer	26500-56700	09.09.1981	18.09.2009	B.Tech (Computer Science and Engg)	11
16	Anju Bhaskaran	Programmer	26500-56700	31.05.1985	19.10.2009	B.Tech -Electronics and Communication	11
17	Remya Sree . U	Programmer	26500-56700	18.05.1986	19.10.2009	B. Tech- Electronics & Communication	10
18	Sunitha. K.K	Programmer	26500-56700	26.05.1985	19.10.2009	B.Sc Computer Science, MCA	11
19	Rojimon. N.T	Programmer	26500-56700	25.03.1982	05.11.2009	B.Sc, MCA	11
20	Raghith. A	Programmer	26500-56700	09.05.1982	29.03.2010	B.Sc Computer Science, MCA	10
21	Arunnadh. G	System Administrator	27800-59400	29.05.1985	19.05.2008	B.E. - Computer Science and Engineering	12
Technical Assistant							
22	Syam Kumar. K	Technical Assistant	26500-56700	13.02.1977	14.02.2005	B.E. - Electronics & Communication	15
23	Girish. R	Technical Assistant	26500-56700	31.05.1971	03.04.2006	Diploma in Mechanical Engineering (3 Year Course), Advanced Training Course in Multimedia	14
24	Liju. V.V	Technical Assistant	26500-56700	09.07.1985	02.05.2007	Diploma in Electronics (3 Year Course)	13
25	Ragesh. K	Technical Assistant	26500-56700	02.05.1981	02.05.2007	Diploma in Computer Engineering (3 Year Course)	13
26	Raneesh. P.P	Technical Assistant	26500-56700	09.01.1986	02.05.2007	Diploma in Electronics (3 Year Course)	13

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27	Ambily. B.V	Technical Assistant	26500-56700	09.05.1978	17.11.2007	Diploma in Computer Hardware Maintainence (3 Year Course), PGDCA	13
28	Geetha. S.S	Technical Assistant	26500-56700	30.05.1978	24.03.2008	MA, PGDCA	12
29	Praseena. M.P	Technical Assistant	26500-56700	04.03.1985	01.04.2008	BA, PGDCA	12
30	Suresh. D	Technical Assistant	26500-56700	10.05.1975	21.11.2007	BA, PGDCA	13
31	Sarath Kumar. K	Technical Assistant	26500-56700	29.05.1981	08.07.2008	BA, PGDCA, Computer Course in Hardware and Networking	12
32	Smitha B	Technical Assistant	26500-56700	23.11.1980	18.05.2009	Diploma in Electronics (3 Year Course)	11
33	Afsal Rahman	Technical Assistant	26500-56700	25.02.1986	28.06.2010	BSc Computer Science, MCA	10
34	Nidhil. G	Technical Assistant	26500-56700	20.04.1985	28.06.2010	ITI Electronics, DCHM Polytechnic	10
35	Pramod Kumar. D	Technical Assistant	26500-56700	28.05.1985	28.06.2010	Diploma in Applied Electronics	10
Coordinator							
36	Giby P. Abraham	Coordinator	26500-56700	31.05.1972	17.04.2008	BA, MSW - PM & Labour Welfare, PG Diploma in Journalism	12
37	Jacob Thomas	Coordinator	26500-56700	13.04.1982	25.06.2009	B.Sc (Electronics), M.Sc (Computer Science)	11
38	Aiswarya. R	Coordinator	26500-56700	22.08.1984	24.02.2009	B.Tech Electronics & Communication	11
39	Sofimol. V.K	Coordinator	26500-56700	19.10.1976	25.06.2009	B.Sc, MCA	11

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40	Sreepriya Sivanandan	Coordinator	26500-56700	12.11.1982	01.07.2009	M.Sc Software Science, Diploma for Graduate Engineer, Visual C++	11
41	Sreejesh. E.K	Coordinator	26500-56700	02.04.1984	25.06.2009	B.SC, M.Sc Computer Science, Hardware and Networking, CCNA	11
42	Batakrushna Panda	Production Supervisor	26500-56700	29.01.1978	18.07.2007	B.A	13
43	Manulal. M.P	Production Coordinator (OIP)	19000-43600	25.05.1983	14.12.2009	HSE	10
44	Sathyanesan M.V.	Video Production Assistant	18000-41500	28.05.1980	03.07.2010	SSLC	10
45	Raji. A.L	Call Centre Executive	19000-43600	20.06.1983	12.08.2009	M. Sc Software Engineering, J2EE	11
46	Prajin V.R	Call Centre Executive	19000-43600	30.05.1984	08.04.2010	BA, CCHM , DCA	10
Web Designer/GUI Designer							
47	Soumya. T	Web Designer/ GUI Designer	22200-48000	16.05.1984	22.08.2007	BA, DCA, PG Diploma in Multimedia Design	13
48	Santhosh. C	Web Designer/GUI Designer	22200-48000	30.05.1984	22.08.2007	B.Com, Dilpoma in Computerised Financial Accounting-2002, Graphics suit performance statement 2006, Completed course on Graphic designing on authoring multimedia suit, Animation suit, Advanced Animation Suit and digital portfolia development 2008	13

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49	Satheesh. S	Web Designer/GUI Designer	22200-48000	02.04.1978	30.08.2007	B.Sc Computer Science, M.Sc. Computer Science, Completed Software testing training programme, Certificate in dotnet programming 2005, Certificate in SQL server 2000	13
50	Dinesh Kumar. V	Web Designer/GUI Designer	22200-48000	11.12.1973	18.04.2008	B.Sc, Performance Statement - 3D Modeling & Animation, Multimedia Authoring and Multimedia Programming	12
51	Jayahari. K.V	Web Designer/GUI Designer	22200-48000	26.04.1978	09.04.2008	LLB, Web Design Course	12
52	Shajith. R.B	Web Designer/GUI Designer	22200-48000	28.05.1982	03.09.2008	BFA in Painting	12
53	Rajesh . M	Web Designer/GUI Designer	22200-48000	19.03.1975	09.06.2010	BA, Course on Graphic and Authoring Multi Media	10
54	Pinki. M.S	Video Editing cum Sound Assistant	26500-56700	31.05.1980	31.01.2008	BA , Diploma in Journalism , Completed Avid 117 - Avid Xpress at the Digital Film School, Mumbai	12
55	Jithin Mathew	Assistant Cameraman	19000-43600	28.10.1985	19.12.2009	One Year course in Digitial & Analogue Videography & Photography, PG Diploma in Science & Development Communication, BA	10
56	Parvathy Thampy	Office Assistant	26500-56700	23.03.1982	15.10.2008	BA	11
57	Chithra Resmi. S	Content Developer	26500-56700	21.05.1983	28.02.2008	B.Sc, Master of Communication and Journalism (MCJ), Certificate in Computer Basics of C-DAC, JIST PACE Programme 2003	12
58	Ashish. P.S	Content Developer	26500-56700	30.05.1985	04.01.2010	MA, Post Graduate Diploma in Electronic Journalism	10

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59	Divya Vasanthan K. N	News Reporter	26500-56700	16.05.1980	27.10.2009	MA, PG Diploma in Journalism	11
60	Nileena. P	News Reporter	26500-56700	11.11.1985	27.10.2009	Master of Journalism & Communication	11
61	Mohanlal. G	Font Designer	19000-43600	16.05.1971	04.08.2008	B.Sc, M.Sc Computer Science, PGDCA, Passed sections A & B in electronics and Telecommunications Engineering Branch. (2 years 1998 IETE), CCNA , DBMS, Certificate in computer programming.	12
62	Manoj Kana	Assistant Producer	26500-56700	28.01.1973	21.01.2010	BA, PGDSDC	10
63	Pradeep Kumar. R	Faculty cum Co-ordinator (Web design)	26500-56700	27.05.1979	18.10.2007	B.Sc, Post Graduate Diploma in Animation Film Designing	13
64	Prasanth. V	Faculty cum Co-ordinator (Animation)	26500-56700	19.12.1978	18.10.2007	B.Com, Post Graduate Diploma in Animation Film Designing	13
65	Unnikrishnan. T	Animation Consultant cum Trainer	26500-56700	28.08.1973	20.10.2008	BA, Post Graduate Diploma in Animation Film Designing, Certificate Course in Graphics & Multimedia	12
66	Deepa. S	Research Associate	26500-56700	05.10.1975	21.11.2007	BA, MSW (PM&IR)	11
Office Assistant							
67	Leena. P	Office Assistant	26500-56700	20.05.1978	19.08.2005	B.Com, Diploma in Computer Management	15
68	Vinod. M	Office Assistant	26500-56700	12.03.1974	16.08.2007	B.Com, Diploma in Computer and information management	13
69	Sujitha. P.S	Office Assistant	26500-56700	04.04.1982	05.09.2007	B.Com, PGDCA	13

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70	Subhash. K.K	Office Assistant	26500-56700	25.05.1966	07.11.2007	B.Com, Tally	13
71	Preethikrishna. M.R	Office Assistant	26500-56700	29.05.1983	31.07.2008	M.Com, M.S Office, Diploma in Computerized Financial Accounting	12
72	Deepa. M	Office Assistant	26500-56700	26.06.1985	13.07.2009	B.Com, PGDCA, Tally	11
73	Reeja Kumari. R	Office Assistant	26500-56700	16.12.1984	23.07.2009	B.Com, Computer Word Processing, CA foundation, Tally	11
74	Vinod. R	Office Assistant	26500-56700	25.05.1972	24.07.2009	B.Com, Diploma in Systems Management, Tally.	11
75	Devarajan. V.R	Office Assistant	26500-56700	30.05.1977	27.07.2009	B.Com ,PG Diploma in Computer (Software) Applications	11
76	Juliemol Thomas	Office Assistant	26500-56700	29.05.1975	24.03.2010	B.Com, DCFM	10
77	Saritha. V.T	Office Assistant	26500-56700	15.12.1984	15.09.2007	B.Sc, PGDCA	13
78	Kuriakose Philip	Office Assistant	26500-56700	10.02.1976	20.09.2007	BA, PGDCA, Typewriting English Higher	13
79	Manju. S. Warrier	Office Assistant	26500-56700	20.05.1982	17.12.2007	BA	13
80	Anikrishnan. K	Office Assistant	26500-56700	31.05.1971	18.12.2008	B.Sc, PGDCA	12
81	Rekha . P	Office Assistant	26500-56700	09.03.1975	12.04.2010	BSc, B Ed, MA, Tally, CPISM	10
82	Sachu .L	Office Assistant	26500-56700	10.01.1972	03.05.2010	B.Sc, Type writting lower, DOA	10
83	Praveen. S	Office Assistant	26500-56700	26.04.1988	03.05.2010	B. Com, DCFA	10
84	Renjith Kumar. R	Production Assistant	19000-43600	13.02.1984	25.07.2009	B.Com, Diploma in Computerised Financial Management	11

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85	Sreekumar. S.S	Junior Technician	19000-43600	10.09.1969	17.04.2006	Trade certificate ITI	14
86	Manikuttan. B	Junior Technician	19000-43600	08.05.1971	17.04.2006	Trade certificate ITI , PDC	14
87	Gopi Krishnan.A.R	Lab Assistant	18000-41500	17.05.1975	29.11.2008	PDC, Diploma in 3D studio Max ,MS Office, Photoshop	11
88	Bindu Lekha. B.R	Lab Assistant	18000-41500	24.03.1981	25.09.2009	PDC, Certificate Course in Non-Linear Editing, Diploma in Computer Applications & Multilingual D.T.P	11
89	Surjith. V.S	Lab Assistant	18000-41500	31.05.1986	26.09.2009	VHSE (Data Processing and Console Operation), Completed Course on AAASP	11
90	Mineesh N. S	Software Support Assistant	18000-41500	22.05.1982	01.10.2009	PDC, Professional Diploma in Computer Software Technology, Diploma in International Hotel Management	11
91	Midhun Dev Pottekkad	Assistant Editor cum Sound Recordist	18000-41500	15.02.1980	21.12.2009	SSLC, Diploma in Video Editing	10
Data Entry Operator							
92	Rajeswari. R	Data Entry Operator	18000-41500	29.03.1967	01.09.2005	HSC,Diploma in Computer Science, Typewriting (English Lower), DTP (Wordstar, Ventura, Pagemaker)	15
93	Deepa. L	Data Entry Operator	18000-41500	18.05.1981	18.08.2007	B.Com, Diploma in Software Applications & Entrepreneurship Development, Diploma in Computer Management, Typewriting English (Higher & Lower), Malayalam (Lower)	12
94	Manoj. M	Data Entry Operator	18000-41500	05.05.1976	30.08.2007	VHSE - Data Processing & Console Operation, ITI Mechanic Radio & Television, Typewriting English (Lower), DTP	13

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95	Saheera Beevi.E.F	Data Entry Operator	18000-41500	23.07.1982	17.09.2007	B.Com - Electronic Data Processing & Computer Applications, Diploma in Software Application & Entrepreneurship Development	13
96	Prasanth. R	Data Entry Operator	18000-41500	07.05.1982	01.10.2007	PDC, Type Writing English Lower	13
97	Deepa. K:S	Data Entry Operator	18000-41500	25.03.1982	02.11.2007	PDC, DTP, MS Office, DCA, Type Writing English (Lower)	13
98	Gisha. G	Data Entry Operator	18000-41500	24.05.1984	02.11.2007	PDC, Certificate in Computer & DTP Operation	13
99	Sreedevi. K	Data Entry Operator	18000-41500	01.05.1973	02.11.2007	M.S. Office, DTP, ITI Trade of Mechanic Radio and Television , Computer Word Processing, Type Writing- English (Higher & Lower), Malayalam (Lower), Hindi (Higher & Lower), Hindi Lower Grade Short-hand	13
100	Roja. J.S	Data Entry Operator	18000-41500	02.01.1975	15.09.2008	BA, DCA, DTP, Data Entry Operation	12
101	Sheeba. N	Data Entry Operator	18000-41500	24.05.1981	15.09.2008	BA, Typewriting (Malayalam Lower), Typewriting (English Higher), Certificate Course in DTP Malayalam, DTP (English & Malayalam) Computer Word Processing	12
102	Arunkumar. G.C	Data Entry Operator	18000-41500	01.12.1983	02.03.2009	HSE, DTP (Eng & Mal), Typewriting (English & word processing)	11
103	Pushpalatha T.R	Data Entry Operator	18000-41500	18.05.1969	18.04.2009	SSLC, Typewriting English Higher, Malayalam Lower	11
104	Radhika Kumari.S	Scanning Assistant	18000-41500	07.05.1967	17.07.2007	SSLC, ITI - Draughtsman Civil	13
105	Preetha. S. Nair	Clerk cum Data Entry Operator	18000-41500	11.05.1975	02.07.2008	PDC, Diploma in Computer Management, Typewriting English Lower, Data Entry	12

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						Operation in Malayalam	
106	Rajendra Kumar. D	Driver-cum-cleaner	18000-41500	15.05.1970	22.08.2008	SSLC failed, Driver License (M/C with gr., LMV, HPMV, HGMV, A/R	12
107	Abhilash. K	Driver-cum-cleaner	18000-41500	12.05.1975	17.08.2009	Driving Licence M/C with gr., 3 whlr, LMV, HPMV, HGV	11
108	Suma. K	Helper	17000-37500	30.05.1970	01.10.2007	Std. VIII Pass	12
109	Shaheer. A	Helper	17000-37500	13.05.1967	16.11.2007	PDC	13
110	Kumar. R	Helper	17000-37500	30.05.1970	27.03.2008	SSLC failed, M/C with gr, 3whlr	12
111	Bindu. S	Sweeper	17000-37500	22.05.1975	18.02.2009	SSLC failed	11
112	Sudarsanan. S	Messenger	17000-37500	23.05.1963	01.01.2010	Std. VII Passed, One year training in Plasticwork, Skill Training in Metal	11
113	Sudhakaran. T.V	Helper cum Messenger	17000-37500	15.05.1971	25.02.2009	SSLC	11
114	Sindhu. S	Part Time Sweeper	8200-13340	02.05.1972	15.05.2009	Std. VIII	11

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കേരള സർക്കാർ

(ശ്രീ. പിണറായി വിജയൻ മന്ത്രിസഭ)

മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പ്

1	ഫയൽ നമ്പർ	:	നം.ഐ.ടി.-സി1/136/2019/ഐടിഡി
2	വകുപ്പ്	:	ഇലക്ട്രോണിക്സ് &ഐ.ടി (സി) വകുപ്പ്
3	വിഷയം	:	സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) യിലെ 114 താൽകാലിക ജീവനക്കാരെ തസ്തിക സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നത് - സംബന്ധിച്ച്
4	മന്ത്രിസഭാ യോഗത്തിൽ സമർപ്പിക്കാനുള്ള മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് തീയതി	:	21.01.2021
5 (i)	ഇത് സാമ്പത്തിക ബാധ്യതയുള്ളതാണോ,	:	അതെ.
(ii)	സാമ്പത്തിക ബാദ്ധ്യതയുള്ളതാണെങ്കിൽ ധനകാര്യ വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ ?	:	ഉണ്ട്
6	മറ്റേതെങ്കിലും വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ ?	:	ഉണ്ട്. നിയമ വകുപ്പ്
7	കുറിപ്പ് സമർപ്പിച്ച ജോയിന്റ് സെക്രട്ടറിയുടെ പേര്	:	ശ്രീ. വിനോദ്. ജി
8	കുറിപ്പ് അംഗീകരിച്ച സെക്രട്ടറിയുടെ പേര്	:	ശ്രീ.കെ.മുഹമ്മദ് വൈ സഫിറുള്ള
9	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി	:	30.01.2021
10	കുറിപ്പ് അംഗീകരിച്ച ചീഫ് സെക്രട്ടറിയുടെ പേര്	:	ഡോ.വിശ്വാസ് മേത്ത
11	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് ചീഫ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി	:	02-02-2021
12	കുറിപ്പ് അംഗീകരിച്ച മുഖ്യമന്ത്രിയുടെ പേര്	:	ശ്രീ.പിണറായി വിജയൻ
13	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് മുഖ്യ മന്ത്രി അംഗീകരിച്ച തീയതി	:	02-02-2021
14	കുറിപ്പിന്റെ പകർപ്പുകൾ സമർപ്പിച്ച തീയതി	:	02-02-2021
15	മന്ത്രിസഭായോഗം തീരുമാനമെടുത്ത തീയതി	:	
16	തീരുമാനം പുറപ്പെടുവിച്ച സർക്കാർ ഉത്തരവ് / കത്തിന്റെ നമ്പരും തീയതിയും	:	

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മന്ത്രിസഭായോഗത്തിനുള്ള കരട് കുറിപ്പ്

സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) യിൽ താൽകാലിക തസ്തികകളിൽ 10 വർഷത്തിലധികമായി ജോലി ചെയ്യുവരുന്ന 114 ജീവനക്കാരെ സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നത് സംബന്ധിച്ചുള്ളതാണ് ഈ കുറിപ്പ്.

2. 1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്ററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) ഇലക്ട്രോണിക്സും വിവരസാങ്കേതികവിദ്യയും വകുപ്പിന്റെ ഭരണനിയന്ത്രണത്തിലുള്ള സ്വയംഭരണ സ്ഥാപനമാണ്. സി-ഡിറ്റ് സൊസൈറ്റിയുടെ റൂൾസ് & റഗുലേഷൻസ്, റിക്രൂട്ട്മെന്റ് റൂൾസ് എന്നിവ പ്രകാരം സ്ഥാപനത്തിലെ ഡയറക്ടർ, രജിസ്ട്രാർ തസ്തികകളുടെ നിയമനാധികാരി സർക്കാരും മറ്റു തസ്തികകളുടെ നിയമനാധികാരി സി-ഡിറ്റ് രജിസ്ട്രാറുമാണ്. സി-ഡിറ്റിന്റെ ആരംഭകാലത്ത് 1990 വർഷത്തിൽ 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിച്ചിരുന്നു. തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താൽകാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്യുവന്ന 55 ജീവനക്കാരെ 2008 ലും, 7 ജീവനക്കാരെ 2011 ലും, 54 ജീവനക്കാരെ 2015 ലും സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്തിട്ടുണ്ട്. 6 കോർ ഗ്രൂപ്പ് തസ്തികകളൊഴികെ സി-ഡിറ്റിൽ സൃഷ്ടിച്ചിട്ടുള്ള 116 തസ്തികകളും ആയതിൽ നിയമിക്കപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടെ ഇല്ലാതാകുമെന്നും പ്രസ്തുത തസ്തികകളിലേക്ക് പുനർനിയമനങ്ങളോ പ്രൊമോഷനുകളോ സർക്കാരിന്റെയും സി-ഡിറ്റ് ഭരണ സമിതിയുടെയും അനുമതിയില്ലാതെ നടത്തുവാൻ പാടില്ല എന്നുമുള്ള നിബന്ധനയ്ക്ക് വിധേയമായാണ് സൃഷ്ടിച്ചിട്ടുള്ളത്.

3. സി-ഡിറ്റിൽ താൽകാലിക തസ്തികകളിൽ ജോലിചെയ്യുവരുന്ന 172 ജീവനക്കാരെ തസ്തിക സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിന് സി-ഡിറ്റ് ഭരണ സമിതിയുടെ അംഗീകാരത്തോടെ സി-ഡിറ്റ് രജിസ്ട്രാർ സർക്കാരിലേക്ക് പ്രൊപ്പോസൽ സമർപ്പിച്ചിരുന്നു. പ്രസ്തുത പ്രൊപ്പോസൽ ഇലക്ട്രോണിക്സ് & വിവര സാങ്കേതിക വിദ്യ വകുപ്പിൽ പരിശോധിക്കുകയും ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം തേടിയപ്പോൾ പ്രസ്തുത വകുപ്പ് ചുവടെ പറയുന്ന അഭിപ്രായം നൽകുകയുമുണ്ടായി.

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"The Administrative Department is informed that the employees joined in C-DIt from 12/2002 to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595- 3612 of 1999 - State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed.

It has the approval of the Hon'ble Chief Minister and the Hon'ble Minister (Finance)."

Pg 2-3 N.F

4. ധനകാര്യ വകുപ്പ് നൽകിയ അഭിപ്രായത്തിന്റെ അടിസ്ഥാനത്തിൽ സി-ഡിറ്റിന്റെ പ്രൊപ്പോസൽ നിരസിക്കുന്നതിന് തീരുമാനമെടുക്കുകയും വിവരം സി-ഡിറ്റിനെ അറിയിക്കുകയും ചെയ്തു. തുടർന്ന് സി-ഡിറ്റിന്റെ ഭരണ സമിതിയുടെ അംഗീകാരത്തോടുകൂടി സി-ഡിറ്റിൽ 10 വർഷക്കാലം കരാർ അടിസ്ഥാനത്തിൽ സേവനം പൂർത്തിയാക്കിയ 114 താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനുള്ള പുതിയ പ്രൊപ്പോസൽ സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ചു. ബഹു. സുപ്രീംകോടതിയുടെ വിധിന്യായത്തിന്റെ അടിസ്ഥാനത്തിൽ നിയമവകുപ്പിന്റെ ഉപദേശ പ്രകാരം ധനകാര്യ വകുപ്പ് പുറപ്പെടുവിച്ചിട്ടുള്ള നിർദ്ദേശങ്ങൾ പ്രകാരം താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് വിലക്കിയിട്ടുള്ള സാഹചര്യത്തിൽ താൽകാലിക ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി സി-ഡിറ്റ് സമർപ്പിച്ച പുതിയ പ്രൊപ്പോസലിൻമേൽ നിയമവകുപ്പിന്റെ ഉപദേശം തേടുകയും പ്രസ്തുത വകുപ്പ് മുഖേന പറയുന്ന അഭിപ്രായം രേഖപ്പെടുത്തുകയുമുണ്ടായി.

"ഭരണവകുപ്പിന്റെ നിർദ്ദേശം പരിശോധിച്ചതിൽ നിലവിലില്ലാത്ത തസ്തികകളിൽ കഴിഞ്ഞ കുറെക്കാലമായി കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്ന 114 പേരെ തസ്തിക സൃഷ്ടിച്ച് സ്ഥിരപ്പെടുത്തുന്നതിന് വേണ്ടിയുള്ള പ്രപ്പോസലാണ് CDIT രജിസ്ട്രാർ സമർപ്പിച്ചിട്ടുള്ളത് എന്നാണ് .

Pg 4 SN.F

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സ്ഥാപനത്തിൽ നിയമനരീതി സംബന്ധിച്ചിട്ടുള്ള ചട്ടങ്ങളും പുറപ്പെടുവിച്ചിട്ടില്ലായെന്നും ഫയലിൽനിന്നും വ്യക്തമാകുന്നുണ്ട് . ഇല്ലാത്ത തസ്തികകളിലാണ് കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്നത് എന്നതിനാൽ കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങൾക്ക് മാത്രമേ ഇവർക്ക് അർഹതയുള്ളൂ .

പബ്ലിക് എംപ്ലോയ്മെന്റിൻ കീഴിൽ വരുന്ന തസ്തികകളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു . സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത് . പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ ഫയലിലെ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയാക്കി സ്ഥിരപ്പെടുത്തുന്നതിന് ബഹു . കോടതി അനുമതി നൽകിയിരുന്നത് . ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്തഃസത്ത.

നിലവിലെ ഫയലിലെ വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടു കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളൂ. തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്ന കാര്യം ഭരണവകുപ്പിനെ അറിയിക്കുന്നു ."

5. നിയമ വകുപ്പ് നൽകിയിട്ടുള്ള അഭിപ്രായ സഹിതം ഫയൽ ഒരിക്കൽകൂടി ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തിനായി അയച്ചപ്പോൾ ധനകാര്യ വകുപ്പ് മുവടെ പറയും പ്രകാരം അഭിപ്രായപ്പെടുകയുണ്ടായി.

"ധനവകുപ്പ് മുൻപ് നൽകിയ അഭിപ്രായത്തിലേയ്ക്ക് ഭരണവകുപ്പിന്റെ ശ്രദ്ധ ക്ഷണിക്കുന്നു (remarks dated 20/11/2019).ടി അഭിപ്രായത്തോടൊപ്പം ഭരണ വകുപ്പിന് , പ്രസ്തുത തസ്തികകളിൽ സ്ഥിരപ്പെടുത്തൽ അത്യാവശ്യമാണെന്ന് കരുതുന്നുവെങ്കിൽ , മന്ത്രിസഭയുടെ പരിഗണനക്ക് സമർപ്പിച്ചു തീരുമാനം എടുക്കാവുന്നതാണെന്നും അറിയിക്കുന്നു.

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ഇതിന് ബഹു. ധനവകുപ്പ് മന്ത്രിയുടെ അംഗീകാരമുണ്ട്."

6. സി-ഡിറ്റിൽ താൽകാലിക തസ്തികകളിൽ 10 വർഷത്തിലധികമായി ജോലി ചെയ്തുവരുന്ന 114 കരാർ ജീവനക്കാരെ സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി സി-ഡിറ്റിന്റെ ഭരണ സമിതിയുടെ അംഗീകാരത്തോടുകൂടി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസൽ അംഗീകരിക്കുന്നത് സംബന്ധിച്ച് അനുകൂല അഭിപ്രായം ധനകാര്യ വകുപ്പും നിയമ വകുപ്പും നൽകിയിട്ടില്ല. പബ്ലിക് എംപ്ലോയ്മെന്റിൻ കീഴിൽ വരുന്ന തസ്തികളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു. സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത് എന്നും പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയാക്കി സ്ഥിരപ്പെടുത്തുന്നതിന് ബഹു. കോടതി അനുമതി നൽകിയിരുന്നത് എന്നും ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്തഃസത്ത എന്നും സി-ഡിറ്റിലെ ജീവനക്കാരുടെ റഗുലറൈസേഷൻ സംബന്ധിച്ച വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടു കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളൂ എന്നും തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്നുമാണ് നിയമവകുപ്പ് ഉപദേശം നൽകിയിട്ടുള്ളത്. റഗുലറൈസേഷൻ സംബന്ധിച്ച് നിലവിലുള്ള മാർഗ്ഗനിർദ്ദേശങ്ങളുടെ അടിസ്ഥാനത്തിൽ സി-ഡിറ്റിന്റെ പ്രൊപ്പോസൽ അംഗീകരിക്കാൻ കഴിയില്ല എന്നാണ് ധനകാര്യ വകുപ്പും അഭിപ്രായപ്പെട്ടിട്ടുള്ളത്.

7. സി-ഡിറ്റിൽ 10 വർഷത്തിലധികമായി കരാർ അടിസ്ഥാനത്തിൽ സേവനമനുഷ്ഠിച്ചുവരുന്ന 114 താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച നിർദ്ദേശം മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ ബഹു.മുഖ്യമന്ത്രി

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ഉത്തരവാകുകയുണ്ടായി. ഇതിനെ തുടർന്ന് മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുന്നതിന്റെ ഭാഗമായി സി-ഡിറ്റ് സമർപ്പിച്ച 114 താൽകാലിക ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകൾ ബന്ധപ്പെട്ട തസ്തികയ്ക്കും യോഗ്യതയ്ക്കും അനുസൃതമാണോ എന്നതുൾപ്പെടെയുള്ള കാര്യങ്ങളിൽ അഭിപ്രായത്തിനായി ഫയൽ വീണ്ടും ധനകാര്യ വകുപ്പിലേക്ക് അയച്ചപ്പോൾ പ്രസ്തുത വകുപ്പ് ചുവടെ പറയുന്ന അഭിപ്രായമാണ് രേഖപ്പെടുത്തിയിട്ടുള്ളത്.

"ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം ബഹു:ധനമന്ത്രിയുടെ ഉത്തരവോടുകൂടി നേരത്തെ തന്നെ ഭരണവകുപ്പിനെ അറിയിച്ചിട്ടുള്ളതാണ്(remarks dated 13/1/2021). കൂടുതൽ ആയി അഭിപ്രായം ടി വിഷയത്തിൽ ധനവകുപ്പിന് രേഖപ്പെടുത്താൻ ഇല്ലെന്നു ഭരണവകുപ്പിനെ അറിയിക്കുന്നു." pg 63 N/F

8. സി-ഡിറ്റിൽ 10 വർഷത്തിലധികമായി താൽകാലിക തസ്തികകളിൽ ജോലിചെയ്യുവരുന്ന 114 ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് സ്ഥിരപ്പെടുത്തുന്നതിന് സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച നിർദ്ദേശം ധനകാര്യ വകുപ്പും നിയമ വകുപ്പും അംഗീകരിച്ചിട്ടില്ല. ആയതിനാൽ നിയമ വകുപ്പിന്റെയും ധനകാര്യ വകുപ്പിന്റെയും അഭിപ്രായം മറികടന്നുകൊണ്ടു മാത്രമേ മേൽ ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനുള്ള നിർദ്ദേശം പരിഗണിക്കുവാൻ സാധിക്കുകയുള്ളൂ. മന്ത്രിസഭായോഗത്തിന്റെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുന്നതിനായുള്ള ഉത്തരവ് പ്രകാരമുള്ള നടപടികൾ സ്വീകരിക്കുന്നതിന്റെ ഭാഗമായി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസലിൽ ഉൾപ്പെട്ടിട്ടുള്ള 114 ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകളും അടിസ്ഥാനയോഗ്യതയും പരിശോധിച്ചതിൻ പ്രകാരം വിദ്യാഭ്യാസയോഗ്യതയ്ക്കനുസൃതമായി സമാന തസ്തികകൾക്ക് നൽകിയിട്ടുള്ള ശമ്പളസ്കെയിലുകൾക്കാനുപാതികമായി ചുവടെ വിവരിച്ചിട്ടുള്ള രീതിയിൽ ചില ക്രമപ്പെടുത്തലുകൾ നടത്തിയിട്ടുള്ളതാണ്. കൂടാതെ സി-ഡിറ്റിന്റെ നിലവിലെ സാമ്പത്തിക സ്ഥിതിയും മുന്നോട്ടുള്ള പ്രവർത്തന പുരോഗതിയും ലക്ഷ്യംവച്ചുകൊണ്ട് ചില നിബന്ധനകളുടെ അടിസ്ഥാനത്തിൽ കൂടി റഗുലറൈസേഷൻ നിർദ്ദേശം പരിഗണിക്കേണ്ടതാണ്. സർവ്വീസിൽ റഗുലറൈസ് ചെയ്യുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാർ ശിപാർശ ചെയ്തിട്ടുള്ള 114 ജീവനക്കാരെ തസ്തികകളിലും ശമ്പള സ്കെയിലിലും ചുവടെ പറയുന്ന ഭേദഗതികൾക്കും നിബന്ധനകൾക്കും വിധേയമായാണ് പരിഗണിച്ചിട്ടുള്ളത്.

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I.

(a) പ്രൊപ്പോസലിൽ ക്രമനം. 1 ൽ ഉൾപ്പെടുത്തിയിരിക്കുന്ന ശ്രീ.സാജൻ അമ്പാടിയിൽ 10 വർഷം പൂർത്തിയാക്കിയ സാഹചര്യത്തിൽ സി-ഡിറ്റിലെ സി.എസ്.ഐ.ആർ സയന്റിസ്റ്റ് തസ്തികകൾ സ്റ്റേറ്റ് സ്കെയിലിലേക്ക് മാറ്റുന്ന വിഷയം സർക്കാരിന്റെ പരിഗണനയിൽ ഉള്ളതിനാലും ടിയാനെ തുല്യമായ സ്റ്റേറ്റ് സ്കെയിലിലെ സയന്റിഫിക് ഓഫീസർ തസ്തികയിൽ (39500 - 83000) റഹ്ലറൈസ് ചെയ്യാവുന്നതാണ്.

(b) പ്രൊപ്പോസലിൽ ക്രമനം. 11 ൽ ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീ. അജയ്.വി 2008 ൽ MCA ബിരുദം കരസ്ഥമാക്കിയിട്ടുള്ളതിനാൽ ടിയാനെ പ്രോഗ്രാമർ തസ്തികയിലേക്ക് പരിഗണിക്കാവുന്നതാണ്.

(c) സി-ഡിറ്റ് ജീവനക്കാർക്ക് പത്താം ശമ്പളപരിഷ്കരണം അനുവദിച്ച സ.ഉ (എം.എസ്) നം.20/2018/വി.സ.വ, തീയതി 15.08.2018 ഉത്തരവ് പ്രകാരം പ്രോഗ്രാമർ തസ്തികയ്ക്ക് അനുവദിച്ചിട്ടുള്ള സ്കെയിൽ 26500-56700 ആണ്. റഹ്ലറൈസേഷൻ പ്രൊപ്പോസലിൽ പ്രോഗ്രാമർ തസ്തികയ്ക്ക് സൂചിപ്പിച്ചിട്ടുള്ളത് 27800-59400 എന്ന ഉയർന്ന സ്കെയിലാണ്. ഈ അപാകത നീക്കിക്കൊണ്ട് പ്രോഗ്രാമർ തസ്തികയ്ക്ക് 26500-56700 എന്ന സ്കെയിൽ തന്നെ നിലനിർത്താവുന്നതാണ്.

(d) പ്രൊപ്പോസലിൽ ക്രമ നം. 44 ആയി ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീ.സത്യനേശൻ.വി യുടെ തസ്തിക ടിയാന്റെ വിദ്യാഭ്യാസ യോഗ്യത (എസ്.എസ്.എൽ.സി) സംബന്ധിച്ച സി-ഡിറ്റ് രജിസ്ട്രാറുടെ അഭിപ്രായത്തിന്റെ അടിസ്ഥാനത്തിൽ വീഡിയോ പ്രൊഡക്ഷൻ അസിസ്റ്റന്റ് എന്ന് നിശ്ചയിക്കാവുന്നതാണ്.

(e) പ്രൊപ്പോസലിൽ ക്രമ നം. 56 ആയി ഉൾപ്പെട്ടിട്ടുള്ള ശ്രീമതി. പാർവ്വതി തമ്പിയ്ക്ക് ബി.എ വിദ്യാഭ്യാസ യോഗ്യത മാത്രമാണുള്ളത്. ശ്രീമതി. പാർവ്വതി തമ്പിയ്ക്ക് തസ്തികയ്ക്ക് ആവശ്യമായ യോഗ്യതയില്ലെന്ന സി-ഡിറ്റ് രജിസ്ട്രാറുടെ അഭിപ്രായത്തിന്റെ അടിസ്ഥാനത്തിൽ ടിയാളെ ഓഫീസ് അസിസ്റ്റന്റ് തസ്തികയിൽ റഹ്ലറൈസ് ചെയ്യുന്ന കാര്യം പരിഗണിക്കാവുന്നതാണ്.

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I. സി-ഡിറ്റിൽ 114 തസ്തികകൾ സൃഷ്ടിക്കുന്നത് 10 വർഷത്തിലധികമായി ജോലിചെയ്യുവരുന്ന ജീവനക്കാരെ മനുഷ്യത്വപരമായ കാരണങ്ങൾ കണക്കിലെടുത്ത് റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി മാത്രമാണ്. റഗുലറൈസ് ചെയ്യപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടുകൂടി അവർ റഗുലറൈസ് ചെയ്യപ്പെട്ട തസ്തികയും ഇല്ലാതാകുന്നതാണ്. പ്രസ്തുത തസ്തികകളിലേക്ക് പ്രൊമോഷൻ, പുതിയ നിയമനം എന്നിവ സർക്കാരിന്റെ മുൻകൂർ അനുമതിയില്ലാതെ അനുവദിക്കുന്നതല്ല.

II. റഗുലറൈസ് ചെയ്യുന്നതിനായി സമർപ്പിച്ചിട്ടുള്ള ജീവനക്കാരുടെ വിദ്യാഭ്യാസ യോഗ്യത തെളിയിക്കുന്ന സർട്ടിഫിക്കറ്റിന്റെ ആധികാരികത സി - ഡിറ്റ് രജിസ്ട്രാർ പരിശോധിക്കേണ്ടതാണ്.

IV. കാലാനുസൃതമായി ജോലി സ്വഭാവവും നാമധേയവും പുനർനിർണയിക്കേണ്ട തസ്തികകൾ ഇപ്പോൾ സമർപ്പിച്ച പ്രൊപ്പോസലിൽ ഉൾപ്പെട്ടിട്ടുണ്ടോയെന്ന് പരിശോധിച്ച് ഇപ്രകാരമുള്ള തസ്തികകളുടെ നാമധേയവും ജോലിയും കാലാനുസൃതമായി പുനർനിർണയിച്ചുകൊണ്ട് നിർദ്ദേശം സമർപ്പിക്കുന്നതിനായി സി - ഡിറ്റ് രജിസ്ട്രാറെ ചുമതലപ്പെടുത്താവുന്നതാണ്.

III. സി - ഡിറ്റിൽ നിലവിൽ കൈകാര്യം ചെയ്യുന്ന ജോലിക്കനുസൃതമായി തസ്തികകളുടെ ശാസ്ത്രീയമായ പുന : സംഘടന നടപ്പിലാക്കുന്നതിനായി വൈദഗ്ധ്യമുള്ള സർക്കാർ ഏജൻസിയെക്കൊണ്ട് പഠനവിധേയമാക്കി പരിശോധിക്കേണ്ടതുണ്ട്. ആയതിനായി ഉദ്യോഗസ്ഥഭരണപരിഷ്കാര വകുപ്പിനെ സി - ഡിറ്റിലെ നിലവിലെ ജോലിയും റഗുലറൈസേഷൻ ചെയ്യുന്ന തസ്തികകളും തമ്മിൽ താരതമ്യം നടത്തി ശാസ്ത്രീയമായ രീതിയിൽ തസ്തികകൾ പുന : സംഘടന നടത്തുവാനായുള്ള റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിന് ചുമതലപ്പെടുത്താവുന്നതാണ്.

IV. സി-ഡിറ്റിന്റെ വിവിധ പദ്ധതികളിലേക്ക് നിയമിക്കപ്പെടുന്ന താൽകാലിക ജീവനക്കാരെ രണ്ടു വർഷത്തിൽ കൂടുതൽ തുടരാൻ അനുവദിക്കേണ്ട സാഹചര്യമുണ്ടായാൽ സ.ഉ (അച്ചടി) നം.56/2017/ധന, തീയതി 28.04.2017 ഉത്തരവിലെ II) വ്യവസ്ഥ പ്രകാരം സർക്കാരിന്റെ മുൻകൂർ അനുമതി തേടേണ്ടതാണ്. എന്നാൽ പരമാവധി 5 വർഷത്തിൽ കൂടുതൽ കരാർ ജീവനക്കാരെ തുടരാൻ അനുവദിക്കരുത്.

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VII. ഒരു വർഷത്തിൽ കൂടുതൽ ദൈർഘ്യം വരുന്ന താൽകാലിക തസ്തികകൾ സർക്കാരിന്റെ V അനുമതിയോടുകൂടി മാത്രമേ സൃഷ്ടിക്കുവാൻ പാടുള്ളൂ.

9. മേൽ ഖണ്ഡികയിൽ വിവരിച്ചിട്ടുള്ള പ്രകാരം ശമ്പള സ്കെയിലിലുള്ള ഭേദഗതികൾക്കും, നിബന്ധനകൾക്കും വിധേയമായി തയ്യാറാക്കിയ 114 ജീവനക്കാരുടെ പേര്, തസ്തിക, ശമ്പള സ്കെയിൽ എന്നിവ ഉൾപ്പെടുന്ന വിവരങ്ങൾ അനുബന്ധമായി ഈ കുറിപ്പിനോടൊപ്പം ചേർത്തിരിക്കുന്നു.

തീരുമാനിക്കേണ്ട കാര്യം

സി-ഡിറ്റിലെ താൽകാലിക തസ്തികകളിൽ 10 വർഷത്തിലധികമായി ജോലി ചെയ്യുവരുന്ന 114 കരാർ ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസലിൽ പരിഗണിച്ച് ധനകാര്യ വകുപ്പും നിയമവകുപ്പും നൽകിയിട്ടുള്ള അഭിപ്രായം മറികടന്ന് ഖണ്ഡിക 8 ൽ പ്രതിപാദിച്ചിട്ടുള്ള നിബന്ധനകൾക്ക് വിധേയമായി അനുബന്ധമായി ചേർത്തിട്ടുള്ള പട്ടിക പ്രകാരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യാമോ?

30.01.2021

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Annexure

Sl. No.	Name of Employee	Name of Post	Scale of pay	Date of Birth	Date of Joining in temporary post in C-DIT	Educational Qualification	Completed Years of temporary service as on 31.12.2020
1	Sajan Ambadiyil	Scientific Officer	39500-83000	24.04.1977	03.01.2008	M.Sc Physics M.Tech Opto- Electronics & Laser Technology	12
Programmer							
2	Shiny. D.S	Programmer	26500-56700	30.05.1983	27.07.2007	B.Tech - Electronics & Communication Engineering	13
3	Ajish. M.R	Programmer	26500-56700	30.04.1980	30.07.2007	B.Sc, MCA	13
4	Chandini Babu N	Programmer	26500-56700	31.05.1982	30.07.2007	B.Tech - Electronics and Communication Engg., CNA and linux 2004	13
5	Preetha. P	Programmer	26500-56700	03.04.1973	30.07.2007	B.Tech - Computer Science and Engineering	12
6	Sreejith. A.K	Programmer	26500-56700	01.05.1979	31.07.2007	BCA, M.Sc Computer Science	13
7	Navaneeth Krishnan	Programmer	26500-56700	16.01.1973	01.08.2007	B.A, PGDCA, MCA, eDiploma in Advanced Software Technology	13
8	Sudheesh. A.P	Programmer	26500-56700	14.07.1980	01.08.2007	B.Sc / M.Sc. Computer Science	13
9	Lijith. T.K	Programmer	26500-56700	22.03.1979	10.08.2007	BCA, MCA , MBA	13
10	Sindu Thankappan	Programmer	26500-56700	10.04.1978	13.08.2007	B.Sc, MCA	13
11	Ajay. V	Programmer	26500-56700	26.07.1983	17.10.2007	B.Sc Computer Science, MCA	13

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12	Aneez. M	Programmer	26500-56700	01.12.1983	07.12.2007	B.Tech - Information Technology	12
13	Sreelekshmy. R	Programmer	26500-56700	16.11.1984	02.03.2009	B.Sc, MCA	11
14	Asha R.S	Programmer	26500-56700	26.11.1985	10.08.2009	B.Tech (Computer Science and Engg)	11
15	Tanzeem. M.B	Programmer	26500-56700	09.09.1981	18.09.2009	B.Tech (Computer Science and Engg)	11
16	Anju Bhaskaran	Programmer	26500-56700	31.05.1985	19.10.2009	B.Tech -Electronics and Communication	11
17	Remya Sree . U	Programmer	26500-56700	18.05.1986	19.10.2009	B. Tech- Electronics & Communication	10
18	Sunitha. K.K	Programmer	26500-56700	26.05.1985	19.10.2009	B.Sc Computer Science, MCA	11
19	Rojimon. N.T	Programmer	26500-56700	25.03.1982	05.11.2009	B.Sc, MCA	11
20	Raghith. A	Programmer	26500-56700	09.05.1982	29.03.2010	B.Sc Computer Science, MCA	10
21	Arunnadh. G	System Administrator	27800-59400	29.05.1985	19.05.2008	B.E. - Computer Science and Engineering	12
Technical Assistant							
22	Syam Kumar. K	Technical Assistant	26500-56700	13.02.1977	14.02.2005	B.E. - Electronics & Communication	15
23	Girish. R	Technical Assistant	26500-56700	31.05.1971	03.04.2006	Diploma in Mechanical Engineering (3 Year Course), Advanced Training Course in Multimedia	14
24	Liju. V.V	Technical Assistant	26500-56700	09.07.1985	02.05.2007	Diploma in Electronics (3 Year Course)	13
25	Ragesh. K	Technical Assistant	26500-56700	02.05.1981	02.05.2007	Diploma in Computer Engineering (3 Year Course)	13
26	Raneesh. P.P	Technical Assistant	26500-56700	09.01.1986	02.05.2007	Diploma in Electronics (3 Year Course)	13

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27	Ambily. B.V	Technical Assistant	26500-56700	09.05.1978	17.11.2007	Diploma in Computer Hardware Maintainence (3 Year Course), PGDCA	13
28	Geetha. S.S	Technical Assistant	26500-56700	30.05.1978	24.03.2008	MA, PGDCA	12
29	Praseena. M.P	Technical Assistant	26500-56700	04.03.1985	01.04.2008	BA, PGDCA	12
30	Suresh. D	Technical Assistant	26500-56700	10.05.1975	21.11.2007	BA, PGDCA	13
31	Sarath Kumar. K	Technical Assistant	26500-56700	29.05.1981	08.07.2008	BA, PGDCA, Computer Course in Hardware and Networking	12
32	Smitha B	Technical Assistant	26500-56700	23.11.1980	18.05.2009	Diploma in Electronics (3 Year Course)	11
33	Afsal Rahman	Technical Assistant	26500-56700	25.02.1986	28.06.2010	BSc Computer Science, MCA	10
34	Nidhil. G	Technical Assistant	26500-56700	20.04.1985	28.06.2010	ITI Electronics, DCHM Polytechnic	10
35	Pramod Kumar. D	Technical Assistant	26500-56700	28.05.1985	28.06.2010	Diploma in Applied Electronics	10
Coordinator							
36	Giby P. Abraham	Coordinator	26500-56700	31.05.1972	17.04.2008	BA, MSW - PM & Labour Welfare, PG Diploma in Journalism	12
37	Jacob Thomas	Coordinator	26500-56700	13.04.1982	25.06.2009	B.Sc (Electronics), M.Sc (Computer Science)	11
38	Aiswarya. R	Coordinator	26500-56700	22.08.1984	24.02.2009	B.Tech Electronics & Communication	11
39	Sofimol. V.K	Coordinator	26500-56700	19.10.1976	25.06.2009	B.Sc, MCA	11

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40	Sreepriya Sivanandan	Coordinator	26500-56700	12.11.1982	01.07.2009	M.Sc Software Science, Diploma for Graduate Engineer, Visual C++	11
41	Sreejesh. E.K	Coordinator	26500-56700	02.04.1984	25.06.2009	B.SC, M.Sc Computer Science, Hardware and Networking, CCNA	11
42	Batakrushna Panda	Production Supervisor	26500-56700	29.01.1978	18.07.2007	B.A	13
43	Manulal. M.P	Production Coordinator (OIP)	19000-43600	25.05.1983	14.12.2009	HSE	10
44	Sathyanesan M.V.	Video Production Assistant	18000-41500	28.05.1980	03.07.2010	SSLC	10
45	Raji. A.L	Call Centre Executive	19000-43600	20.06.1983	12.08.2009	M. Sc Software Engineering, J2EE	11
46	Prajin V.R	Call Centre Executive	19000-43600	30.05.1984	08.04.2010	BA, CCHM , DCA	10
Web Designer/GUI Designer							
47	Soumya. T	Web Designer/ GUI Designer	22200-48000	16.05.1984	22.08.2007	BA, DCA, PG Diploma in Multimedia Design	13
48	Santhosh. C	Web Designer/GUI Designer	22200-48000	30.05.1984	22.08.2007	B.Com, Dilpoma in Computerised Financial Accounting-2002, Graphics suit performance statement 2006, Completed course on Graphic designing on authoring multimedia suit, Animation suit, Advanced Animation Suit and digital portfolia development 2008	13

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49	Satheesh. S	Web Designer/GUI Designer	22200-48000	02.04.1978	30.08.2007	B.Sc Computer Science, M.Sc. Computer Science, Completed Software testing training programme, Certificate in dotnet programming 2005, Certificate in SQL server 2000	13
50	Dinesh Kumar. V	Web Designer/GUI Designer	22200-48000	11.12.1973	18.04.2008	B.Sc, Performance Statement - 3D Modeling & Animation, Multimedia Authoring and Multimedia Programming	12
51	Jayahari. K.V	Web Designer/GUI Designer	22200-48000	26.04.1978	09.04.2008	LLB, Web Design Course	12
52	Shajith. R.B	Web Designer/GUI Designer	22200-48000	28.05.1982	03.09.2008	BFA in Painting	12
53	Rajesh . M	Web Designer/GUI Designer	22200-48000	19.03.1975	09.06.2010	BA, Course on Graphic and Authoring Multi Media	10
54	Pinki. M.S	Video Editing cum Sound Assistant	26500-56700	31.05.1980	31.01.2008	BA , Diploma in Journalism , Completed Avid 117 - Avid Xpress at the Digital Film School, Mumbai	12
55	Jithin Mathew	Assistant Cameraman	19000-43600	28.10.1985	19.12.2009	One Year course in Digitial & Analogue Videography & Photography, PG Diploma in Science & Development Communication, BA	10
56	Parvathy Thampy	Office Assistant	26500-56700	23.03.1982	15.10.2008	BA	11
57	Chithra Resmi. S	Content Developer	26500-56700	21.05.1983	28.02.2008	B.Sc, Master of Communication and Journalism (MCJ), Certificate in Computer Basics of C-DAC, JIST PACE Programme 2003	12
58	Ashish. P.S	Content Developer	26500-56700	30.05.1985	04.01.2010	MA, Post Graduate Diploma in Electronic Journalism	10

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59	Divya Vasanthan K. N	News Reporter	26500-56700	16.05.1980	27.10.2009	MA, PG Diploma in Journalism	11
60	Nileena. P	News Reporter	26500-56700	11.11.1985	27.10.2009	Master of Journalism & Communication	11
61	Mohanlal. G	Font Designer	19000-43600	16.05.1971	04.08.2008	B.Sc, M.Sc Computer Science, PGDCA, Passed sections A & B in electronics and Telecommunications Engineering Branch. (2 years 1998 IETE), CCNA , DBMS, Certificate in computer programming.	12
62	Manoj Kana	Assistant Producer	26500-56700	28.01.1973	21.01.2010	BA, PGDSDC	10
63	Pradeep Kumar. R	Faculty cum Co-ordinator (Web design)	26500-56700	27.05.1979	18.10.2007	B.Sc, Post Graduate Diploma in Animation Film Designing	13
64	Prasanth. V	Faculty cum Co-ordinator (Animation)	26500-56700	19.12.1978	18.10.2007	B.Com, Post Graduate Diploma in Animation Film Designing	13
65	Unnikrishnan. T	Animation Consultant cum Trainer	26500-56700	28.08.1973	20.10.2008	BA, Post Graduate Diploma in Animation Film Designing, Certificate Course in Graphics & Multimedia	12
66	Deepa. S	Research Associate	26500-56700	05.10.1975	21.11.2007	BA, MSW (PM&IR)	11
Office Assistant							
67	Leena. P	Office Assistant	26500-56700	20.05.1978	19.08.2005	B.Com, Diploma in Computer Management	15
68	Vinod. M	Office Assistant	26500-56700	12.03.1974	16.08.2007	B.Com, Diploma in Computer and information management	13
69	Sujitha. P.S	Office Assistant	26500-56700	04.04.1982	05.09.2007	B.Com, PGDCA	13

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70	Subhash. K.K	Office Assistant	26500-56700	25.05.1966	07.11.2007	B.Com, Tally	13
71	Preethikrishna. M.R	Office Assistant	26500-56700	29.05.1983	31.07.2008	M.Com, M.S Office, Diploma in Computerized Financial Accounting	12
72	Deepa. M	Office Assistant	26500-56700	26.06.1985	13.07.2009	B.Com, PGDCA, Tally	11
73	Reeja Kumari. R	Office Assistant	26500-56700	16.12.1984	23.07.2009	B.Com, Computer Word Processing, CA foundation, Tally	11
74	Vinod. R	Office Assistant	26500-56700	25.05.1972	24.07.2009	B.Com, Diploma in Systems Management, Tally.	11
75	Devarajan. V.R	Office Assistant	26500-56700	30.05.1977	27.07.2009	B.Com ,PG Diploma in Computer (Software) Applications	11
76	Juliemol Thomas	Office Assistant	26500-56700	29.05.1975	24.03.2010	B.Com, DCFM	10
77	Saritha. V.T	Office Assistant	26500-56700	15.12.1984	15.09.2007	B.Sc, PGDCA	13
78	Kuriakose Philip	Office Assistant	26500-56700	10.02.1976	20.09.2007	BA, PGDCA, Typewriting English Higher	13
79	Manju. S. Warrier	Office Assistant	26500-56700	20.05.1982	17.12.2007	BA	13
80	Anikrishnan. K	Office Assistant	26500-56700	31.05.1971	18.12.2008	B.Sc, PGDCA	12
81	Rekha . P	Office Assistant	26500-56700	09.03.1975	12.04.2010	BSc, B Ed, MA, Tally, CPISM	10
82	Sachu .L	Office Assistant	26500-56700	10.01.1972	03.05.2010	B.Sc, Type writting lower, DOA	10
83	Praveen. S	Office Assistant	26500-56700	26.04.1988	03.05.2010	B. Com, DCFA	10
84	Renjith Kumar. R	Production Assistant	19000-43600	13.02.1984	25.07.2009	B.Com, Diploma in Computerised Financial Management	11

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85	Sreekumar. S.S	Junior Technician	19000-43600	10.09.1969	17.04.2006	Trade certificate ITI	14
86	Manikuttan. B	Junior Technician	19000-43600	08.05.1971	17.04.2006	Trade certificate ITI , PDC	14
87	Gopi Krishnan.A.R	Lab Assistant	18000-41500	17.05.1975	29.11.2008	PDC, Diploma in 3D studio Max ,MS Office, Photoshop	11
88	Bindu Lekha. B.R	Lab Assistant	18000-41500	24.03.1981	25.09.2009	PDC, Certificate Course in Non-Linear Editing, Diploma in Computer Applications & Multilingual D.T.P	11
89	Surjith. V.S	Lab Assistant	18000-41500	31.05.1986	26.09.2009	VHSE (Data Processing and Console Operation), Completed Course on AAASP	11
90	Mineesh N. S	Software Support Assistant	18000-41500	22.05.1982	01.10.2009	PDC, Professional Diploma in Computer Software Technology, Diploma in International Hotel Management	11
91	Midhun Dev Pottekkad	Assistant Editor cum Sound Recordist	18000-41500	15.02.1980	21.12.2009	SSLC, Diploma in Video Editing	10
Data Entry Operator							
92	Rajeswari. R	Data Entry Operator	18000-41500	29.03.1967	01.09.2005	HSC,Diploma in Computer Science, Typewriting (English Lower), DTP (Wordstar, Ventura, Pagemaker)	15
93	Deepa. L	Data Entry Operator	18000-41500	18.05.1981	18.08.2007	B.Com, Diploma in Software Applications & Entrepreneurship Development, Diploma in Computer Management, Typewriting English (Higher & Lower), Malayalam (Lower)	12
94	Manoj. M	Data Entry Operator	18000-41500	05.05.1976	30.08.2007	VHSE - Data Processing & Console Operation, ITI Mechanic Radio & Television, Typewriting English (Lower), DTP	13

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95	Saheera Beevi.E.F	Data Entry Operator	18000-41500	23.07.1982	17.09.2007	B.Com - Electronic Data Processing & Computer Applications, Diploma in Software Application & Entrepreneurship Development	13
96	Prasanth. R	Data Entry Operator	18000-41500	07.05.1982	01.10.2007	PDC, Type Writing English Lower	13
97	Deepa. K.S	Data Entry Operator	18000-41500	25.03.1982	02.11.2007	PDC, DTP, MS Office, DCA, Type Writing English (Lower)	13
98	Gisha. G	Data Entry Operator	18000-41500	24.05.1984	02.11.2007	PDC, Certificate in Computer & DTP Operation	13
99	Sreedevi. K	Data Entry Operator	18000-41500	01.05.1973	02.11.2007	M.S. Office, DTP, ITI Trade of Mechanic Radio and Television , Computer Word Processing, Type Writing- English (Higher & Lower), Malayalam (Lower), Hindi (Higher & Lower), Hindi Lower Grade Short-hand	13
100	Roja. J.S	Data Entry Operator	18000-41500	02.01.1975	15.09.2008	BA, DCA, DTP, Data Entry Operation	12
101	Sheeba. N	Data Entry Operator	18000-41500	24.05.1981	15.09.2008	BA, Typewriting (Malayalam Lower), Typewriting (English Higher), Certificate Course in DTP Malayalam, DTP (English & Malayalam) Computer Word Processing	12
102	Arunkumar. G.C	Data Entry Operator	18000-41500	01.12.1983	02.03.2009	HSE, DTP (Eng & Mal), Typewriting (English & word processing)	11
103	Pushpalatha T.R	Data Entry Operator	18000-41500	18.05.1969	18.04.2009	SSLC, Typewriting English Higher, Malayalam Lower	11
104	Radhika Kumari.S	Scanning Assistant	18000-41500	07.05.1967	17.07.2007	SSLC, ITI - Draughtsman Civil	13
105	Preetha. S. Nair	Clerk cum Data Entry Operator	18000-41500	11.05.1975	02.07.2008	PDC, Diploma in Computer Management, Typewriting English Lower, Data Entry	12

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[redacted]						Operation in Malayalam	
106	Rajendra Kumar. D	Driver-cum-cleaner	18000-41500	15.05.1970	22.08.2008	SSLC failed, Driver License (M/C with gr., LMV, HPMV, HGMV, A/R	12
107	Abhilash. K	Driver-cum-cleaner	18000-41500	12.05.1975	17.08.2009	Driving Licence M/C with gr., 3 whlr, LMV, HPMV, HGV	11
108	Suma. K	Helper	17000-37500	30.05.1970	01.10.2007	Std. VIII Pass	12
109	Shaheer. A	Helper	17000-37500	13.05.1967	16.11.2007	PDC	13
110	Kumar. R	Helper	17000-37500	30.05.1970	27.03.2008	SSLC failed, M/C with gr, 3whlr	12
111	Bindu. S	Sweeper	17000-37500	22.05.1975	18.02.2009	SSLC failed	11
112	Sudarsanan. S	Messenger	17000-37500	23.05.1963	01.01.2010	Std. VII Passed, One year training in Plasticwork, Skill Training in Metal	11
113	Sudhakaran. T.V	Helper cum Messenger	17000-37500	15.05.1971	25.02.2009	SSLC	11
114	Sindhu. S	Part Time Sweeper	8200-13340	02.05.1972	15.05.2009	Std. VIII	11

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കേരള സർക്കാർ

(ശ്രീ. പിണറായി വിജയൻ മന്ത്രിസഭ)

മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പ്

1	ഫയൽ നമ്പർ	:	നം.ഐ.ടി.-സി1/136/2019/ഐടിഡി
2	വകുപ്പ്	:	ഇലക്ട്രോണിക്സ് &ഐ.ടി (സി) വകുപ്പ്
3	വിഷയം	:	സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) യിലെ 114 താൽകാലിക ജീവനക്കാരെ തസ്തിക സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നത് - സംബന്ധിച്ച്
4	മന്ത്രിസഭാ യോഗത്തിൽ സമർപ്പിക്കാനുള്ള മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് തീയതി	:	21.01.2021
5 (i)	ഇത് സാമ്പത്തിക ബാധ്യതയുള്ളതാണോ,	:	അതെ.
(ii)	സാമ്പത്തിക ബാദ്ധ്യതയുള്ളതാണെങ്കിൽ ധനകാര്യ വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ ?	:	ഉണ്ട്
6	മറ്റേതെങ്കിലും വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ; ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ ?	:	ഉണ്ട്. നിയമ വകുപ്പ്
7	കുറിപ്പ് സമർപ്പിച്ച അഡീഷണൽ സെക്രട്ടറിയുടെ പേര്	:	ശ്രീ. വിനോദ്. ജി
8	കുറിപ്പ് അംഗീകരിച്ച സെക്രട്ടറിയുടെ പേര്	:	ശ്രീ.കെ.മുഹമ്മദ് വൈ സഫിറുള്ള
9	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി	:	30.01.2021
10	കുറിപ്പ് അംഗീകരിച്ച ചീഫ് സെക്രട്ടറിയുടെ പേര്	:	ഡോ.വിശ്വാസ് മേത്ത
11	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് ചീഫ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി	:	02.02.2021
12	കുറിപ്പ് അംഗീകരിച്ച മുഖ്യമന്ത്രിയുടെ പേര്	:	ശ്രീ.പിണറായി വിജയൻ
13	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് മുഖ്യ മന്ത്രി അംഗീകരിച്ച തീയതി	:	02.02.2021
14	കുറിപ്പിന്റെ പകർപ്പുകൾ സമർപ്പിച്ച തീയതി	:	02.02.2021
15	മന്ത്രിസഭായോഗം തീരുമാനമെടുത്ത തീയതി	:	
16	തീരുമാനം പുറപ്പെടുവിച്ച സർക്കാർ ഉത്തരവ് / കത്തിന്റെ നമ്പരും തീയതിയും	:	

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മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പ്

സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) യിൽ താൽകാലിക തസ്തികകളിൽ 10 വർഷത്തിലധികമായി ജോലി ചെയ്യുവരുന്ന 114 ജീവനക്കാരെ സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നത് സംബന്ധിച്ചുള്ളതാണ് ഈ കുറിപ്പ്.

2. 1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്ററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) ഇലക്ട്രോണിക്സും വിവരസാങ്കേതികവിദ്യയും വകുപ്പിന്റെ ഭരണനിയന്ത്രണത്തിലുള്ള സ്വയംഭരണ സ്ഥാപനമാണ്. സി-ഡിറ്റ് സൊസൈറ്റിയുടെ റൂൾസ് & റഗുലേഷൻസ്, റിക്രൂട്ട്മെന്റ് റൂൾസ് എന്നിവ പ്രകാരം സ്ഥാപനത്തിലെ ഡയറക്ടർ, രജിസ്ട്രാർ തസ്തികകളുടെ നിയമനാധികാരി സർക്കാരും മറ്റു തസ്തികകളുടെ നിയമനാധികാരി സി-ഡിറ്റ് രജിസ്ട്രാറുമാണ്. സി-ഡിറ്റിന്റെ ആരംഭകാലത്ത് 1990 വർഷത്തിൽ 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിച്ചിരുന്നു. തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താൽകാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്യുവന്ന 55 ജീവനക്കാരെ 2008 ലും, 7 ജീവനക്കാരെ 2011 ലും, 54 ജീവനക്കാരെ 2015 ലും സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്തിട്ടുണ്ട്. 6 കോർ ഗ്രൂപ്പ് തസ്തികകളൊഴികെ സി-ഡിറ്റിൽ സൃഷ്ടിച്ചിട്ടുള്ള 116 തസ്തികകളും ആയതിൽ നിയമിക്കപ്പെട്ടന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടെ ഇല്ലാതാകുമെന്നും പ്രസ്തുത തസ്തികകളിലേക്ക് പുനഃനിയമനങ്ങളോ പ്രൊമോഷനുകളോ സർക്കാരിന്റെയും സി-ഡിറ്റ് ഭരണ സമിതിയുടെയും അനുമതിയില്ലാതെ നടത്തുവാൻ പാടില്ല എന്നുമുള്ള നിബന്ധനയ്ക്ക് വിധേയമായാണ് സൃഷ്ടിച്ചിട്ടുള്ളത്.

3. സി-ഡിറ്റിൽ താൽകാലിക തസ്തികകളിൽ ജോലിചെയ്യുവരുന്ന 172 ജീവനക്കാരെ തസ്തിക സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിന് സി-ഡിറ്റ് ഭരണ സമിതിയുടെ അംഗീകാരത്തോടെ സി-ഡിറ്റ് രജിസ്ട്രാർ സർക്കാരിലേക്ക് പ്രൊപ്പോസൽ സമർപ്പിച്ചിരുന്നു. പ്രസ്തുത പ്രൊപ്പോസൽ ഇലക്ട്രോണികസ് & വിവര സാങ്കേതിക വിദ്യ വകുപ്പിൽ പരിശോധിക്കുകയും ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം തേടിയപ്പോൾ പ്രസ്തുത വകുപ്പ് മുവടെ പറയുന്ന അഭിപ്രായം നൽകുകയുമുണ്ടായി.

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"The Administrative Department is informed that the employees joined in C-Dit from 12/2002 to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016. (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595- 3612 of 1999 - State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public Institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed.

It has the approval of the Hon'ble Chief Minister and the Hon'ble Minister (Finance)."

4. ധനകാര്യ വകുപ്പ് നൽകിയ അഭിപ്രായത്തിന്റെ അടിസ്ഥാനത്തിൽ സി-ഡിറ്റിന്റെ പ്രൊപ്പോസൽ നിരസിക്കുന്നതിന് തീരുമാനമെടുക്കുകയും വിവരം സി-ഡിറ്റിനെ അറിയിക്കുകയും ചെയ്തു. തുടർന്ന് സി-ഡിറ്റിന്റെ ഭരണ സമിതിയുടെ അംഗീകാരത്തോടുകൂടി സി-ഡിറ്റിൽ 10 വർഷക്കാലം കരാർ അടിസ്ഥാനത്തിൽ സേവനം പൂർത്തിയാക്കിയ 114 താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനുള്ള പുതിയ പ്രൊപ്പോസൽ സി-ഡിറ്റ് സർക്കാരിലേക്ക് സമർപ്പിച്ചു. ബഹു. സുപ്രീംകോടതിയുടെ വിധിന്യായത്തിന്റെ അടിസ്ഥാനത്തിൽ നിയമവകുപ്പിന്റെ ഉപദേശ പ്രകാരം ധനകാര്യ വകുപ്പ് പുറപ്പെടുവിച്ചിട്ടുള്ള നിർദ്ദേശങ്ങൾ പ്രകാരം താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് വിലക്കിയിട്ടുള്ള സാഹചര്യത്തിൽ താൽകാലിക ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി സി-ഡിറ്റ് സമർപ്പിച്ച പുതിയ പ്രൊപ്പോസലിൻമേൽ നിയമവകുപ്പിന്റെ ഉപദേശം തേടുകയും പ്രസ്തുത വകുപ്പ് മുഖേന പറയുന്ന അഭിപ്രായം രേഖപ്പെടുത്തുകയുമുണ്ടായി.

"ഭരണവകുപ്പിന്റെ നിർദ്ദേശം പരിശോധിച്ചതിൽ നിലവിലില്ലാത്ത തസ്തികകളിൽ കഴിഞ്ഞ കുറെക്കാലമായി കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്ന 114 പേരെ തസ്തിക സൃഷ്ടിച്ച് സ്ഥിരപ്പെടുത്തുന്നതിന് വേണ്ടിയുള്ള പ്രപ്പോസലാണ് CDIT രജിസ്ട്രാർ സമർപ്പിച്ചിട്ടുള്ളത് എന്നാണ് .

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സ്ഥാപനത്തിൽ നിയമനരീതി സംബന്ധിച്ചിട്ടുള്ള ചട്ടങ്ങളും പുറപ്പെടുവിച്ചിട്ടില്ലായെന്നും ഫയലിൽനിന്നും വ്യക്തമാകുന്നുണ്ട് . ഇല്ലാത്ത തസ്തികകളിലാണ് കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്നത് എന്നതിനാൽ കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങൾക്ക് മാത്രമേ ഇവർക്ക് അർഹതയുള്ളൂ .

പബ്ലിക് എംപ്ലോയ്മെന്റിൻ കീഴിൽ വരുന്ന തസ്തികകളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു . സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത് . പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ ഫയലിലെ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയാക്കി സ്ഥിരപ്പെടുത്തുന്നതിന് ബഹു . കോടതി അനുമതി നൽകിയിരുന്നത് . ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്തഃസത്ത.

നിലവിലെ ഫയലിലെ വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടു കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളൂ. തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്ന കാര്യം ഭരണവകുപ്പിനെ അറിയിക്കുന്നു .'

5. നിയമ വകുപ്പ് നൽകിയിട്ടുള്ള അഭിപ്രായ സഹിതം ഫയൽ ഒരിക്കൽകൂടി ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തിനായി അയച്ചപ്പോൾ ധനകാര്യ വകുപ്പ് ചുവടെ പറയും പ്രകാരം അഭിപ്രായപ്പെടുകയുണ്ടായി.

'ധനവകുപ്പ് മുൻപ് നൽകിയ അഭിപ്രായത്തിലേയ്ക്ക് ഭരണവകുപ്പിന്റെ ശ്രദ്ധ ക്ഷണിക്കുന്നു (remarks dated 20/11/2019).ടി അഭിപ്രായത്തോടൊപ്പം ഭരണ വകുപ്പിന് , പ്രസ്തുത തസ്തികകളിൽ സ്ഥിരപ്പെടുത്തൽ അത്യാവശ്യമാണെന്ന് കരുതുന്നുവെങ്കിൽ , മന്ത്രിസഭയുടെ പരിഗണനക്ക് സമർപ്പിച്ച തീരുമാനം എടുക്കാവുന്നതാണെന്നും അറിയിക്കുന്നു.

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ഇതിന് ബഹു. ധനവകുപ്പ് മന്ത്രിയുടെ അംഗീകാരമുണ്ട്."

6. സി-ഡിറ്റിൽ താൽകാലിക തസ്തികകളിൽ 10 വർഷത്തിലധികമായി ജോലി ചെയ്യുവരുന്ന 114 കരാർ ജീവനക്കാരെ സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി സി-ഡിറ്റിന്റെ ഭരണ സമിതിയുടെ അംഗീകാരത്തോടുകൂടി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസൽ അംഗീകരിക്കുന്നത് സംബന്ധിച്ച് അനുകൂല അഭിപ്രായം ധനകാര്യ വകുപ്പും നിയമ വകുപ്പും നൽകിയിട്ടില്ല. പബ്ലിക് എംപ്ലോയ്മെന്റിൻ കീഴിൽ വരുന്ന തസ്തികളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു. സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത് എന്നും പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയാക്കി സ്ഥിരപ്പെടുത്തുന്നതിന് ബഹു. കോടതി അനുമതി നൽകിയിരുന്നത് എന്നും ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്തഃസത്ത എന്നും സി-ഡിറ്റിലെ ജീവനക്കാരുടെ റഗുലറൈസേഷൻ സംബന്ധിച്ച വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടു കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളൂ എന്നും തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്നുമാണ് നിയമവകുപ്പ് ഉപദേശം നൽകിയിട്ടുള്ളത്. റഗുലറൈസേഷൻ സംബന്ധിച്ച് നിലവിലുള്ള മാർഗ്ഗനിർദ്ദേശങ്ങളുടെ അടിസ്ഥാനത്തിൽ സി-ഡിറ്റിന്റെ പ്രൊപ്പോസൽ അംഗീകരിക്കാൻ കഴിയില്ല എന്നാണ് ധനകാര്യ വകുപ്പും അഭിപ്രായപ്പെട്ടിട്ടുള്ളത്.

7. സി-ഡിറ്റിൽ 10 വർഷത്തിലധികമായി കരാർ അടിസ്ഥാനത്തിൽ സേവനമനുഷ്ഠിച്ചുവരുന്ന 114 താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച നിർദ്ദേശം മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ ബഹു.മുഖ്യമന്ത്രി

ഉത്തരവാകുകയുണ്ടായി. ഇതിനെ തുടർന്ന് മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുന്നതിന്റെ ഭാഗമായി സി-ഡിറ്റ് സമർപ്പിച്ച 114 താൽകാലിക ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകൾ ബന്ധപ്പെട്ട തസ്തികയ്ക്കും യോഗ്യതയ്ക്കും അനുസൃതമാണോ എന്നതുൾപ്പെടെയുള്ള കാര്യങ്ങളിൽ അഭിപ്രായത്തിനായി ഫയൽ വീണ്ടും ധനകാര്യ വകുപ്പിലേക്ക് അയച്ചപ്പോൾ പ്രസ്തുത വകുപ്പ് മുവടെ പറയുന്ന അഭിപ്രായമാണ് രേഖപ്പെടുത്തിയിട്ടുള്ളത്.

"ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം ബഹു:ധനമന്ത്രിയുടെ ഉത്തരവോടുകൂടി നേരത്തെ തന്നെ ഭരണവകുപ്പിനെ അറിയിച്ചിട്ടുള്ളതാണ്(remarks dated 13/1/2021). കൂടുതൽ ആയി അഭിപ്രായം ടി വിഷയത്തിൽ ധനവകുപ്പിന് രേഖപ്പെടുത്താൻ ഇല്ലെന്നു ഭരണവകുപ്പിനെ അറിയിക്കുന്നു."

8. സി-ഡിറ്റിൽ 10 വർഷത്തിലധികമായി താൽകാലിക തസ്തികകളിൽ ജോലിചെയ്യുവരുന്ന 114 ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് സ്ഥിരപ്പെടുത്തുന്നതിന് സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച നിർദ്ദേശം ധനകാര്യ വകുപ്പും നിയമ വകുപ്പും അംഗീകരിച്ചിട്ടില്ല. ആയതിനാൽ നിയമ വകുപ്പിന്റെയും ധനകാര്യ വകുപ്പിന്റെയും അഭിപ്രായം മറികടന്നുകൊണ്ടു മാത്രമേ മേൽ ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനുള്ള നിർദ്ദേശം പരിഗണിക്കുവാൻ സാധിക്കുകയുള്ളൂ. മന്ത്രിസഭായോഗത്തിന്റെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുന്നതിനായുള്ള ഉത്തരവ് പ്രകാരമുള്ള നടപടികൾ സ്വീകരിക്കുന്നതിന്റെ ഭാഗമായി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസലിൽ ഉൾപ്പെട്ടിട്ടുള്ള 114 ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകളും അടിസ്ഥാനയോഗ്യതയും പരിശോധിച്ചതിൻ പ്രകാരം വിദ്യാഭ്യാസയോഗ്യതയ്ക്കനുസൃതമായി സമാന തസ്തികകൾക്ക് നൽകിയിട്ടുള്ള ശമ്പളസ്കെയിലുകൾക്കാനുപാതികമായി മുവടെ വിവരിച്ചിട്ടുള്ള രീതിയിൽ ചില ക്രമപ്പെടുത്തലുകൾ നടത്തിയിട്ടുള്ളതാണ്. കൂടാതെ സി-ഡിറ്റിന്റെ നിലവിലെ സാമ്പത്തിക സ്ഥിതിയും മുന്നോട്ടുള്ള പ്രവർത്തന പുരോഗതിയും ലക്ഷ്യംവച്ചുകൊണ്ട് ചില നിബന്ധനകളുടെ അടിസ്ഥാനത്തിൽ കൂടി റഗുലറൈസേഷൻ നിർദ്ദേശം പരിഗണിക്കേണ്ടതാണ്. സർവ്വീസിൽ റഗുലറൈസ് ചെയ്യുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാർ ശിപാർശ ചെയ്തിട്ടുള്ള 114 ജീവനക്കാരെ തസ്തികകളിലും ശമ്പള സ്കെയിലിലും മുവടെ പറയുന്ന ഭേദഗതികൾക്കും നിബന്ധനകൾക്കും വിധേയമായാണ് പരിഗണിച്ചിട്ടുള്ളത്.

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I. സി-ഡിറ്റിൽ 114 തസ്തികകൾ സൃഷ്ടിക്കുന്നത് 10 വർഷത്തിലധികമായി ജോലിചെയ്തുവരുന്ന ജീവനക്കാരെ മനുഷ്യത്വപരമായ കാരണങ്ങൾ കണക്കിലെടുത്ത് റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി മാത്രമാണ്. റഗുലറൈസ് ചെയ്യപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടുകൂടി അവർ റഗുലറൈസ് ചെയ്യപ്പെട്ട തസ്തികയും ഇല്ലാതാകുന്നതാണ്. പ്രസ്തുത തസ്തികകളിലേക്ക് പ്രൊമോഷൻ, പുതിയ നിയമനം എന്നിവ സർക്കാരിന്റെ മുൻകൂർ അനുമതിയില്ലാതെ അനുവദിക്കുന്നതല്ല.

II. റഗുലറൈസ് ചെയ്യുന്നതിനായി സമർപ്പിച്ചിട്ടുള്ള ജീവനക്കാരുടെ വിദ്യാഭ്യാസ യോഗ്യത തെളിയിക്കുന്ന സർട്ടിഫിക്കറ്റിന്റെ ആധികാരികത സി - ഡിറ്റ് രജിസ്ട്രാർ പരിശോധിക്കേണ്ടതാണ്.

III. സി - ഡിറ്റിൽ നിലവിൽ കൈകാര്യം ചെയ്യുന്ന ജോലിക്കനുസൃതമായി തസ്തികകളുടെ ശാസ്ത്രീയമായ പുന : സംഘടന നടപ്പിലാക്കുന്നതിനായി വൈദഗ്ധ്യമുള്ള സർക്കാർ ഏജൻസിയെക്കൊണ്ട് പഠനവിധേയമാക്കി പരിശോധിക്കേണ്ടതുണ്ട്. ആയതിനായി ഉദ്യോഗസ്ഥഭരണപരിഷ്കാര വകുപ്പിനെ സി - ഡിറ്റിലെ നിലവിലെ ജോലിയും റഗുലറൈസേഷൻ ചെയ്യുന്ന തസ്തികകളും തമ്മിൽ താരതമ്യം നടത്തി ശാസ്ത്രീയമായ രീതിയിൽ തസ്തികകൾ പുന : സംഘടന നടത്തുവാനായുള്ള റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിന് ചുമതലപ്പെടുത്താവുന്നതാണ്.

IV. സി-ഡിറ്റിന്റെ വിവിധ പദ്ധതികളിലേക്ക് നിയമിക്കപ്പെടുന്ന താൽകാലിക ജീവനക്കാരെ രണ്ടു വർഷത്തിൽ കൂടുതൽ തുടരാൻ അനുവദിക്കേണ്ട സാഹചര്യമുണ്ടായാൽ സ.ഉ (അച്ചടി) നം.56/2017/ധന, തീയതി 28.04.2017 ഉത്തരവിലെ II) വ്യവസ്ഥ പ്രകാരം സർക്കാരിന്റെ മുൻകൂർ അനുമതി തേടേണ്ടതാണ്. എന്നാൽ പരമാവധി 5 വർഷത്തിൽ കൂടുതൽ കരാർ ജീവനക്കാരെ തുടരാൻ അനുവദിക്കരുത്.

V. ഒരു വർഷത്തിൽ കൂടുതൽ ദൈർഘ്യം വരുന്ന താൽകാലിക തസ്തികകൾ സർക്കാരിന്റെ അനുമതിയോടുകൂടി മാത്രമേ സൃഷ്ടിക്കുവാൻ പാടുള്ളൂ.

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9. മേൽ ഖണ്ഡികയിൽ വിവരിച്ചിട്ടുള്ള പ്രകാരം ശമ്പള സ്കെയിലിലുള്ള ഭേദഗതികൾക്കും, നിബന്ധനകൾക്കും വിധേയമായി തയ്യാറാക്കിയ 114 ജീവനക്കാരുടെ പേര്, തസ്തിക, ശമ്പള സ്കെയിൽ എന്നിവ ഉൾപ്പെടുന്ന വിവരങ്ങൾ അനുബന്ധമായി ഈ കുറിപ്പിനോടൊപ്പം ചേർത്തിരിക്കുന്നു.

തീരുമാനിക്കേണ്ട കാര്യം

സി-ഡിറ്റിലെ താൽകാലിക തസ്തികകളിൽ 10 വർഷത്തിലധികമായി ജോലി ചെയ്യുവരുന്ന 114 കരാർ ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസൽ പരിഗണിച്ച് ധനകാര്യ വകുപ്പും നിയമവകുപ്പും നൽകിയിട്ടുള്ള അഭിപ്രായം മറികടന്ന് ഖണ്ഡിക 8 ൽ പ്രതിപാദിച്ചിട്ടുള്ള നിബന്ധനകൾക്ക് വിധേയമായി അനുബന്ധമായി ചേർത്തിട്ടുള്ള പട്ടിക പ്രകാരം തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യാമോ?

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Annexure

Sl. No.	Name of Employee	Name of Post	Scale of pay	Date of Birth	Date of Joining in temporary post in C-DIT	Educational Qualification	Completed Years of temporary service as on 31.12.2020
1	Sajan Ambadiyil	Scientific Officer	39500-83000	24.04.1977	03.01.2008	M.Sc Physics M.Tech Opto- Electronics & Laser Technology	12
Programmer							
2	Shiny. D.S	Programmer	26500-56700	30.05.1983	27.07.2007	B.Tech - Electronics & Communication Engineering	13
3	Ajish. M.R	Programmer	26500-56700	30.04.1980	30.07.2007	B.Sc, MCA	13
4	Chandini Babu N	Programmer	26500-56700	31.05.1982	30.07.2007	B.Tech - Electronics and Communication Engg., CNA and linux 2004	13
5	Preetha. P	Programmer	26500-56700	03.04.1973	30.07.2007	B.Tech - Computer Science and Engineering	12
6	Sreejith. A.K	Programmer	26500-56700	01.05.1979	31.07.2007	BCA, M.Sc Computer Science	13
7	Navaneeth Krishnan	Programmer	26500-56700	16.01.1973	01.08.2007	B.A, PGDCA, MCA, eDiploma in Advanced Software Technology	13
8	Sudheesh. A.P	Programmer	26500-56700	14.07.1980	01.08.2007	B.Sc / M.Sc. Computer Science	13
9	Lijith. T.K	Programmer	26500-56700	22.03.1979	10.08.2007	BCA, MCA , MBA	13
10	Sindu Thankappan	Programmer	26500-56700	10.04.1978	13.08.2007	B.Sc, MCA	13
11	Ajay. V	Programmer	26500-56700	26.07.1983	17.10.2007	B.Sc Computer Science, MCA	13

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12	Aneez. M	Programmer	26500-56700	01.12.1983	07.12.2007	B.Tech - Information Technology	12
13	Sreelekshmy. R	Programmer	26500-56700	16.11.1984	02.03.2009	B.Sc, MCA	11
14	Asha R.S	Programmer	26500-56700	26.11.1985	10.08.2009	B.Tech (Computer Science and Engg)	11
15	Tanzeem. M.B	Programmer	26500-56700	09.09.1981	18.09.2009	B.Tech (Computer Science and Engg)	11
16	Anju Bhaskaran	Programmer	26500-56700	31.05.1985	19.10.2009	B.Tech -Electronics and Communication	11
17	Remya Sree . U	Programmer	26500-56700	18.05.1986	19.10.2009	B. Tech- Electronics & Communication	10
18	Sunitha. K.K	Programmer	26500-56700	26.05.1985	19.10.2009	B.Sc Computer Science, MCA	11
19	Rojimon. N.T	Programmer	26500-56700	25.03.1982	05.11.2009	B.Sc, MCA	11
20	Raghith. A	Programmer	26500-56700	09.05.1982	29.03.2010	B.Sc Computer Science, MCA	10
21	Arunnadh. G	System Administrator	27800-59400	29.05.1985	19.05.2008	B.E. - Computer Science and Engineering	12
Technical Assistant							
22	Syam Kumar. K	Technical Assistant	26500-56700	13.02.1977	14.02.2005	B.E. - Electronics & Communication	15
23	Girish. R	Technical Assistant	26500-56700	31.05.1971	03.04.2006	Diploma in Mechanical Engineering (3 Year Course), Advanced Training Course in Multimedia	14
24	Liju. V.V	Technical Assistant	26500-56700	09.07.1985	02.05.2007	Diploma in Electronics (3 Year Course)	13
25	Ragesh. K	Technical Assistant	26500-56700	02.05.1981	02.05.2007	Diploma in Computer Engineering (3 Year Course)	13
26	Raneesh. P.P	Technical Assistant	26500-56700	09.01.1986	02.05.2007	Diploma in Electronics (3 Year Course)	13

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27	Ambily. B.V	Technical Assistant	26500-56700	09.05.1978	17.11.2007	Diploma in Computer -Hardware Maintainence (3 Year Course), PGDCA	13
28	Geetha. S.S	Technical Assistant	26500-56700	30.05.1978	24.03.2008	MA, PGDCA	12
29	Praseena. M.P	Technical Assistant	26500-56700	04.03.1985	01.04.2008	BA, PGDCA	12
30	Suresh. D	Technical Assistant	26500-56700	10.05.1975	21.11.2007	BA, PGDCA	13
31	Sarath Kumar. K	Technical Assistant	26500-56700	29.05.1981	08.07.2008	BA, PGDCA, Computer Course in Hardware and Networking	12
32	Smitha B	Technical Assistant	26500-56700	23.11.1980	18.05.2009	Diploma in Electronics (3 Year Course)	11
33	Afsal Rahman	Technical Assistant	26500-56700	25.02.1986	28.06.2010	BSc Computer Science, MCA	10
34	Nidhil. G	Technical Assistant	26500-56700	20.04.1985	28.06.2010	ITI Electronics, DCHM Polytechnic	10
35	Pramod Kumar. D	Technical Assistant	26500-56700	28.05.1985	28.06.2010	Diploma in Applied Electronics	10
Coordinator							
36	Giby P. Abraham	Coordinator	26500-56700	31.05.1972	17.04.2008	BA, MSW - PM & Labour Welfare, PG Diploma in Journalism	12
37	Jacob Thomas	Coordinator	26500-56700	13.04.1982	25.06.2009	B.Sc (Electronics), M.Sc (Computer Science)	11
38	Aiswarya. R	Coordinator	26500-56700	22.08.1984	24.02.2009	B.Tech Electronics & Communication	11
39	Sofimol. V.K	Coordinator	26500-56700	19.10.1976	25.06.2009	B.Sc, MCA	11

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40	Sreepriya Sivanandan	Coordinator	26500-56700	12.11.1982	01.07.2009	M.Sc Software Science, Diploma for Graduate Engineer, Visual C++	11
41	Sreejesh. E.K	Coordinator	26500-56700	02.04.1984	25.06.2009	B.SC, M.Sc Computer Science, Hardware and Networking, CCNA	11
42	Batakrushna Panda	Production Supervisor	26500-56700	29.01.1978	18.07.2007	B.A	13
43	Manulal. M.P	Production Coordinator (OIP)	19000-43600	25.05.1983	14.12.2009	HSE	10
44	Sathyanesan M.V.	Video Production Assistant	18000-41500	28.05.1980	03.07.2010	SSLC	10
45	Raji. A.L	Call Centre Executive	19000-43600	20.06.1983	12.08.2009	M. Sc Software Engineering, J2EE	11
46	Prajin V.R	Call Centre Executive	19000-43600	30.05.1984	08.04.2010	BA, CCHM , DCA	10
Web Designer/GUI Designer							
47	Soumya. T	Web Designer/ GUI Designer	22200-48000	16.05.1984	22.08.2007	BA, DCA, PG Diploma in Multimedia Design	13
48	Santhosh. C	Web Designer/GUI Designer	22200-48000	30.05.1984	22.08.2007	B.Com, Dilpoma in Computerised Financial Accounting-2002, Graphics suit performance statement 2006, Completed course on Graphic designing on authoring multimedia suit, Animation suit, Advanced Animation Suit and digital portfolia development 2008	13

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49	Satheesh. S	Web Designer/GUI Designer	22200-48000	02.04.1978	30.08.2007	B.Sc Computer Science, M.Sc. Computer Science, Completed Software testing training programme, Certificate in dotnet programming 2005, Certificate in SQL server 2000	13
50	Dinesh Kumar. V	Web Designer/GUI Designer	22200-48000	11.12.1973	18.04.2008	B.Sc, Performance Statement - 3D Modeling & Animation, Multimedia Authoring and Multimedia Programming	12
51	Jayahari. K.V	Web Designer/GUI Designer	22200-48000	26.04.1978	09.04.2008	LLB, Web Design Course	12
52	Shajith. R.B	Web Designer/GUI Designer	22200-48000	28.05.1982	03.09.2008	BFA in Painting	12
53	Rajesh . M	Web Designer/GUI Designer	22200-48000	19.03.1975	09.06.2010	BA, Course on Graphic and Authoring Multi Media	10
54	Pinki. M.S	Video Editing cum Sound Assistant	26500-56700	31.05.1980	31.01.2008	BA , Diploma in Journalism , Completed Avid 117 - Avid Xpress at the Digital Film School, Mumbai	12
55	Jithin Mathew	Assistant Cameraman	19000-43600	28.10.1985	19.12.2009	One Year course in Digitial & Analogue Videography & Photography, PG Diploma in Science & Development Communication, BA	10
56	Parvathy Thampy	Office Assistant	26500-56700	23.03.1982	15.10.2008	BA	11
57	Chithra Resmi. S	Content Developer	26500-56700	21.05.1983	28.02.2008	B.Sc, Master of Communication and Journalism (MCJ), Certificate in Computer Basics of C-DAC, JIST PACE Programme 2003	12
58	Ashish. P.S	Content Developer	26500-56700	30.05.1985	04.01.2010	MA, Post Graduate Diploma in Electronic Journalism	10

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59	Divya Vasanthan K. N	News Reporter	26500-56700	16.05.1980	27.10.2009	MA, PG Diploma in Journalism	11
60	Nileena. P	News Reporter	26500-56700	11.11.1985	27.10.2009	Master of Journalism & Communication	11
61	Mohanlal. G	Font Designer	19000-43600	16.05.1971	04.08.2008	B.Sc, M.Sc Computer Science, PGDCA, Passed sections A & B in electronics and Telecommunications Engineering Branch. (2 years 1998 IETE), CCNA , DBMS, Certificate in computer programming.	12
62	Manoj Kana	Assistant Producer	26500-56700	28.01.1973	21.01.2010	BA, PGDSDC	10
63	Pradeep Kumar. R	Faculty cum Co-ordinator (Web design)	26500-56700	27.05.1979	18.10.2007	B.Sc, Post Graduate Diploma in Animation Film Designing	13
64	Prasanth. V	Faculty cum Co-ordinator (Animation)	26500-56700	19.12.1978	18.10.2007	B.Com, Post Graduate Diploma in Animation Film Designing	13
65	Unnikrishnan. T	Animation Consultant cum Trainer	26500-56700	28.08.1973	20.10.2008	BA, Post Graduate Diploma in Animation Film Designing, Certificate Course in Graphics & Multimedia	12
66	Deepa. S	Research Associate	26500-56700	05.10.1975	21.11.2007	BA, MSW (PM&IR)	11
Office Assistant							
67	Leena. P	Office Assistant	26500-56700	20.05.1978	19.08.2005	B.Com, Diploma in Computer Management	15
68	Vinod. M	Office Assistant	26500-56700	12.03.1974	16.08.2007	B.Com, Diploma in Computer and information management	13
69	Sujitha. P.S	Office Assistant	26500-56700	04.04.1982	05.09.2007	B.Com, PGDCA	13

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70	Subhash. K.K	Office Assistant	26500-56700	25.05.1966	07.11.2007	B.Com, Tally	13
71	Preethikrishna. M.R	Office Assistant	26500-56700	29.05.1983	31.07.2008	M.Com, M.S Office, Diploma in Computerized Financial Accounting	12
72	Deepa. M	Office Assistant	26500-56700	26.06.1985	13.07.2009	B.Com, PGDCA, Tally	11
73	Reeja Kumari. R	Office Assistant	26500-56700	16.12.1984	23.07.2009	B.Com, Computer Word Processing, CA foundation, Tally	11
74	Vinod. R	Office Assistant	26500-56700	25.05.1972	24.07.2009	B.Com, Diploma in Systems Management, Tally.	11
75	Devarajan. V.R	Office Assistant	26500-56700	30.05.1977	27.07.2009	B.Com ,PG Diploma in Computer (Software) Applications	11
76	Juliemol Thomas	Office Assistant	26500-56700	29.05.1975	24.03.2010	B.Com, DCFM	10
77	Saritha. V.T	Office Assistant	26500-56700	15.12.1984	15.09.2007	B.Sc, PGDCA	13
78	Kuriakose Philip	Office Assistant	26500-56700	10.02.1976	20.09.2007	BA, PGDCA, Typewriting English Higher	13
79	Manju. S. Warrier	Office Assistant	26500-56700	20.05.1982	17.12.2007	BA	13
80	Anikrishnan. K	Office Assistant	26500-56700	31.05.1971	18.12.2008	B.Sc, PGDCA	12
81	Rekha . P	Office Assistant	26500-56700	09.03.1975	12.04.2010	BSc, B Ed, MA, Tally, CPISM	10
82	Sachu .L	Office Assistant	26500-56700	10.01.1972	03.05.2010	B.Sc, Type writting lower, DOA	10
83	Praveen. S	Office Assistant	26500-56700	26.04.1988	03.05.2010	B. Com, DCFA	10
84	Renjith Kumar. R	Production Assistant	19000-43600	13.02.1984	25.07.2009	B.Com, Diploma in Computerised Financial Management	11

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85	Sreekumar. S.S	Junior Technician	19000-43600	10.09.1969	17.04.2006	Trade certificate ITI	14
86	Manikuttan. B	Junior Technician	19000-43600	08.05.1971	17.04.2006	Trade certificate ITI , PDC	14
87	Gopi Krishnan.A.R	Lab Assistant	18000-41500	17.05.1975	29.11.2008	PDC, Diploma in 3D studio Max ,MS Office, Photoshop	11
88	Bindu Lekha. B.R	Lab Assistant	18000-41500	24.03.1981	25.09.2009	PDC, Certificate Course in Non-Linear Editing, Diploma in Computer Applications & Multilingual D.T.P	11
89	Surjith. V.S	Lab Assistant	18000-41500	31.05.1986	26.09.2009	VHSE (Data Processing and Console Operation), Completed Course on AAASP	11
90	Mineesh N. S	Software Support Assistant	18000-41500	22.05.1982	01.10.2009	PDC, Professional Diploma in Computer Software Technology, Diploma in International Hotel Management	11
91	Midhun Dev Pottekkad	Assistant Editor cum Sound Recordist	18000-41500	15.02.1980	21.12.2009	SSLC, Diploma in Video Editing	10
Data Entry Operator							
92	Rajeswari. R	Data Entry Operator	18000-41500	29.03.1967	01.09.2005	HSC,Diploma in Computer Science, Typewriting (English Lower), DTP (Wordstar, Ventura, Pagemaker)	15
93	Deepa. L	Data Entry Operator	18000-41500	18.05.1981	18.08.2007	B.Com, Diploma in Software Applications & Entrepreneurship Development, Diploma in Computer Management, Typewriting English (Higher & Lower), Malayalam (Lower)	12
94	Manoj. M	Data Entry Operator	18000-41500	05.05.1976	30.08.2007	VHSE - Data Processing & Console Operation, ITI Mechanic Radio & Television, Typewriting English (Lower), DTP	13

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95	Saheera Beevi.E.F	Data Entry Operator	18000-41500	23.07.1982	17.09.2007	B.Com - Electronic Data Processing & Computer Applications, Diploma in Software Application & Entrepreneurship Development	13
96	Prasanth. R	Data Entry Operator	18000-41500	07.05.1982	01.10.2007	PDC, Type Writing English Lower	13
97	Deepa. K.S	Data Entry Operator	18000-41500	25.03.1982	02.11.2007	PDC, DTP, MS Office, DCA, Type Writing English (Lower)	13
98	Gisha. G	Data Entry Operator	18000-41500	24.05.1984	02.11.2007	PDC, Certificate in Computer & DTP Operation	13
99	Sreedevi. K	Data Entry Operator	18000-41500	01.05.1973	02.11.2007	M.S. Office, DTP, ITI Trade of Mechanic Radio and Television , Computer Word Processing, Type Writing- English (Higher & Lower), Malayalam (Lower), Hindi (Higher & Lower), Hindi Lower Grade Short-hand	13
100	Roja. J.S	Data Entry Operator	18000-41500	02.01.1975	15.09.2008	BA, DCA, DTP, Data Entry Operation	12
101	Sheeba. N	Data Entry Operator	18000-41500	24.05.1981	15.09.2008	BA, Typewriting (Malayalam Lower), Typewriting (English Higher), Certificate Course in DTP Malayalam, DTP (English & Malayalam) Computer Word Processing	12
102	Arunkumar. G.C	Data Entry Operator	18000-41500	01.12.1983	02.03.2009	HSE, DTP (Eng & Mal), Typewriting (English & word processing)	11
103	Pushpalatha T.R	Data Entry Operator	18000-41500	18.05.1969	18.04.2009	SSLC, Typewriting English Higher, Malayalam Lower	11
104	Radhika Kumari.S	Scanning Assistant	18000-41500	07.05.1967	17.07.2007	SSLC, ITI - Draughtsman Civil	13
105	Preetha. S. Nair	Clerk cum Data Entry Operator	18000-41500	11.05.1975	02.07.2008	PDC, Diploma in Computer Management, Typewriting English Lower, Data Entry	12

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						Operation in Malayalam	
106	Rajendra Kumar. D	Driver-cum-cleaner	18000-41500	15.05.1970	22.08.2008	SSLC failed, Driver License (M/C with gr., LMV, HPMV, HGMV, A/R	12
107	Abhilash. K	Driver-cum-cleaner	18000-41500	12.05.1975	17.08.2009	Driving Licence M/C with gr., 3 whlr, LMV, HPMV, HGV	11
108	Suma. K	Helper	17000-37500	30.05.1970	01.10.2007	Std. VIII Pass	12
109	Shaheer. A	Helper	17000-37500	13.05.1967	16.11.2007	PDC	13
110	Kumar. R	Helper	17000-37500	30.05.1970	27.03.2008	SSLC failed, M/C with gr, 3whlr	12
111	Bindu. S	Sweeper	17000-37500	22.05.1975	18.02.2009	SSLC failed	11
112	Sudarsanan. S	Messenger	17000-37500	23.05.1963	01.01.2010	Std. VII Passed, One year training in Plasticwork, Skill Training in Metal	11
113	Sudhakaran. T.V	Helper cum Messenger	17000-37500	15.05.1971	25.02.2009	SSLC	11
114	Sindhu. S	Part Time Sweeper	8200-13340	02.05.1972	15.05.2009	Std. VIII	11

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4951650/2021/IT (C)

GOVERNMENT OF KERALA

(SHRI. PINARAYI VIJAYAN MINISTRY)

NOTE FOR THE COUNCIL OF MINISTERS

1	File Number	:	No.IT-C1/136/2019/ITD
2	Department	:	Electronics & IT (C) Department
3	Subject	:	Regularisation of 114 temporary employees in the Centre for Development of Imaging Technology (C-Dit) by creating permanent posts - reg
4	Date of Chief Minister's order for placing before the Council	:	21.01.2021
5 (i)	Does the case involve financial commitments/ implications	:	Yes
(ii)	If the answer to the above is in the affirmative, whether Finance Department has been consulted and their remarks incorporated in the Council Note ?	:	Yes
6	Are any other Departments concerned with the case and if so, have they been consulted and their remarks incorporated in the Note for the Council?	:	Yes. Law Department
7	Name of Additional Secretary who submitted the Draft Note	:	Sri. Vinod. G
8	Name of Secretary who approved the Draft Note	:	Sri. K Mohammed Y Safirulla
9	Date of approval of the Draft Note for the Council by the Secretary	:	30.01.2021
10	Name of Chief Secretary who approved the Draft Note	:	Dr.Vishwas Mehta
11	Date of approval of the Draft Note for the Council by the Chief Secretary	:	02.02.2021
12	Name of Chief Minister who approved the Draft Note	:	Sri.Pinarayi Vijayan
13	Date of approval of the Draft Note for the Council by the Chief Minister	:	02.02.2021
14	Date of submission of fair copies	:	02.02.2021
15	Date of decision by the Council of Ministers	:	
16	Number and Date of the Government Order / letter communicating the decision	:	

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Note for the Council of Ministers

This note deals with the regularisation of 114 temporary employees working in the Centre for Development of Imaging Technology (C-Dit) over 10 years, by creating permanent posts.

2. Centre for Development of Imaging Technology (C-Dit) is an autonomous institution under the administrative control of Electronics & Information Technology Department and is a registered society under the Travancore - Cochin Scientific Literary and Charitable Societies Act, 1955. 6 Core Group posts were created in C-Dit during the year 1990. Further 55 contract employees were regularised in the year 2008, 7 contract employees were regularised in the year 2011 and 54 contract employees were regularised in the year 2015. The 116 posts other than the 6 Core Group posts were created for regularisation of employees with the condition that the posts will cease as and when the employee regularised against it leaves the institution and further promotion / appointment to the vacancies arise from these posts shall not be done without the approval of Governing Body of C-Dit and Government.

3. The Registar, C-Dit, with the approval of Governing Body of C-Dit has furnished a proposal to Government for regularisation of 172 employees working in temporary posts. The proposal was examined in the Electronics & Information Technology Department and where on consultation with Finance Department that Department offered the following remarks.

"The Administrative Department is informed that the employees joined in C-Dit from 12/2002 to 11/2013. Vide Note No.2661/Exp.A1/15/Fin dated 04.02.2016 (May be seen in the Local References Menu), Finance Department has communicated instructions to all Secretaries, on the basis of the remarks of Law Dept obtained in the File No. 36410/WW1/15/Fin regarding the implication of the judgment of Hon'ble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595- 3612 of 1999 – State of Karnataka vs Umadevi (May be seen in the Local References Menu) in matters pertaining to the regularization of

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daily wage worker/temporary employees after 09.10.2006. Finance Department has already opined that it is illegal to regularise in permanent appointment, any daily wage or temporary worker, including deputationists, in Govt service or in any Government controlled Public institution, after the specified date viz 09.10.2006. In the light of the above orders, the Administrative Department is informed that the proposal of the Registrar, C-Dit could not be agreed.

It has the approval of the Hon'ble Chief Minister and the Hon'ble Minister (Finance)."

4. On the basis of the remarks of Finance Department, decision was taken to reject the proposal and C-Dit was informed accordingly. Later C-Dit with the approval of its Governing Body has furnished a revised proposal to Government seeking regularisation of 114 temporary employees who have completed 10 years service in C-Dit. Regularisation of temporary employees has been disallowed as per the instructions issued by the Finance Department on the basis of the advise of Law Department, which is based on a judgment of the Hon'ble Supreme Court of India. In the circumstance, remarks of Law Department was obtained on the new proposal of C-Dit and that Department remarked as follows.

"ഭരണവകുപ്പിന്റെ നിർദ്ദേശം പരിശോധിച്ചതിൽ നിലവിലില്ലാത്ത തസ്തികകളിൽ കഴിഞ്ഞ കുറെക്കാലമായി കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്ന 114 പേരെ തസ്തിക സൃഷ്ടിച്ച് സ്ഥിരപ്പെടുത്തുന്നതിന് വേണ്ടിയുള്ള പ്രപ്പോസലാണ് CDIT രജിസ്ട്രാർ സമർപ്പിച്ചിട്ടുള്ളത് എന്നാണ് . സ്ഥാപനത്തിൽ നിയമനരീതി സംബന്ധിച്ചിട്ടുള്ള ചട്ടങ്ങളും പുറപ്പെടുവിച്ചിട്ടില്ലായെന്നും ഫയലിൽനിന്നും വ്യക്തമാകുന്നുണ്ട് . ഇല്ലാത്ത തസ്തികകളിലാണ് കരാർ അടിസ്ഥാനത്തിൽ തുടർന്നുവരുന്നത് എന്നതിനാൽ കരാർ പ്രകാരമുള്ള ആനുകൂല്യങ്ങൾക്ക് മാത്രമേ ഇവർക്ക് അർഹതയുള്ളൂ .

പബ്ലിക് എംപ്ലോയ്മെന്റിൻ കീഴിൽ വരുന്ന തസ്തികകളിലേക്ക് വ്യവസ്ഥാപിതമായ രീതിയിൽ നിയമനം നടത്താതെ ദിവസവേതനത്തിലും കരാർ അടിസ്ഥാനത്തിലും തുടർന്നുവരുന്ന താത്ക്കാലികക്കാരെ സ്ഥിരപ്പെടുത്തുന്നത് ഭരണഘടനാ ഉറപ്പുനൽകുന്ന അവസര സമത്വം തുല്യനീതി തുടങ്ങിയ മൗലിക തത്വങ്ങൾക്ക് എതിരാണ് എന്നാണ് Secretary, State of Karnataka Vs.Umadevi and others എന്ന കേസിൽ ബഹു . സുപ്രീം കോടതി വിധിച്ചിട്ടുള്ളത് . പ്രസ്തുത കേസിൽ ടി വിധിന്യായം പുറപ്പെടുവിച്ച തീയതിയിൽ ഫയലിലെ താത്ക്കാലികമായി തുടർന്നുവരുന്ന 10 വർഷത്തെ സേവനം

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പൂർത്തിയാക്കിയവരെ ചില നിബന്ധനകൾക്ക് വിധേയമായി ഒറ്റത്തവണയാക്കി സ്ഥിരപ്പെടുത്തുന്നതിന് ബഹു . കോടതി അനുമതി നൽകിയിരുന്നത് . ഇത് കീഴ്വഴക്കമാകരുത് എന്നതാണ് പ്രസ്തുത വിധിയുടെ അന്തഃസത്ത.

നിലവിലെ ഫയലിലെ വിഷയത്തിൽ തസ്തിക സൃഷ്ടിക്കപ്പെട്ടിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ആയത് സൃഷ്ടിക്കപ്പെടുന്നതോടൊപ്പം കൂടി വ്യവസ്ഥാപിതമായ രീതിയിൽ മാത്രമേ നിയമനം നടത്തുവാൻ കഴിയുകയുള്ളൂ. തുല്യ യോഗ്യതയുള്ളവർക്ക് അവസര സമത്വം നൽകിക്കൊണ്ടും സംവരണ തത്വം ബാധകമായ ഇടങ്ങളിൽ അത് പാലിച്ചുകൊണ്ടു വേണം നിയമനം നടത്തേണ്ടത് എന്ന കാര്യം ഭരണവകുപ്പിനെ അറിയിക്കുന്നു ."

5. When file was forwarded once again to the Finance Department with the remarks of Law Department, the Finance Department offered the following remarks.

"ധനവകുപ്പ് മുൻപ് നൽകിയ അഭിപ്രായത്തിലേയ്ക്ക് ഭരണവകുപ്പിന്റെ ശ്രദ്ധ ക്ഷണിക്കുന്നു (remarks dated 20/11/2019).ടി അഭിപ്രായത്തോടൊപ്പം ഭരണ വകുപ്പിന് , പ്രസ്തുത തസ്തികകളിൽ സ്ഥിരപ്പെടുത്തൽ അത്യാവശ്യമാണെന്ന് കരുതുന്നുവെങ്കിൽ , മന്ത്രിസഭയുടെ പരിഗണനക്ക് സമർപ്പിച്ച തീരുമാനം എടുക്കാവുന്നതാണെന്നും അറിയിക്കുന്നു.

ഇതിന് ബഹു. ധനവകുപ്പ് മന്ത്രിയുടെ അംഗീകാരമുണ്ട്."

6. The remarks offered by the Law Department and Finance Department are not in favour of the proposal of C-Dit for regularisation of 114 temporary employees working in temporary posts over 10 years, by creating permanent posts. The advise of Law Department points out that the judgment of the Hon'ble Supreme Court in the case viz. Secretary, State of Karnataka Vs Umadevi and others is against the regularisation of daily wage or contract employees in posts under public employment without adhering to the fundamental rights, equal justice and equal opportunity ensured by the Constitution. The judgment of the Hon'ble Court in the particular case permits regularisation of temporary employees who have completed 10 years of service in the date of the judgment, subject to certain conditions and as a one time measure. The spirit of the judgment is not to take this as a precedence. In the matter of regularisation of employees in C-Dit, posts to be created first and appointments to be made by providing equal opportunity to equally qualified and following reservation

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principles wherever required. The Finance Department has also opined that the proposal of C-Dit cannot be agreed on the basis of existing instructions disallowing regularisation.

7. The Hon'ble Chief Minister has ordered to place the proposal regarding the regularisation of 114 temporary employees who have been working over 10 years in C-Dit submitted by the Registar, C-Dit for the consideration of Council of Ministers. As part of placing the matter before the Council of Ministers, the file was forwarded once **again** to Finance Department seeking remarks on the matter including whether the proposed scales of pay submitted by C-Dit are appropriate to the respective posts and qualification for regularising the 114 temporary employees and that Department remarked as follows.

"ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം ബഹു:ധനമന്ത്രിയുടെ ഉത്തരവോടുകൂടി നേരത്തെ തന്നെ ഭരണവകുപ്പിനെ അറിയിച്ചിട്ടുള്ളതാണ്(remarks dated 13/1/2021). കൂടുതൽ ആയി അഭിപ്രായം ടി വിഷയത്തിൽ ധനവകുപ്പിന് രേഖപ്പെടുത്താൻ ഇല്ലെന്ന ഭരണവകുപ്പിനെ അറിയിക്കുന്നു."

8. The Law Department and Finance Department have not concurred to the proposal of Registrar, C-Dit to regularise 114 temporary employees who have been working over 10 years service in C-Dit, by creating posts. Hence the regulrisation of the said employees can be considered only by overruling the remarks of Law Department and Finance Department. Based on the orders to place the matter before the Council of Ministers, examined the scales of pay and basic qualification of the 114 employees included in the proposal of the Registrar, C-Dit and some modifications have been made as detailed below in proportion to the scales of pay sanctioned to the posts with similar educational qualifications. The proposal for regularisation has to be considered with suitable modifications taking in to account of the present financial situation and future progress of C-Dit. The proposal of Registrar, C-Dit to regularise the 114 employees in service has been considered with the modifications in posts and scales of pay and subject to conditions as detailed below.

I. The 114 posts created in C-Dit are only for the purpose of regularising the employees working over 10 years, considering on humanitarian grounds. The posts created for regularisation will cease as and when the employee regularised in it leaves.

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Promotions and further appointments to these posts shall not be made without the approval of Government.

II. The Registrar, C-Dit shall ensure the authenticity of the certificates to prove educational qualifications of the employees proposed for regularisation.

III. The matter of scientific re-organization of the posts in tune with the present area of operation of C-Dit has to be examined by conducting a study through an expert Agency of Government. The Personnel & Administrative Reforms Department may be entrusted to conduct a comparative study of the present work and the regularised posts and to submit report for scientific re-organisation of the posts.

IV. As per the provision ii) in G.O (P) No.56/2017/Fin dated 28.04.2017, prior approval of Government has to be obtained if the temporary employees appointed in various projects of C-Dit is to be continued beyond period of two years. The temporary employees appointed in various projects shall not be permitted to continue beyond 5 Years.

V. Temporary posts likely to be continued beyond 1 year shall be created only with the approval of Government.

9. The details such as name, post and scale of the 114 employees with modifications and subject to conditions as detailed above is appended as annexure to this note.

Point for Decision

Whether the proposal submitted by the Registrar, C-Dit to regularize 114 contract employees who have been working in C-Dit over 10 years may be considered and the employees may be regularised by creating posts as mentioned in annexure, subject to the conditions specified in paragraph 8 of this note, by overruling the remarks offered by the Finance Department and Law Department?

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Annexure

Sl. No.	Name of Employee	Name of Post	Scale of pay	Date of Birth	Date of Joining in temporary post in C-DIT	Educational Qualification	Completed Years of temporary service as on 31.12.2020
1	Sajan Ambadiyil	Scientific Officer	39500-83000	24.04.1977	03.01.2008	M.Sc Physics M.Tech Opto- Electronics & Laser Technology	12
Programmer							
2	Shiny. D.S	Programmer	26500-56700	30.05.1983	27.07.2007	B.Tech - Electronics & Communication Engineering	13
3	Ajish. M.R	Programmer	26500-56700	30.04.1980	30.07.2007	B.Sc, MCA	13
4	Chandini Babu N	Programmer	26500-56700	31.05.1982	30.07.2007	B.Tech - Electronics and Communication Engg., CNA and linux 2004	13
5	Preetha. P	Programmer	26500-56700	03.04.1973	30.07.2007	B.Tech - Computer Science and Engineering	12
6	Sreejith. A.K	Programmer	26500-56700	01.05.1979	31.07.2007	BCA, M.Sc Computer Science	13
7	Navaneeth Krishnan	Programmer	26500-56700	16.01.1973	01.08.2007	B.A, PGDCA, MCA, eDiploma in Advanced Software Technology	13
8	Sudheesh. A.P	Programmer	26500-56700	14.07.1980	01.08.2007	B.Sc / M.Sc. Computer Science	13
9	Lijith. T.K	Programmer	26500-56700	22.03.1979	10.08.2007	BCA, MCA , MBA	13
10	Sindu Thankappan	Programmer	26500-56700	10.04.1978	13.08.2007	B.Sc, MCA	13
11	Ajay. V	Programmer	26500-56700	26.07.1983	17.10.2007	B.Sc Computer Science, MCA	13

12	Aneez. M	Programmer	26500-56700	01.12.1983	07.12.2007	B.Tech - Information Technology	12
13	Sreelekshmy. R	Programmer	26500-56700	16.11.1984	02.03.2009	B.Sc, MCA	11
14	Asha R.S	Programmer	26500-56700	26.11.1985	10.08.2009	B.Tech (Computer Science and Engg)	11
15	Tanzeem. M.B	Programmer	26500-56700	09.09.1981	18.09.2009	B.Tech (Computer Science and Engg)	11
16	Anju Bhaskaran	Programmer	26500-56700	31.05.1985	19.10.2009	B.Tech -Electronics and Communication	11
17	Remya Sree . U	Programmer	26500-56700	18.05.1986	19.10.2009	B. Tech- Electronics & Communication	10
18	Sunitha. K.K	Programmer	26500-56700	26.05.1985	19.10.2009	B.Sc Computer Science, MCA	11
19	Rojimon. N.T	Programmer	26500-56700	25.03.1982	05.11.2009	B.Sc, MCA	11
20	Raghith. A	Programmer	26500-56700	09.05.1982	29.03.2010	B.Sc Computer Science, MCA	10
21	Arunnadh. G	System Administrator	27800-59400	29.05.1985	19.05.2008	B.E. - Computer Science and Engineering	12
Technical Assistant							
22	Syam Kumar. K	Technical Assistant	26500-56700	13.02.1977	14.02.2005	B.E. - Electronics & Communication	15
23	Girish. R	Technical Assistant	26500-56700	31.05.1971	03.04.2006	Diploma in Mechanical Engineering (3 Year Course), Advanced Training Course in Multimedia	14
24	Liju. V.V	Technical Assistant	26500-56700	09.07.1985	02.05.2007	Diploma in Electronics (3 Year Course)	13
25	Ragesh. K	Technical Assistant	26500-56700	02.05.1981	02.05.2007	Diploma in Computer Engineering (3 Year Course)	13
26	Raneesh. P.P	Technical Assistant	26500-56700	09.01.1986	02.05.2007	Diploma in Electronics (3 Year Course)	13

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27	Ambily. B.V	Technical Assistant	26500-56700	09.05.1978	17.11.2007	Diploma in Computer Hardware Maintainence (3 Year Course), PGDCA	13
28	Geetha. S.S	Technical Assistant	26500-56700	30.05.1978	24.03.2008	MA, PGDCA	12
29	Praseena. M.P	Technical Assistant	26500-56700	04.03.1985	01.04.2008	BA, PGDCA	12
30	Suresh. D	Technical Assistant	26500-56700	10.05.1975	21.11.2007	BA, PGDCA	13
31	Sarath Kumar. K	Technical Assistant	26500-56700	29.05.1981	08.07.2008	BA, PGDCA, Computer Course in Hardware and Networking	12
32	Smitha B	Technical Assistant	26500-56700	23.11.1980	18.05.2009	Diploma in Electronics (3 Year Course)	11
33	Afsal Rahman	Technical Assistant	26500-56700	25.02.1986	28.06.2010	BSc Computer Science, MCA	10
34	Nidhil. G	Technical Assistant	26500-56700	20.04.1985	28.06.2010	ITI Electronics, DCHM Polytechnic	10
35	Pramod Kumar. D	Technical Assistant	26500-56700	28.05.1985	28.06.2010	Diploma in Applied Electronics	10
Coordinator							
36	Giby P. Abraham	Coordinator	26500-56700	31.05.1972	17.04.2008	BA, MSW - PM & Labour Welfare, PG Diploma in Journalism	12
37	Jacob Thomas	Coordinator	26500-56700	13.04.1982	25.06.2009	B.Sc (Electronics), M.Sc (Computer Science)	11
38	Aiswarya. R	Coordinator	26500-56700	22.08.1984	24.02.2009	B.Tech Electronics & Communication	11
39	Sofimol. V.K	Coordinator	26500-56700	19.10.1976	25.06.2009	B.Sc, MCA	11

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40	Sreepriya Sivanandan	Coordinator	26500-56700	12.11.1982	01.07.2009	M.Sc Software Science, Diploma for Graduate Engineer, Visual C++	11
41	Sreejesh. E.K	Coordinator	26500-56700	02.04.1984	25.06.2009	B.SC, M.Sc Computer Science, Hardware and Networking, CCNA	11
42	Batakrushna Panda	Production Supervisor	26500-56700	29.01.1978	18.07.2007	B.A	13
43	Manulal. M.P	Production Coordinator (OIP)	19000-43600	25.05.1983	14.12.2009	HSE	10
44	Sathyanesan M.V.	Video Production Assistant	18000-41500	28.05.1980	03.07.2010	SSLC	10
45	Raji. A.L	Call Centre Executive	19000-43600	20.06.1983	12.08.2009	M. Sc Software Engineering, J2EE	11
46	Prajin V.R	Call Centre Executive	19000-43600	30.05.1984	08.04.2010	BA, CCHM , DCA	10
Web Designer/GUI Designer							
47	Soumya. T	Web Designer/ GUI Designer	22200-48000	16.05.1984	22.08.2007	BA, DCA, PG Diploma in Multimedia Design	13
48	Santhosh. C	Web Designer/GUI Designer	22200-48000	30.05.1984	22.08.2007	B.Com, Dilpoma in Computerised Financial Accounting-2002, Graphics suit performance statement 2006, Completed course on Graphic designing on authoring multimedia suit, Animation suit, Advanced Animation Suit and digital portfolia development 2008	13

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49	Satheesh. S	Web Designer/GUI Designer	22200-48000	02.04.1978	30.08.2007	B.Sc Computer Science, M.Sc. Computer Science, Completed Software testing training programme, Certificate in dotnet programming 2005, Certificate in SQL server 2000	13
50	Dinesh Kumar. V	Web Designer/GUI Designer	22200-48000	11.12.1973	18.04.2008	B.Sc, Performance Statement - 3D Modeling & Animation, Multimedia Authoring and Multimedia Programming	12
51	Jayahari. K.V	Web Designer/GUI Designer	22200-48000	26.04.1978	09.04.2008	LLB, Web Design Course	12
52	Shajith. R.B	Web Designer/GUI Designer	22200-48000	28.05.1982	03.09.2008	BFA in Painting	12
53	Rajesh . M	Web Designer/GUI Designer	22200-48000	19.03.1975	09.06.2010	BA, Course on Graphic and Authoring Multi Media	10
54	Pinki. M.S	Video Editing cum Sound Assistant	26500-56700	31.05.1980	31.01.2008	BA , Diploma in Journalism , Completed Avid 117 - Avid Xpress at the Digital Film School, Mumbai	12
55	Jithin Mathew	Assistant Cameraman	19000-43600	28.10.1985	19.12.2009	One Year course in Digitial & Analogue Videography & Photography, PG Diploma in Science & Development Communication, BA	10
56	Parvathy Thampy	Office Assistant	26500-56700	23.03.1982	15.10.2008	BA	11
57	Chithra Resmi. S	Content Developer	26500-56700	21.05.1983	28.02.2008	B.Sc, Master of Communication and Journalism (MCJ), Certificate in Computer Basics of C-DAC, JIST PACE Programme 2003	12
58	Ashish. P.S	Content Developer	26500-56700	30.05.1985	04.01.2010	MA, Post Graduate Diploma in Electronic Journalism	10

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59	Divya Vasanthan K. N	News Reporter	26500-56700	16.05.1980	27.10.2009	MA, PG Diploma in Journalism	11
60	Nileena. P	News Reporter	26500-56700	11.11.1985	27.10.2009	Master of Journalism & Communication	11
61	Mohanlal. G	Font Designer	19000-43600	16.05.1971	04.08.2008	B.Sc, M.Sc Computer Science, PGDCA, Passed sections A & B in electronics and Telecommunications Engineering Branch. (2 years 1998 IETE), CCNA , DBMS, Certificate in computer programming.	12
62	Manoj Kana	Assistant Producer	26500-56700	28.01.1973	21.01.2010	BA, PGDSDC	10
63	Pradeep Kumar. R	Faculty cum Co-ordinator (Web design)	26500-56700	27.05.1979	18.10.2007	B.Sc, Post Graduate Diploma in Animation Film Designing	13
64	Prasanth. V	Faculty cum Co-ordinator (Animation)	26500-56700	19.12.1978	18.10.2007	B.Com, Post Graduate Diploma in Animation Film Designing	13
65	Unnikrishnan. T	Animation Consultant cum Trainer	26500-56700	28.08.1973	20.10.2008	BA, Post Graduate Diploma in Animation Film Designing, Certificate Course in Graphics & Multimedia	12
66	Deepa. S	Research Associate	26500-56700	05.10.1975	21.11.2007	BA, MSW (PM&IR)	11
Office Assistant							
67	Leena. P	Office Assistant	26500-56700	20.05.1978	19.08.2005	B.Com, Diploma in Computer Management	15
68	Vinod. M	Office Assistant	26500-56700	12.03.1974	16.08.2007	B.Com, Diploma in Computer and information management	13
69	Sujitha. P.S	Office Assistant	26500-56700	04.04.1982	05.09.2007	B.Com, PGDCA	13

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70	Subhash. K.K	Office Assistant	26500-56700	25.05.1966	07.11.2007	B.Com, Tally	13
71	Preethikrishna. M.R	Office Assistant	26500-56700	29.05.1983	31.07.2008	M.Com, M.S Office, Diploma in Computerized Financial Accounting	12
72	Deepa. M	Office Assistant	26500-56700	26.06.1985	13.07.2009	B.Com, PGDCA, Tally	11
73	Reeja Kumari. R	Office Assistant	26500-56700	16.12.1984	23.07.2009	B.Com, Computer Word Processing, CA foundation, Tally	11
74	Vinod. R	Office Assistant	26500-56700	25.05.1972	24.07.2009	B.Com, Diploma in Systems Management, Tally.	11
75	Devarajan. V.R	Office Assistant	26500-56700	30.05.1977	27.07.2009	B.Com ,PG Diploma in Computer (Software) Applications	11
76	Juliemol Thomas	Office Assistant	26500-56700	29.05.1975	24.03.2010	B.Com, DCFM	10
77	Saritha. V.T	Office Assistant	26500-56700	15.12.1984	15.09.2007	B.Sc, PGDCA	13
78	Kuriakose Philip	Office Assistant	26500-56700	10.02.1976	20.09.2007	BA, PGDCA, Typewriting English Higher	13
79	Manju. S. Warrier	Office Assistant	26500-56700	20.05.1982	17.12.2007	BA	13
80	Anikrishnan. K	Office Assistant	26500-56700	31.05.1971	18.12.2008	B.Sc, PGDCA	12
81	Rekha . P	Office Assistant	26500-56700	09.03.1975	12.04.2010	BSc, B Ed, MA, Tally, CPISM	10
82	Sachu .L	Office Assistant	26500-56700	10.01.1972	03.05.2010	B.Sc, Type writting lower, DOA	10
83	Praveen. S	Office Assistant	26500-56700	26.04.1988	03.05.2010	B. Com, DCFA	10
84	Renjith Kumar. R	Production Assistant	19000-43600	13.02.1984	25.07.2009	B.Com, Diploma in Computerised Financial Management	11

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85	Sreekumar. S.S	Junior Technician	19000-43600	10.09.1969	17.04.2006	Trade certificate ITI	14
86	Manikuttan. B	Junior Technician	19000-43600	08.05.1971	17.04.2006	Trade certificate ITI , PDC	14
87	Gopi Krishnan.A.R	Lab Assistant	18000-41500	17.05.1975	29.11.2008	PDC, Diploma in 3D studio Max ,MS Office, Photoshop	11
88	Bindu Lekha. B.R	Lab Assistant	18000-41500	24.03.1981	25.09.2009	PDC, Certificate Course in Non-Linear Editing, Diploma in Computer Applications & Multilingual D.T.P	11
89	Surjith. V.S	Lab Assistant	18000-41500	31.05.1986	26.09.2009	VHSE (Data Processing and Console Operation), Completed Course on AAASP	11
90	Mineesh N. S	Software Support Assistant	18000-41500	22.05.1982	01.10.2009	PDC, Professional Diploma in Computer Software Technology, Diploma in International Hotel Management	11
91	Midhun Dev Pottekkad	Assistant Editor cum Sound Recordist	18000-41500	15.02.1980	21.12.2009	SSLC, Diploma in Video Editing	10
Data Entry Operator							
92	Rajeswari. R	Data Entry Operator	18000-41500	29.03.1967	01.09.2005	HSC,Diploma in Computer Science, Typewriting (English Lower), DTP (Wordstar, Ventura, Pagemaker)	15
93	Deepa. L	Data Entry Operator	18000-41500	18.05.1981	18.08.2007	B.Com, Diploma in Software Applications & Entrepreneurship Development, Diploma in Computer Management, Typewriting English (Higher & Lower), Malayalam (Lower)	12
94	Manoj. M	Data Entry Operator	18000-41500	05.05.1976	30.08.2007	VHSE - Data Processing & Console Operation, ITI Mechanic Radio & Television, Typewriting English (Lower), DTP	13

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95	Saheera Beevi.E.F	Data Entry Operator	18000-41500	23.07.1982	17.09.2007	B.Com - Electronic Data Processing & Computer Applications, Diploma in Software Application & Entrepreneurship Development	13
96	Prasanth. R	Data Entry Operator	18000-41500	07.05.1982	01.10.2007	PDC, Type Writing English Lower	13
97	Deepa. K.S	Data Entry Operator	18000-41500	25.03.1982	02.11.2007	PDC, DTP, MS Office, DCA, Type Writing English (Lower)	13
98	Gisha. G	Data Entry Operator	18000-41500	24.05.1984	02.11.2007	PDC, Certificate in Computer & DTP Operation	13
99	Sreedevi. K	Data Entry Operator	18000-41500	01.05.1973	02.11.2007	M.S. Office, DTP, ITI Trade of Mechanic Radio and Television , Computer Word Processing, Type Writing- English (Higher & Lower), Malayalam (Lower), Hindi (Higher & Lower), Hindi Lower Grade Short-hand	13
100	Roja. J.S	Data Entry Operator	18000-41500	02.01.1975	15.09.2008	BA, DCA, DTP, Data Entry Operation	12
101	Sheeba. N	Data Entry Operator	18000-41500	24.05.1981	15.09.2008	BA, Typewriting (Malayalam Lower), Typewriting (English Higher), Certificate Course in DTP Malayalam, DTP (English & Malayalam) Computer Word Processing	12
102	Arunkumar. G.C	Data Entry Operator	18000-41500	01.12.1983	02.03.2009	HSE, DTP (Eng & Mal), Typewriting (English & word processing)	11
103	Pushpalatha T.R	Data Entry Operator	18000-41500	18.05.1969	18.04.2009	SSLC, Typewriting English Higher, Malayalam Lower	11
104	Radhika Kumari.S	Scanning Assistant	18000-41500	07.05.1967	17.07.2007	SSLC, ITI - Draughtsman Civil	13
105	Preetha. S. Nair	Clerk cum Data Entry Operator	18000-41500	11.05.1975	02.07.2008	PDC, Diploma in Computer Management, Typewriting English Lower, Data Entry	12

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495650/2021/IT (C)

File No. IT-C1/136/2019-ITD (Computer No. 1211587)

						Operation in Malayalam	
106	Rajendra Kumar. D	Driver-cum-cleaner	18000-41500	15.05.1970	22.08.2008	SSLC failed, Driver License (M/C with gr., LMV, HPMV, HGMV, A/R	12
107	Abhilash. K	Driver-cum-cleaner	18000-41500	12.05.1975	17.08.2009	Driving Licence M/C with gr., 3 whlr, LMV, HPMV, HGV	11
108	Suma. K	Helper	17000-37500	30.05.1970	01.10.2007	Std. VIII Pass	12
109	Shaheer. A	Helper	17000-37500	13.05.1967	16.11.2007	PDC	13
110	Kumar. R	Helper	17000-37500	30.05.1970	27.03.2008	SSLC failed, M/C with gr, 3whlr	12
111	Bindu. S	Sweeper	17000-37500	22.05.1975	18.02.2009	SSLC failed	11
112	Sudarsanan. S	Messenger	17000-37500	23.05.1963	01.01.2010	Std. VII Passed, One year training in Plasticwork, Skill Training in Metal	11
113	Sudhakaran. T.V	Helper cum Messenger	17000-37500	15.05.1971	25.02.2009	SSLC	11
114	Sindhu. S	Part Time Sweeper	8200-13340	02.05.1972	15.05.2009	Std. VIII	11

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4759234/2020/IT(OS)
0086318

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C-DIT

No. C-DIT/ADM/42/2020-A1 18.11.2020

The Secretary
Electronics & Information Technology
Government Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT –Post creation and regularisation of employees-furnishing revised details of qualification and expererince -reg

Ref: 1. Letter No. IT- C1/136/2019-ITD dated 07.09.2020

2. C-DIT letter of even no. dated 16.10.2020.

Kind attention is invited to references cited. As per para 11 of the letter dated 16.10.2020, basic qualification and experience required for the proposed post were submitted as Annexure V to the said letter cited (2). It may please be seen that the Annexure V already furnished was incomplete and had typogrphical errors . Therefore the revised Annexure V is attached herewith for consideration.

Yours faithfully,

REGISTRAR

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13.	Content Developer	MCJ or graduation with PG Diploma in journalism from a recognized university. Two years experience in a reputed institution.
14.	News Reporter	MCJ or graduation with PG Diploma in Journalism from a Govt. recognized institution with good writing/ presentation skills (English and Malayalam) in media.Two years experience in a reputed institution.
15.	Font Designer	Graduation / Engineering Diploma; Two years experience in Font designing (Malayalam) in a reputed institution.
16.	Assistant Producer	Graduation / PG diploma in media communication; two years experience in Video Production in a reputed institution.
17.	Faculty cum Coordinator (Web Design)	Degree in any discipline with PG diploma in Animation film designing; two years experience in relevant field
18.	Faculty cum Coordinator (Animation)	Degree in any discipline with PG diploma in Animation film designing; two years experience in relevant field
19.	Animation Consultant cum Trainer	Degree in any discipline with PG diploma in Animation film designing; two years experience in relevant field
20.	Research Associate	Post Graduation (in Social Sciences, Developmental studies) ; two years experience in Research in a reputed institution.
21.	Office Assistant (Accounts)	B. Com; Computer proficiency, two years relevant experience in a reputed institution.
22.	Office Assistant (Administration)	Graduation in any discipline. Computer proficiency, two years experience in Office administration / establishment from a reputed institution.
23.	Production Assistant (Video)	HSC ; certifcate course in (video production / multimedia / media communication) two years experience as production Assistant in Video/Film production and documentation in a reputed institution.
24.	Junior Technician	SSLC; ITI/NTC; 2 years relevant experience in a reputed institution.
25.	Lab Assistant	HSC / VHSC ; Diploma / certificate (in video editing/ animation/ multimedia); 1 year relevant experience in a reputed firm.
26.	Software Support Assistant	HSC and Diploma in Computer Software/ Applications
27.	Assistant Editor Cum Sound Recordist	SSLC; certificate/ diploma in Video editing or media communication from a reputed visual media organization, one year experience in video editing

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ANNEXURE V

Details of Basic Qualification and experience fixed for proposed posts for post creation

Sl.No	Post to be created	Basic Qualification
1.	Scientist/Scientific Officer	MSc or M.Tech with specialisation in the relevant areas (Opto Electronics, Optical Communication or and Laser Technology). Industrial experience in a reputed institution. Desirable – Ph.D /M.Phil in relevant area.
2.	Programmer	B.Tech (in Computer Science / IT) or MCA or MSc (Computer Science / IT) with knowledge in relevant programming languages/ tools. Two year experience as Programmer in a reputed organisation.
3.	System Administrator	B.Tech (in Computer Science /IT) / MCA / MSc (Computer Science /IT). Two years experience in system administration in a reputed organisation.
4.	Technical Assistant	Engineering diploma of 3 year duration or graduation (in Physics/ CS/IT/Electronics / computer applications) or PGDCA after graduation. Two years experience in project technical support in a reputed organisation.
5.	Coordinator	B. Tech or Post graduation; 2 years experience (in teaching / coordinating training programmes / franchisee development) in a reputed institution
6.	Production Supervisor	Graduation with two years industrial experience in a production unit.
7.	Production Coordinator	HSC with 1 year industrial experience in a production unit.
8.	Video Production Coordinator	SSLC; ceritificate course in (Video production /multimedia / media communication) ; 1 year expreience in video production in a reputed institution.
9.	Call Centre Executive	Graduation; Good Communication skills in English & Malayalam
10.	Web/ GUI Designer	Graduation; Diploma (in Web Designing /Graphic Designing) from a reputed Institution. 2 years experience in designing multimedia website using latest design and other tools.
11.	Video Editing Cum Sound Recordist	Graduation ; Certificate (in Video editing or Media Communication); 2 years experience in video editing in reputed visual media organisation.
12.	Assistant Cameraman	HSC; Diploma / Certificate in videography from a reputed institution; 2 years experience as Videographer for independent projects

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28.	Data Entry Operator	SSLC; Typewriting / DTP in Malayalam, English, Hindi, 1 year experience with office automation tools.
29.	Scanning Assistant	SSLC/ ITI/ NTC, experience in digitization and scanning.
30.	Clerk cum Data Entry Operator	HSC / typewriting / DTP in Malayalam, English, Hindi, 1 years experience with office automation tools
31.	Driver cum Cleaner	Pass in std VII, License for driving HMV/LMV, physical fitness as per rules
32.	Helper	Pass in VII with good physique
33.	Helper cum Messenger	Pass in VII with good physique. *Driving license in LMV*
34.	Messenger	Pass in VII with good physique. *Driving license in LMV*
35.	Sweeper	Literacy in Malayalam with ability to do manual labour
36.	PTS	Literacy in Malayalam with ability to do manual labour

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

സംഗ്രഹം

ഇലക്ട്രോണിക്സും വിവരസാങ്കേതികവിദ്യയും വകുപ്പ് – സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) - 10വർഷത്തിലധികമായി സി-ഡിറ്റിൽ ജോലിചെയ്തുവരുന്ന 114 താൽകാലിക ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്തുകൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ (സി) വകുപ്പ്

സ.ഉ.(കൈ) നം.5/2021/വി.സാ.വ തീയതി,തിരുവനന്തപുരം, 04/02/2021

പരാമർശം:- 1. സ.ഉ(എംഎസ്) നം.14/90/സിഎഡി, തീയതി 11.05.1990
2. സ.ഉ(സാധാ) നം.196/2008/ഐ&പിആർഡി, തീയതി 18.08.2008
3. സ.ഉ(സാധാ) നം.222/2008/ഐ&പിആർഡി, തീയതി 29.09.2008
4. സ.ഉ(എംഎസ്) നം.2/2011/ഐ&പിആർഡി, തീയതി 08.02.2011
5. സ.ഉ(എംഎസ്) നം.9/2015/ഐ&പിആർഡി, തീയതി 06.06.2015
6. സി-ഡിറ്റ് രജിസ്ട്രാറുടെ 14.08.2020-ലെ CDIT/ADM/42/2020-A1 നമ്പർ കത്ത്
7. സി-ഡിറ്റ് രജിസ്ട്രാറുടെ 16.10.2020-ലെ CDIT/ADM/42/2020-A1 നമ്പർ കത്ത്
8. സി-ഡിറ്റ് രജിസ്ട്രാറുടെ 23.10.2020-ലെ 42/A1/Admn/2020/C-DIT നമ്പർ കത്ത്

ഉത്തരവ്

1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്റററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സ്വയം ഭരണ സ്ഥാപനമായ സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) - യിൽ പരാമർശം 1 പ്രകാരം 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിക്കുകയും തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താൽകാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്തുവന്ന 55 ജീവനക്കാരെ 2008 ലും, 7 ജീവനക്കാരെ 2011 ലും, 54 ജീവനക്കാരെ 2015 ലും സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് പരാമർശം 2 മുതൽ 5 വരെയുള്ള ഉത്തരവുകൾ പ്രകാരം റഗുലറൈസ് ചെയ്യുകയും ചെയ്തിട്ടുണ്ട്. 6 കോർ ഗ്രൂപ്പ് തസ്തികകളൊഴികെ സി-ഡിറ്റിൽ സൃഷ്ടിച്ചിട്ടുള്ള 116 തസ്തികകളും ആയതിൽ നിയമിക്കപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടെ ഇല്ലാതാകുമെന്നും പ്രസ്തുത തസ്തികകളിലേക്ക് പുന:നിയമനങ്ങളോ പ്രൊമോഷനുകളോ സർക്കാരിന്റെയും സി-ഡിറ്റ് ഭരണ സമിതിയുടെയും അനുമതിയില്ലാതെ നടത്തുവാൻ പാടില്ല എന്നുമുള്ള നിബന്ധനയ്ക്ക് വിധേയമായാണ് സൃഷ്ടിച്ചിട്ടുള്ളത്.

2. സി-ഡിറ്റിൽ 10 വർഷത്തിലധികമായി കരാർ അടിസ്ഥാനത്തിൽ സേവനമനുഷ്ഠിച്ചുവരുന്ന 114 താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനായി സി-ഡിറ്റ് ഭരണ സമിതിയുടെ അംഗീകാരത്തോടുകൂടി പരാമർശം (6) ൽ സൂചിപ്പിച്ചിട്ടുള്ള കത്ത് പ്രകാരം സി-ഡിറ്റ് രജിസ്ട്രാർ സർക്കാരിൽ പ്രൊപ്പോസൽ സമർപ്പിക്കുകയുണ്ടായി. സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസൽ സർക്കാർ വിശദമായി പരിശോധിക്കുകയും പ്രസ്തുത പ്രൊപ്പോസലിൽ ഉൾപ്പെട്ടിട്ടുള്ള

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1 1 4 ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകളും അടിസ്ഥാനയോഗ്യതയും പരിശോധിച്ചതിൻ പ്രകാരം വിദ്യാഭ്യാസയോഗ്യതയുടെ സ്വഭാവമായും സമാന തസ്തികകൾക്ക് നൽകിയിട്ടുള്ള ശമ്പളസ്കെയിലുകൾക്കാനുപാതികമായും ചില ക്രമപ്പെടുത്തലുകൾ വരുത്തിക്കൊണ്ടും സി-ഡിറ്റിന്റെ നിലവിലെ സാമ്പത്തിക സ്ഥിതിയും മുന്നോട്ടുള്ള പ്രവർത്തന പുരോഗതിയും ലക്ഷ്യംവച്ചുകൊണ്ടുള്ള ചില നിബന്ധനകളുടെ അടിസ്ഥാനത്തിലും സർവ്വീസിൽ റഗുലറൈസ് ചെയ്യുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാർ ശിപാർശ ചെയ്തിട്ടുള്ള 114 ജീവനക്കാരെ മനുഷ്യത്വപരമായ കാരണങ്ങൾ കണക്കിലെടുത്ത് ചുവടെ പറയുന്ന പ്രകാരമുള്ള തസ്തികകളിലും ശമ്പള സ്കെയിലിലും റഗുലറൈസ് ചെയ്തുകൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ക്രമ. നം.	പേര്	റഗുലറൈസ് ചെയ്യുന്ന തസ്തിക	ശമ്പള സ്കെയിൽ	ജനന തീയതി	സി-ഡിറ്റിൽ ജോലിയിൽ പ്രവേശിച്ച തീയതി
1	സാജൻ അമ്പാടിയിൽ	സയന്റിഫിക് ഓഫീസർ	39500-83000	24.04.1977	03.01.2008
2	ഷൈനി. ഡി. എസ്	പ്രോഗ്രാമർ	26500-56700	30.05.1983	27.07.2007
3	അജീഷ്.എം.ആർ	പ്രോഗ്രാമർ	26500-56700	30.04.1980	30.07.2007
4	ചാന്ദിനി ബാബു. എൻ	പ്രോഗ്രാമർ	26500-56700	31.05.1982	30.07.2007
5	പ്രീത. പി	പ്രോഗ്രാമർ	26500-56700	03.04.1973	30.07.2007
6	ശ്രീജിത്. എ. കെ	പ്രോഗ്രാമർ	26500-56700	01.05.1979	31.07.2007
7	നവനീത് കൃഷ്ണൻ	പ്രോഗ്രാമർ	26500-56700	16.01.1973	01.08.2007
8	സുധീഷ്. എ. പി	പ്രോഗ്രാമർ	26500-56700	14.07.1980	01.08.2007
9	ലിജിത്. റ്റി. കെ	പ്രോഗ്രാമർ	26500-56700	22.03.1979	10.08.2007
10	സിന്ധു തങ്കപ്പൻ	പ്രോഗ്രാമർ	26500-56700	10.04.1978	13.08.2007
11	അജയ്. വി	പ്രോഗ്രാമർ	26500-56700	26.07.1983	17.10.2007
12	അനീസ്. എം	പ്രോഗ്രാമർ	26500-56700	01.12.1983	07.12.2007
13	ശ്രീലക്ഷ്മി. ആർ	പ്രോഗ്രാമർ	26500-56700	16.11.1984	02.03.2009
14	ആശ. ആർ. എസ്	പ്രോഗ്രാമർ	26500-56700	26.11.1985	10.08.2009
15	തൻസീം. എം. ബി	പ്രോഗ്രാമർ	26500-56700	09.09.1981	18.09.2009
16	അഞ്ജു ഭാസ്കരൻ	പ്രോഗ്രാമർ	26500-56700	31.05.1985	19.10.2009
17	രമ്യശ്രീ. യു	പ്രോഗ്രാമർ	26500-56700	18.05.1986	19.10.2009
18	സുനിത. കെ. കെ	പ്രോഗ്രാമർ	26500-56700	26.05.1985	19.10.2009
19	റോജിമോൻ. എൻ. റ്റി	പ്രോഗ്രാമർ	26500-56700	25.03.1982	05.11.2009
20	രാഗിത്. എ	പ്രോഗ്രാമർ	26500-56700	09.05.1982	29.03.2010
21	അരുൺനാഥ്. ജി	സിസ്റ്റം അഡ്മിനിസ്ട്രേറ്റർ	27800-59400	29.05.1985	19.05.2008
22	ശ്യാം കുമാർ. കെ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	13.02.1977	14.02.2005
23	ഗിരീഷ്. ആർ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	31.05.1971	03.04.2006
24	ലിജു. വി. വി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	09.07.1985	02.05.2007
25	രാഗേഷ്. കെ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	02.05.1981	02.05.2007
26	രനീഷ്. പി. പി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	09.01.1986	02.05.2007

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27	അമ്പിളി. ബി. വി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	09.05.1978	17.11.2007
28	ഗീത. എസ്. എസ്	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	30.05.1978	24.03.2008
29	പ്രസീന. എം. പി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	04.03.1985	01.04.2008
30	സുരേഷ്. ഡി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	10.05.1975	21.11.2007
31	ശരത് കുമാർ. കെ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	29.05.1981	08.07.2008
32	സ്മിത. ബി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	23.11.1980	18.05.2009
33	അഫ്സൽ റഹ്മാൻ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	25.02.1986	28.06.2010
34	നിധിൽ. ജി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	20.04.1985	28.06.2010
35	പ്രമോദ് കുമാർ. ഡി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	28.05.1985	28.06.2010
36	ജിബി പി എബ്രഹാം	കോർഡിനേറ്റർ	26500-56700	31.05.1972	17.04.2008
37	ജേക്കബ്ബ് തോമസ്	കോർഡിനേറ്റർ	26500-56700	13.04.1982	25.06.2009
38	ഐശ്വര്യ. ആർ	കോർഡിനേറ്റർ	26500-56700	22.08.1984	24.02.2009
39	സോഫിമോൾ. വി. കെ	കോർഡിനേറ്റർ	26500-56700	19.10.1976	25.06.2009
40	ശ്രീപ്രിയ ശിവാനന്ദൻ	കോർഡിനേറ്റർ	26500-56700	12.11.1982	01.07.2009
41	ശ്രീജേഷ്. ഇ. കെ	കോർഡിനേറ്റർ	26500-56700	02.04.1984	25.06.2009
42	ബടകൃഷ്ണ പാണ്ഡ	പ്രൊഡക്ഷൻ സൂപ്പർവൈസർ	26500-56700	29.01.1978	18.07.2007
43	മനുലാൽ. എം. പി	പ്രൊഡക്ഷൻ കോർഡിനേറ്റർ	19000-43600	25.05.1983	14.12.2009
44	സത്യനേശൻ. എം. വി	വീഡിയോ പ്രൊഡക്ഷൻ അസിസ്റ്റന്റ്	18000-41500	28.05.1980	03.07.2010
45	രാജി. എ. എൽ	കാൾ സെന്റർ എക്സിക്യൂട്ടീവ്	19000-43600	20.06.1983	12.08.2009
46	പ്രജിൻ. വി. ആർ	കാൾ സെന്റർ എക്സിക്യൂട്ടീവ്	19000-43600	30.05.1984	08.04.2010
47	സൗമ്യ. റ്റി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	16.05.1984	22.08.2007
48	സന്തോഷ്. സി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	30.05.1984	22.08.2007
49	സതീഷ്. എസ്	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	02.04.1978	30.08.2007
50	ദിനേശ് കുമാർ. വി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	11.12.1973	18.04.2008
51	ജയഹരി. കെ. വി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	26.04.1978	09.04.2008
52	ഷജിത്. ആർ. ബി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	28.05.1982	03.09.2008
53	രാജേഷ്. എം	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	19.03.1975	09.06.2010

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54	പിങ്കി. എം. എസ്	വീഡിയോ എഡിറ്റിംഗ് കം സൗണ്ട് അസിസ്റ്റന്റ്	26500-56700	31.05.1980	31.01.2008
55	ജിതിൻ മാത്യു	അസിസ്റ്റന്റ് ക്യാമറാമാൻ	19000-43600	28.10.1985	19.12.2009
56	പാർവ്വതി തമ്പി	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	23.03.1982	15.10.2008
57	ചിത്ര രശ്മി. എസ്	കണ്ടന്റ് ഡവലപ്പർ	26500-56700	21.05.1983	28.02.2008
58	ആശിഷ്. പി.എസ്	കണ്ടന്റ് ഡവലപ്പർ	26500-56700	30.05.1985	04.01.2010
59	ദിവ്യ വസന്തൻ. കെ. എൻ	ന്യൂസ് റിപ്പോർട്ടർ	26500-56700	16.05.1980	27.10.2009
60	നിലീന. പി	ന്യൂസ് റിപ്പോർട്ടർ	26500-56700	11.11.1985	27.10.2009
61	മോഹൻലാൽ. ജി	ഫോണ്ട് ഡിസൈനർ	19000-43600	16.05.1971	04.08.2008
62	മനോജ് കാന	അസിസ്റ്റന്റ് പ്രൊഡ്യൂസർ	26500-56700	28.01.1973	21.01.2010
63	പ്രദീപ് കുമാർ. ആർ	ഫാക്കൽറ്റി കം കോർഡിനേറ്റർ (വെബ് ഡിസൈൻ)	26500-56700	27.05.1979	18.10.2007
64	പ്രശാന്ത്. വി	ഫാക്കൽറ്റി കം കോർഡിനേറ്റർ (അനിമേഷൻ)	26500-56700	19.12.1978	18.10.2007
65	ഉണ്ണികൃഷ്ണൻ. റ്റി	അനിമേഷൻ കൺസൾട്ടന്റ് കം ട്രെയിനർ	26500-56700	28.08.1973	20.10.2008
66	ദീപ. എസ്	റിസർച്ച് അസോസിയേറ്റ്	26500-56700	05.10.1975	21.11.2007
67	ലീന. പി	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	20.05.1978	19.08.2005
68	വിനോദ്. എം	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	12.03.1974	16.08.2007
69	സുജിത. പി. എസ്	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	04.04.1982	05.09.2007
70	സുഭാഷ്. കെ. കെ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	25.05.1966	07.11.2007
71	പ്രീതികൃഷ്ണ. എം. ആർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	29.05.1983	31.07.2008
72	ദീപ. എം	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	26.06.1985	13.07.2009
73	റീജ കുമാരി. ആർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	16.12.1984	23.07.2009
74	വിനോദ്. ആർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	25.05.1972	24.07.2009
75	ദേവരാജൻ. വി. ആർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	30.05.1977	27.07.2009
76	ജൂലിമോൾ തോമസ്	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	29.05.1975	24.03.2010
77	സരിത. വി. റ്റി	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	15.12.1984	15.09.2007
78	കര്യാക്കോസ് ഫിലിപ്പ്	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	10.02.1976	20.09.2007
79	മഞ്ജു. എസ്. വാര്യർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	20.05.1982	17.12.2007
80	അനികൃഷ്ണൻ. കെ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	31.05.1971	18.12.2008
81	രേഖ. പി	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	09.03.1975	12.04.2010
82	സുചു. എൽ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	10.01.1972	03.05.2010

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83	പ്രവീൺ. എസ്	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	26.04.1988	03.05.2010
84	രഞ്ജിത് കുമാർ. ആർ	പ്രൊഡക്ഷൻ അസിസ്റ്റന്റ്	19000-43600	13.02.1984	25.07.2009
85	ശ്രീകുമാർ. എസ്. എസ്	ജൂനിയർ ടെക്നീഷ്യൻ	19000-43600	10.09.1969	17.04.2006
86	മണിക്കുട്ടൻ. ബി	ജൂനിയർ ടെക്നീഷ്യൻ	19000-43600	08.05.1971	17.04.2006
87	ഗോപി കൃഷ്ണൻ. എ. ആർ	ലാബ് അസിസ്റ്റന്റ്	18000-41500	17.05.1975	29.11.2008
88	ബിന്ദു ലേഖ. ബി. ആർ	ലാബ് അസിസ്റ്റന്റ്	18000-41500	24.03.1981	25.09.2009
89	സുർജിത്. വി. എസ്	ലാബ് അസിസ്റ്റന്റ്	18000-41500	31.05.1986	26.09.2009
90	മിനീഷ്. എൻ. എസ്	സോഫ്റ്റ്വെയർ സപ്പോർട്ട് അസിസ്റ്റന്റ്	18000-41500	22.05.1982	01.10.2009
91	മിഥുൻ ദേവ് പൊറ്റെക്കാട്	അസിസ്റ്റന്റ് എഡിറ്റർ കം സൗണ്ട് റിക്കോർഡിസ്റ്റ്	18000-41500	15.02.1980	21.12.2009
92	രാജേശ്വരി. ആർ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	29.03.1967	01.09.2005
93	ദീപ. എൽ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	18.05.1981	18.08.2007
94	മനോജ്. എം	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	05.05.1976	30.08.2007
95	സഹീറ ബീവി. ഇ. എഫ്	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	23.07.1982	17.09.2007
96	പ്രശാന്ത്. ആർ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	07.05.1982	01.10.2007
97	ദീപ. കെ. എസ്	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	25.03.1982	02.11.2007
98	ജിഷ. ജി	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	24.05.1984	02.11.2007
99	ശ്രീദേവി. കെ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	01.05.1973	02.11.2007
100	റോജ. ജെ. എസ്	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	02.01.1975	15.09.2008
101	ഷീബ. എൻ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	24.05.1981	15.09.2008
102	അരുൺകുമാർ. ജി. സി	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	01.12.1983	02.03.2009
103	പുഷ്പലത. റ്റി. ആർ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	18.05.1969	18.04.2009
104	രാധിക കുമാരി. എസ്	സ്കാനിംഗ് അസിസ്റ്റന്റ്	18000-41500	07.05.1967	17.07.2007
105	പ്രീത. എസ്. നായർ	ക്ലാർക്ക് കം ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	11.05.1975	02.07.2008
106	രാജേന്ദ്ര കുമാർ. ഡി	ഡ്രൈവർ കം ക്ലീനർ	18000-41500	15.05.1970	22.08.2008
107	അഭിലാഷ്. കെ	ഡ്രൈവർ കം ക്ലീനർ	18000-41500	12.05.1975	17.08.2009
108	സുമ. കെ	ഹെൽപ്പർ	17000-37500	30.05.1970	01.10.2007
109	ഷഹീർ. എ	ഹെൽപ്പർ	17000-37500	13.05.1967	16.11.2007
110	കുമാർ. ആർ	ഹെൽപ്പർ	17000-37500	30.05.1970	27.03.2008
111	ബിന്ദു. എസ്	സ്വീപ്പർ	17000-37500	22.05.1975	18.02.2009
112	സുദർശനൻ. എസ്	മെസഞ്ചർ	17000-37500	23.05.1963	01.01.2010
113	സുധാകരൻ. റ്റി. വി	ഹെൽപ്പർ കം മെസഞ്ചർ	17000-37500	15.05.1971	25.02.2009
114	സിന്ധു. എസ്	പാർട്ട് ടൈം സ്വീപ്പർ	8200-13340	02.05.1972	15.05.2009

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3. മേൽ പറഞ്ഞിട്ടുള്ള ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്നത് ചുവടെ പറയുന്ന നിബന്ധനകൾക്ക് വിധേയമായിട്ടാണ്.

I. റഗുലറൈസേഷന് സർക്കാർ ഉത്തരവ് തീയതി മുതൽ മാത്രമേ പ്രാബല്യമുണ്ടായിരിക്കുകയുള്ളൂ. റഗുലറൈസേഷൻ അനുവദിക്കുന്ന തസ്തികയുടെ ശമ്പള സ്കെയിലിന്റെ ലോവർ സ്റ്റേജിലായിരിക്കും അടിസ്ഥാന ശമ്പളം നിർണ്ണയിക്കുക.

II. റഗുലറൈസ് ചെയ്യുന്ന ജീവനക്കാരുടെ വിദ്യാഭ്യാസ യോഗ്യത തെളിയിക്കുന്ന സർട്ടിഫിക്കറ്റുകളുടെ ആധികാരികത സി-ഡിറ്റ് രജിസ്ട്രാർ പരിശോധിച്ച് ഉറപ്പുവരുത്തേണ്ടതാണ്.

III. 114 തസ്തികകൾ സൃഷ്ടിക്കുന്നത് 10 വർഷത്തിലധികമായി ജോലിചെയ്തുവരുന്ന ജീവനക്കാരെ മനുഷ്യത്വപരമായ കാരണങ്ങൾ കണക്കിലെടുത്ത് റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി മാത്രമാണ്. ഇത് കീഴ്വഴക്കമാക്കാൻ പാടുള്ളതല്ല.

IV. സി-ഡിറ്റിലെ ജീവനക്കാരുടെ ശമ്പളവും മറ്റാനുകൂല്യങ്ങളും സി-ഡിറ്റിന്റെ ഫണ്ടിൽ നിന്നും വഹിക്കേണ്ടതാണ്. അതിലേക്കായി സർക്കാരിൽ നിന്നും യാതൊരു സാമ്പത്തിക സഹായവും അനുവദിക്കുന്നതല്ല.

V. ഒരേ തസ്തികയിൽ റഗുലറൈസേഷൻ അനുവദിച്ചിട്ടുള്ള ജീവനക്കാരുടെ സീനിയോറിറ്റി അവർ സി-ഡിറ്റിൽ കരാർ വ്യവസ്ഥയിൽ ജോലിയിൽ പ്രവേശിച്ച തീയതി മുതലായിരിക്കും നിശ്ചയിക്കുന്നത്. ഒരേ തസ്തികയിൽ ഒരേ ദിവസം ജോലിയിൽ പ്രവേശിച്ചവരുടെ കാര്യത്തിൽ ജനന തീയതി മാനദണ്ഡമായി കരുതി പ്രായക്കൂടുതലുള്ള ആൾക്ക് സീനിയോറിറ്റി നിശ്ചയിച്ച് നൽകേണ്ടതാണ്.

VI. റഗുലറൈസ് ചെയ്യപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടുകൂടി അവർ റഗുലറൈസ് ചെയ്യപ്പെട്ട തസ്തികയും ഇല്ലാതാകുന്നതാണ്. പ്രസ്തുത തസ്തികകളിലേക്ക് പ്രൊമോഷൻ, പുതിയ നിയമനം എന്നിവ സർക്കാരിന്റെ മുൻകൂർ അനുമതിയില്ലാതെ അനുവദിക്കുന്നതല്ല.

VII. സി - ഡിറ്റിലെ നിലവിലെ ജോലിയും ഇതുവരെ റഗുലറൈസേഷൻ ചെയ്ത തസ്തികകളും തമ്മിൽ താരതമ്യം നടത്തി ശാസ്ത്രീയമായ രീതിയിൽ തസ്തികകൾ പുന:സംഘടന നടത്തുവാനായുള്ള റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിന് ഉദ്യോഗസ്ഥഭരണപരിഷ്കാര വകുപ്പിനെ ചുമതലപ്പെടുത്തുന്നു.

VIII. സി-ഡിറ്റിന്റെ വിവിധ പദ്ധതികളിലേക്ക് നിയമിക്കപ്പെടുന്ന താൽകാലിക ജീവനക്കാരെ രണ്ടു വർഷത്തിൽ കൂടുതൽ തുടരാൻ അനുവദിക്കേണ്ട സാഹചര്യമുണ്ടായാൽ സ.ഉ (അച്ചടി) നം.56/2017/ധന, തീയതി 28.04.2017 ഉത്തരവിലെ (ii) വ്യവസ്ഥ പ്രകാരം സർക്കാരിന്റെ മുൻകൂർ അനുമതി തേടേണ്ടതാണ്. ഭാവിയിൽ പരമാവധി 5 വർഷത്തിൽ കൂടുതൽ കരാർ ജീവനക്കാരെ ജോലിയിൽ തുടരുന്നതിന് അനുവദിക്കുവാൻ പാടില്ല. ഇക്കാര്യം

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IX. ഒരു വർഷത്തിൽ കൂടുതൽ ദൈർഘ്യം വരുന്ന താൽകാലിക തസ്തികകളിലേക്കുള്ള നിയമനങ്ങളും സർക്കാരിന്റെ മുൻ കൂർ അനുമതിയോടുകൂടി തസ്തിക സൃഷ്ടിച്ച് മാത്രമേ നടത്തുവാൻ പാടുള്ളൂ. എന്നാൽ ഓഫീസ് അസിസ്റ്റന്റ്, പ്രോഗ്രാമർ, ടെക്നിക്കൽ അസിസ്റ്റന്റ്, ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ എന്നീ തസ്തികകളിലേയ്ക്ക് ഒരു വർഷത്തിൽ കുറവുള്ള കാലയളവിലേക്ക് പോലും ദിവസവേതനത്തിലോ, കരാർ വ്യവസ്ഥയിലോ ഉള്ള നിയമനങ്ങൾ സർക്കാരിന്റെ മുൻകൂർ അനുമതിയില്ലാതെ നടത്താൻ പാടുള്ളതല്ല. ഇക്കാര്യം സി-ഡിറ്റ് അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ ഉറപ്പുവരുത്തേണ്ടതാണ്. മുകളിൽ ക്രമ നം. VII ൽ പരാമർശിച്ചിട്ടുള്ള ഉദ്യോഗസ്ഥ ഭരണ പരിഷ്കാര വകുപ്പിന്റെ വിശദമായ പഠനത്തിന് ശേഷം സർക്കാർ തുടർനിർദ്ദേശങ്ങൾ പുറപ്പെടുവിക്കുന്നതാണ്.

(ഗവർണറുടെ ഉത്തരവിൻ പ്രകാരം)
K MOHAMMED Y SAFIRULLA IAS
അഡിഷണൽ സെക്രട്ടറി

ഡയറക്ടർ, സി-ഡിറ്റ്, തിരുവനന്തപുരം

രജിസ്ട്രാർ, സി-ഡിറ്റ്, തിരുവനന്തപുരം

പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ (എ & ഇ / ആഡിറ്റ്), തിരുവനന്തപുരം

ധനകാര്യ വകുപ്പ് (13.01.2021, 27.01.2021 തീയതികളിലെ (1243747) PU-C2/111/2019-FIN നമ്പർ ഫയലിലെ അഭിപ്രായ പ്രകാരം)

പൊതുഭരണ (എസ്.സി) വകുപ്പ്

വെബ് & ന്യൂ മീഡിയ, ഇൻഫർമേഷൻ & പബ്ലിക് റിലേഷൻസ് വകുപ്പ്

നിയമവകുപ്പ് (05.01.2021 ലെ 1897/Opinion-F3/2020/Law നമ്പർ ഫയലിലെ അഭിപ്രായ പ്രകാരം)

പകർപ്പ്

മുഖ്യമന്ത്രിയുടെ പ്രൈവറ്റ് സെക്രട്ടറിയ്ക്ക്

ഇ & ഐ.ടി സെക്രട്ടറിയുടെ പി.എ യ്ക്ക്

ഉത്തരവിൻ പ്രകാരം

സെക്ഷൻ ഓഫീസർ

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കേരള സർക്കാർ

സംഗ്രഹം

ഇലക്ട്രോണിക്സും വിവരസാങ്കേതികവിദ്യയും വകുപ്പ് - സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) - 10 വർഷത്തിലധികമായി സി-ഡിറ്റിൽ ജോലിചെയ്യുവരുന്ന 114 താൽകാലിക ജീവനക്കാരെ തസ്തികകൾ സൃഷ്ടിച്ച് റഗുലറൈസ് ചെയ്യുകൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ഇലക്ട്രോണിക്സ് & വിവര സാങ്കേതിക വിദ്യ (സി) വകുപ്പ്

സ.ഉ. (കൈ)നം. 5/2021/വി.സാ.വ. തീയതി, തിരുവനന്തപുരം, 04.02.2021

പരാമർശം:- 1. സ.ഉ(എംഎസ്) നം.14/90/സിഎഡി, തീയതി 11.05.1990

2. സ.ഉ(സാധാ) നം.196/2008/ഐ&പിആർഡി, തീയതി 18.08.2008

3. സ.ഉ(സാധാ) നം.222/2008/ഐ&പിആർഡി, തീയതി 29.09.2008

4. സ.ഉ(എംഎസ്) നം.2/2011/ഐ&പിആർഡി, തീയതി 08.02.2011

5. സ.ഉ(എംഎസ്) നം.9/2015/ഐ&പിആർഡി, തീയതി 06.06.2015

6. സി-ഡിറ്റ് രജിസ്ട്രാറുടെ 14.08.2020-ലെ C-DIT/ADM/42/2020-A1 നമ്പർ കത്ത്

7. സി-ഡിറ്റ് രജിസ്ട്രാറുടെ 16.10.2020-ലെ C-DIT/ADM/42/2020-A1 നമ്പർ കത്ത്

8. സി-ഡിറ്റ് രജിസ്ട്രാറുടെ 23.10.2020-ലെ 42/A1/Admn/2020/C-DIT നമ്പർ കത്ത്

ഉത്തരവ്

1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്റററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സ്വയം ഭരണ സ്ഥാപനമായ സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) - യിൽ പരാമർശം 1 പ്രകാരം 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിക്കുകയും തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താൽകാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലി ചെയ്യുവന്ന 55 ജീവനക്കാരെ 2008 ലും, 7 ജീവനക്കാരെ 2011 ലും, 54 ജീവനക്കാരെ 2015 ലും സ്ഥിരം തസ്തികകൾ സൃഷ്ടിച്ച് പരാമർശം 2 മുതൽ 5 വരെയുള്ള ഉത്തരവുകൾ പ്രകാരം റഗുലറൈസ് ചെയ്യുകയും ചെയ്തിട്ടുണ്ട്. 6 കോർ ഗ്രൂപ്പ് തസ്തികകളൊഴികെ സി-ഡിറ്റിൽ സൃഷ്ടിച്ചിട്ടുള്ള 116 തസ്തികകളും ആയതിൽ നിയമിക്കപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടെ ഇല്ലാതാകുമെന്നും പ്രസ്തുത തസ്തികകളിലേക്ക് പുനഃനിയമനങ്ങളോ

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പ്രൊമോഷനുകളോ സർക്കാരിന്റെയും സി-ഡിറ്റ് ഭരണ സമിതിയുടെയും അനുമതിയില്ലാതെ നടത്തുവാൻ പാടില്ല എന്നുമുള്ള നിബന്ധനയ്ക്ക് വിധേയമായാണ് സൃഷ്ടിച്ചിട്ടുള്ളത്.

2. സി-ഡിറ്റിൽ 10 വർഷത്തിലധികമായി കരാർ അടിസ്ഥാനത്തിൽ സേവനമനുഷ്ഠിച്ചുവരുന്ന 114 താൽകാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനായി സി-ഡിറ്റ് ഭരണ സമിതിയുടെ അംഗീകാരത്തോടുകൂടി പരാമർശം (6) ൽ സൂചിപ്പിച്ചിട്ടുള്ള കത്ത് പ്രകാരം സി-ഡിറ്റ് രജിസ്ട്രാർ സർക്കാരിൽ പ്രൊപ്പോസൽ സമർപ്പിക്കുകയുണ്ടായി. സി-ഡിറ്റ് രജിസ്ട്രാർ സമർപ്പിച്ച പ്രൊപ്പോസൽ സർക്കാർ വിശദമായി പരിശോധിക്കുകയും പ്രസ്തുത പ്രൊപ്പോസലിൽ ഉൾപ്പെട്ടിട്ടുള്ള 114 ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകളും അടിസ്ഥാനയോഗ്യതയും പരിശോധിച്ചതിൻ പ്രകാരം വിദ്യാഭ്യാസയോഗ്യതയുടെയും സമാന തസ്തികകൾക്ക് നൽകിയിട്ടുള്ള ശമ്പളസ്കെയിലുകൾക്കാനുപാതികമായും ചില ക്രമപ്പെടുത്തലുകൾ വരുത്തിക്കൊണ്ടും സി-ഡിറ്റിന്റെ നിലവിലെ സാമ്പത്തിക സ്ഥിതിയും മുന്നോട്ടുള്ള പ്രവർത്തന പുരോഗതിയും ലക്ഷ്യംവച്ചുകൊണ്ടുള്ള ചില നിബന്ധനകളുടെ അടിസ്ഥാനത്തിലും സർവ്വീസിൽ റഗുലറൈസ് ചെയ്യുന്നതിനായി സി-ഡിറ്റ് രജിസ്ട്രാർ ശിപാർശ ചെയ്തിട്ടുള്ള 114 ജീവനക്കാരെ മനുഷ്യത്വപരമായ കാരണങ്ങൾ കണക്കിലെടുത്ത് ചുവടെ പറയുന്ന പ്രകാരമുള്ള തസ്തികകളിലും ശമ്പള സ്കെയിലിലും റഗുലറൈസ് ചെയ്തുകൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

ക്രമ. നം.	പേര്	റഗുലറൈസ് ചെയ്യുന്ന തസ്തിക	ശമ്പള സ്കെയിൽ	ജനന തീയതി	സി-ഡിറ്റിൽ ജോലിയിൽ പ്രവേശിച്ച തീയതി
1	സാജൻ അമ്പാടിയിൽ	സയന്റിഫിക് ഓഫീസർ	39500-83000	24.04.1977	03.01.2008
2	ഷൈനി. ഡി. എസ്	പ്രോഗ്രാമർ	26500-56700	30.05.1983	27.07.2007
3	അജീഷ്.എം.ആർ	പ്രോഗ്രാമർ	26500-56700	30.04.1980	30.07.2007
4	ചാന്ദിനി ബാബു. എൻ	പ്രോഗ്രാമർ	26500-56700	31.05.1982	30.07.2007
5	പ്രീത. പി	പ്രോഗ്രാമർ	26500-56700	03.04.1973	30.07.2007
6	ശ്രീജിത്. എ. കെ	പ്രോഗ്രാമർ	26500-56700	01.05.1979	31.07.2007
7	നവനീത് കൃഷ്ണൻ	പ്രോഗ്രാമർ	26500-56700	16.01.1973	01.08.2007
8	സുധീഷ്. എ. പി	പ്രോഗ്രാമർ	26500-56700	14.07.1980	01.08.2007
9	ലിജിത്. റ്റി. കെ	പ്രോഗ്രാമർ	26500-56700	22.03.1979	10.08.2007
10	സിന്ധു തങ്കപ്പൻ	പ്രോഗ്രാമർ	26500-56700	10.04.1978	13.08.2007
11	അജയ്. വി	പ്രോഗ്രാമർ	26500-56700	26.07.1983	17.10.2007
12	അനീസ്. എം	പ്രോഗ്രാമർ	26500-56700	01.12.1983	07.12.2007
13	ശ്രീലക്ഷ്മി. ആർ	പ്രോഗ്രാമർ	26500-56700	16.11.1984	02.03.2009
14	ആശ. ആർ. എസ്	പ്രോഗ്രാമർ	26500-56700	26.11.1985	10.08.2009
15	തൻസീം. എം. ബി	പ്രോഗ്രാമർ	26500-56700	09.09.1981	18.09.2009

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16	അഞ്ജു ഭാസ്കരൻ	പ്രോഗ്രാമർ	26500-56700	31.05.1985	19.10.2009
17	രമ്യശ്രീ. യു	പ്രോഗ്രാമർ	26500-56700	18.05.1986	19.10.2009
18	സുനിത. കെ. കെ	പ്രോഗ്രാമർ	26500-56700	26.05.1985	19.10.2009
19	റോജിമോൻ. എൻ. റ്റി	പ്രോഗ്രാമർ	26500-56700	25.03.1982	05.11.2009
20	രാഗിത്. എ	പ്രോഗ്രാമർ	26500-56700	09.05.1982	29.03.2010
21	അരുൺനാഥ്. ജി	സിസ്റ്റം അഡ്മിനിസ്ട്രേറ്റർ	27800-59400	29.05.1985	19.05.2008
22	ശ്യാം കുമാർ. കെ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	13.02.1977	14.02.2005
23	ഗിരീഷ്. ആർ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	31.05.1971	03.04.2006
24	ലിജു. വി. വി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	09.07.1985	02.05.2007
25	രാഗേഷ്. കെ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	02.05.1981	02.05.2007
26	റനീഷ്. പി. പി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	09.01.1986	02.05.2007
27	അമ്പിളി. ബി. വി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	09.05.1978	17.11.2007
28	ഗീത. എസ്. എസ്	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	30.05.1978	24.03.2008
29	പ്രസീന. എം. പി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	04.03.1985	01.04.2008
30	സുരേഷ്. ഡി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	10.05.1975	21.11.2007
31	ശരത് കുമാർ. കെ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	29.05.1981	08.07.2008
32	സ്മിത. ബി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	23.11.1980	18.05.2009
33	അഫ്സൽ റഹ്മാൻ	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	25.02.1986	28.06.2010
34	നിധിൽ. ജി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	20.04.1985	28.06.2010
35	പ്രമോദ് കുമാർ. ഡി	ടെക്നിക്കൽ അസിസ്റ്റന്റ്	26500-56700	28.05.1985	28.06.2010
36	ജിബി പി എബ്രഹാം	കോർഡിനേറ്റർ	26500-56700	31.05.1972	17.04.2008
37	ജേക്കബ്ബ് തോമസ്	കോർഡിനേറ്റർ	26500-56700	13.04.1982	25.06.2009
38	ഐശ്വര്യ. ആർ	കോർഡിനേറ്റർ	26500-56700	22.08.1984	24.02.2009
39	സോഫിമോൾ. വി. കെ	കോർഡിനേറ്റർ	26500-56700	19.10.1976	25.06.2009
40	ശ്രീപ്രിയ ശിവാനന്ദൻ	കോർഡിനേറ്റർ	26500-56700	12.11.1982	01.07.2009
41	ശ്രീജേഷ്. ഇ. കെ	കോർഡിനേറ്റർ	26500-56700	02.04.1984	25.06.2009
42	ബടകൃഷ്ണ പാണ്ഡ	പ്രൊഡക്ഷൻ സൂപ്പർവൈസർ	26500-56700	29.01.1978	18.07.2007
43	മനുലാൽ. എം. പി	പ്രൊഡക്ഷൻ കോർഡിനേറ്റർ	19000-43600	25.05.1983	14.12.2009

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44	സത്യനേശൻ. എം. വി	വീഡിയോ പ്രൊഡക്ഷൻ അസിസ്റ്റന്റ്	18000-41500	28.05.1980	03.07.2010
45	രാജി. എ. എൽ	കാൾ സെന്റർ എക്സിക്യൂട്ടീവ്	19000-43600	20.06.1983	12.08.2009
46	പ്രജിൻ. വി. ആർ	കാൾ സെന്റർ എക്സിക്യൂട്ടീവ്	19000-43600	30.05.1984	08.04.2010
47	സൗമ്യ. റ്റി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	16.05.1984	22.08.2007
48	സന്തോഷ്. സി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	30.05.1984	22.08.2007
49	സതീഷ്. എസ്	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	02.04.1978	30.08.2007
50	ദിനേശ് കുമാർ. വി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	11.12.1973	18.04.2008
51	ജയഹരി. കെ. വി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	26.04.1978	09.04.2008
52	ഷജിത്. ആർ. ബി	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	28.05.1982	03.09.2008
53	രാജേഷ്. എം	വെബ് ഡിസൈനർ / GUI ഡിസൈനർ	22200-48000	19.03.1975	09.06.2010
54	പിങ്കി. എം. എസ്	വീഡിയോ എഡിറ്റിംഗ് കം സൗണ്ട് അസിസ്റ്റന്റ്	26500-56700	31.05.1980	31.01.2008
55	ജിതിൻ മാത്യു	അസിസ്റ്റന്റ് ക്യാമറാമാൻ	19000-43600	28.10.1985	19.12.2009
56	പാർവ്വതി തമ്പി	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	23.03.1982	15.10.2008
57	ചിത്ര രശ്മി. എസ്	കണ്ടന്റ് ഡവലപ്പർ	26500-56700	21.05.1983	28.02.2008
58	ആശിഷ്. പി.എസ്	കണ്ടന്റ് ഡവലപ്പർ	26500-56700	30.05.1985	04.01.2010
59	ദിവ്യ വസന്തൻ. കെ. എൻ	ന്യൂസ് റിപ്പോർട്ടർ	26500-56700	16.05.1980	27.10.2009
60	നിലീന. പി	ന്യൂസ് റിപ്പോർട്ടർ	26500-56700	11.11.1985	27.10.2009
61	മോഹൻലാൽ. ജി	ഫോണ്ട് ഡിസൈനർ	19000-43600	16.05.1971	04.08.2008
62	മനോജ് കാന	അസിസ്റ്റന്റ് പ്രൊഡ്യൂസർ	26500-56700	28.01.1973	21.01.2010
63	പ്രദീപ് കുമാർ. ആർ	ഫാക്കൽറ്റി കം കോർഡിനേറ്റർ (വെബ് ഡിസൈൻ)	26500-56700	27.05.1979	18.10.2007
64	പ്രശാന്ത്. വി	ഫാക്കൽറ്റി കം കോർഡിനേറ്റർ (അനിമേഷൻ)	26500-56700	19.12.1978	18.10.2007

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65	ഉണ്ണികൃഷ്ണൻ. റ്റി	അനിമേഷൻ കൺസൾട്ടന്റ് കം ട്രെയിനർ	26500-56700	28.08.1973	20.10.2008
66	ദീപ. എസ്	റിസർച്ച് അസോസിയേറ്റ്	26500-56700	05.10.1975	21.11.2007
67	ലീന. പി	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	20.05.1978	19.08.2005
68	വിനോദ്. എം	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	12.03.1974	16.08.2007
69	സുജിത. പി. എസ്	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	04.04.1982	05.09.2007
70	സുഭാഷ്. കെ. കെ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	25.05.1966	07.11.2007
71	പ്രീതികൃഷ്ണ. എം. ആർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	29.05.1983	31.07.2008
72	ദീപ. എം	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	26.06.1985	13.07.2009
73	റീജ കുമാരി. ആർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	16.12.1984	23.07.2009
74	വിനോദ്. ആർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	25.05.1972	24.07.2009
75	ദേവരാജൻ. വി. ആർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	30.05.1977	27.07.2009
76	ജൂലിമോൾ തോമസ്	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	29.05.1975	24.03.2010
77	സരിത. വി. റ്റി	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	15.12.1984	15.09.2007
78	കുര്യാക്കോസ് ഫിലിപ്പ്	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	10.02.1976	20.09.2007
79	മഞ്ജു. എസ്. വാര്യർ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	20.05.1982	17.12.2007
80	അനികൃഷ്ണൻ. കെ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	31.05.1971	18.12.2008
81	രേഖ. പി	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	09.03.1975	12.04.2010
82	സച്ചു. എൽ	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	10.01.1972	03.05.2010
83	പ്രവീൺ. എസ്	ഓഫീസ് അസിസ്റ്റന്റ്	26500-56700	26.04.1988	03.05.2010
84	രഞ്ജിത് കുമാർ. ആർ	പ്രൊഡക്ഷൻ അസിസ്റ്റന്റ്	19000-43600	13.02.1984	25.07.2009
85	ശ്രീകുമാർ. എസ്. എസ്	ജൂനിയർ ടെക്നീഷ്യൻ	19000-43600	10.09.1969	17.04.2006
86	മണിക്കുട്ടൻ. ബി	ജൂനിയർ ടെക്നീഷ്യൻ	19000-43600	08.05.1971	17.04.2006
87	ഗോപി കൃഷ്ണൻ. എ. ആർ	ലാബ് അസിസ്റ്റന്റ്	18000-41500	17.05.1975	29.11.2008
88	ബിന്ദു ലേഖ. ബി. ആർ	ലാബ് അസിസ്റ്റന്റ്	18000-41500	24.03.1981	25.09.2009
89	സുർജിത്. വി. എസ്	ലാബ് അസിസ്റ്റന്റ്	18000-41500	31.05.1986	26.09.2009
90	മിനീഷ്. എൻ. എസ്	സോഫ്റ്റ്വെയർ സപ്പോർട്ട് അസിസ്റ്റന്റ്	18000-41500	22.05.1982	01.10.2009

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91	മിഥുൻ ദേവ് പൊറ്റെക്കാട്	അസിസ്റ്റന്റ് എഡിറ്റർ കം സൗണ്ട് റിക്കോർഡിസ്റ്റ്	18000-41500	15.02.1980	21.12.2009
92	രാജേശ്വരി. ആർ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	29.03.1967	01.09.2005
93	ദീപ. എൽ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	18.05.1981	18.08.2007
94	മനോജ്. എം	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	05.05.1976	30.08.2007
95	സഹീറ ബീവി. ഇ. എഫ്	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	23.07.1982	17.09.2007
96	പ്രശാന്ത്. ആർ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	07.05.1982	01.10.2007
97	ദീപ. കെ. എസ്	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	25.03.1982	02.11.2007
98	ജിഷ. ജി	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	24.05.1984	02.11.2007
99	ശ്രീദേവി. കെ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	01.05.1973	02.11.2007
100	റോജ. ജെ. എസ്	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	02.01.1975	15.09.2008
101	ഷീബ. എൻ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	24.05.1981	15.09.2008
102	അരുൺകുമാർ. ജി. സി	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	01.12.1983	02.03.2009
103	പുഷ്പലത. റ്റി. ആർ	ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	18.05.1969	18.04.2009
104	രാധിക കുമാരി. എസ്	സ്കാനിംഗ് അസിസ്റ്റന്റ്	18000-41500	07.05.1967	17.07.2007
105	പ്രീത. എസ്. നായർ	ക്ലാർക്ക് കം ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ	18000-41500	11.05.1975	02.07.2008
106	രാജേന്ദ്ര കുമാർ. ഡി	ഡ്രൈവർ കം ക്ലീനർ	18000-41500	15.05.1970	22.08.2008
107	അഭിലാഷ്. കെ	ഡ്രൈവർ കം ക്ലീനർ	18000-41500	12.05.1975	17.08.2009
108	സുമ. കെ	ഹെൽപ്പർ	17000-37500	30.05.1970	01.10.2007
109	ഷഹീർ. എ	ഹെൽപ്പർ	17000-37500	13.05.1967	16.11.2007
110	കുമാർ. ആർ	ഹെൽപ്പർ	17000-37500	30.05.1970	27.03.2008
111	ബിന്ദു. എസ്	സ്വീപ്പർ	17000-37500	22.05.1975	18.02.2009
112	സുദർശനൻ. എസ്	മെസഞ്ചർ	17000-37500	23.05.1963	01.01.2010
113	സുധാകരൻ. റ്റി. വി	ഹെൽപ്പർ കം മെസഞ്ചർ	17000-37500	15.05.1971	25.02.2009
114	സിന്ധു. എസ്	പാർട്ട് ടൈം സ്വീപ്പർ	8200-13340	02.05.1972	15.05.2009

3. മേൽ പറഞ്ഞിട്ടുള്ള ജീവനക്കാരെ റഗുലറൈസ് ചെയ്യുന്നത് ചുവടെ പറയുന്ന നിബന്ധനകൾക്ക് വിധേയമായിട്ടാണ്.

I. റഗുലറൈസേഷന് സർക്കാർ ഉത്തരവ് തീയതി മുതൽ മാത്രമേ പ്രാബല്യമുണ്ടായിരിക്കുകയുള്ളൂ. റഗുലറൈസേഷൻ അനുവദിക്കുന്ന തസ്തികയുടെ ശമ്പള

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സ്കെയിലിന്റെ ലോവർ സ്റ്റേജിലായിരിക്കും അടിസ്ഥാന ശമ്പളം നിർണ്ണയിക്കുക.

II. റഗുലറൈസ് ചെയ്യുന്ന ജീവനക്കാരുടെ വിദ്യാഭ്യാസ യോഗ്യത തെളിയിക്കുന്ന സർട്ടിഫിക്കറ്റുകളുടെ ആധികാരികത സി-ഡിറ്റ് രജിസ്ട്രാർ പരിശോധിച്ച് ഉറപ്പുവരുത്തേണ്ടതാണ്.

III. 114 തസ്തികകൾ സൃഷ്ടിക്കുന്നത് 10 വർഷത്തിലധികമായി ജോലിചെയ്യുവരുന്ന ജീവനക്കാരെ മനുഷ്യത്വപരമായ കാരണങ്ങൾ കണക്കിലെടുത്ത് റഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി മാത്രമാണ്. ഇത് കീഴ്വഴക്കമാക്കാൻ പാടുള്ളതല്ല.

IV. സി-ഡിറ്റിലെ ജീവനക്കാരുടെ ശമ്പളവും മറ്റാനുകൂല്യങ്ങളും സി-ഡിറ്റിന്റെ ഫണ്ടിൽ നിന്നും വഹിക്കേണ്ടതാണ്. അതിലേക്കായി സർക്കാരിൽ നിന്നും യാതൊരു സാമ്പത്തിക സഹായവും അനുവദിക്കുന്നതല്ല.

V. ഒരേ തസ്തികയിൽ റഗുലറൈസേഷൻ അനുവദിച്ചിട്ടുള്ള ജീവനക്കാരുടെ സീനിയോറിറ്റി അവർ സി-ഡിറ്റിൽ കരാർ വ്യവസ്ഥയിൽ ജോലിയിൽ പ്രവേശിച്ച തീയതി മുതലായിരിക്കും നിശ്ചയിക്കുന്നത്. ഒരേ തസ്തികയിൽ ഒരേ ദിവസം ജോലിയിൽ പ്രവേശിച്ചവരുടെ കാര്യത്തിൽ ജനന തീയതി മാനദണ്ഡമായി കരുതി പ്രായക്കൂടുതലുള്ള ആൾക്ക് സീനിയോറിറ്റി നിശ്ചയിച്ച് നൽകേണ്ടതാണ്.

VI. റഗുലറൈസ് ചെയ്യപ്പെടുന്ന ജീവനക്കാർ പിരിഞ്ഞുപോകുന്നതോടുകൂടി അവർ റഗുലറൈസ് ചെയ്യപ്പെട്ട തസ്തികയും ഇല്ലാതാകുന്നതാണ്. പ്രസ്തുത തസ്തികകളിലേക്ക് പ്രൊമോഷൻ, പുതിയ നിയമനം എന്നിവ സർക്കാരിന്റെ മുൻകൂർ അനുമതിയില്ലാതെ അനുവദിക്കുന്നതല്ല.

VII. സി - ഡിറ്റിലെ നിലവിലെ ജോലിയും ഇതുവരെ റഗുലറൈസേഷൻ ചെയ്ത തസ്തികകളും തമ്മിൽ താരതമ്യം നടത്തി ശാസ്ത്രീയമായ രീതിയിൽ തസ്തികകൾ പുനഃസംഘടന നടത്തുവാനായുള്ള റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിന് ഉദ്യോഗസ്ഥഭരണപരിഷ്കാര വകുപ്പിനെ ചുമതലപ്പെടുത്തുന്നു.

VIII. സി-ഡിറ്റിന്റെ വിവിധ പദ്ധതികളിലേക്ക് നിയമിക്കപ്പെടുന്ന താൽകാലിക ജീവനക്കാരെ രണ്ടു വർഷത്തിൽ കൂടുതൽ തുടരാൻ അനുവദിക്കേണ്ട സാഹചര്യമുണ്ടായാൽ സ.ഉ (അച്ചടി) നം.56/2017/ധന, തീയതി 28.04.2017 ഉത്തരവിലെ (ii) വ്യവസ്ഥ പ്രകാരം സർക്കാരിന്റെ മുൻകൂർ അനുമതി തേടേണ്ടതാണ്. ഭാവിയിൽ പരമാവധി 5 വർഷത്തിൽ കൂടുതൽ കരാർ ജീവനക്കാരെ ജോലിയിൽ തുടരുന്നതിന് അനുവദിക്കുവാൻ പാടില്ല. ഇക്കാര്യം സി-ഡിറ്റിലെ അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ ഉറപ്പുവരുത്തേണ്ടതാണ്. 5 വർഷത്തിൽ കൂടുതൽ കരാർ ജീവനക്കാരെ തുടരാൻ അനുവദിച്ചാൽ ആയതിന്റെ സാമ്പത്തിക ബാധ്യത ഉൾപ്പെടെയുള്ള പൂർണ്ണ ഉത്തരവാദിത്തം സി-ഡിറ്റ് രജിസ്ട്രാർ / ഡയറക്ടർക്ക് ആയിരിക്കുന്നതാണ്.

IX. ഒരു വർഷത്തിൽ കൂടുതൽ ദൈർഘ്യം വരുന്ന താൽകാലിക തസ്തികകളിലേക്കുള്ള നിയമനങ്ങളും സർക്കാരിന്റെ മുൻകൂർ അനുമതിയോടുകൂടി തസ്തിക സൃഷ്ടിച്ച് മാത്രമേ നടത്തുവാൻ പാടുള്ളൂ. എന്നാൽ ഓഫീസ് അസിസ്റ്റന്റ്, പ്രോഗ്രാമർ, ടെക്നിക്കൽ അസിസ്റ്റന്റ്, ഡാറ്റാ എൻട്രി ഓപ്പറേറ്റർ എന്നീ തസ്തികകളിൽ ഒരു വർഷത്തിൽ കുറവുള്ള കാലയളവിലേക്ക് പോലും ദിവസവേതനത്തിലോ, കരാർ വ്യവസ്ഥയിലോ ഉള്ള നിയമനങ്ങൾ സർക്കാരിന്റെ മുൻകൂർ അനുമതിയില്ലാതെ നടത്താൻ പാടുള്ളതല്ല. ഇക്കാര്യം സി-ഡിറ്റ് അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസർ ഉറപ്പുവരുത്തേണ്ടതാണ്. മുകളിൽ ക്രമ നം. VII ൽ

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പരാമർശിച്ചിട്ടുള്ള ഉദ്യോഗസ്ഥ ഭരണ പരിഷ്കാര വകുപ്പിന്റെ വിശദമായ പഠനത്തിന് ശേഷം സർക്കാർ തുടർനിർദ്ദേശങ്ങൾ പുറപ്പെടുവിക്കുന്നതാണ്.

(ഗവർണ്ണറുടെ ഉത്തരവിൻ പ്രകാരം)

കെ. മുഹമ്മദ് വൈ സഫിറുള്ള ഐഎഎസ്

അഡീഷണൽ സെക്രട്ടറി

ഡയറക്ടർ, സി-ഡിറ്റ്, തിരുവനന്തപുരം

രജിസ്ട്രാർ, സി-ഡിറ്റ്, തിരുവനന്തപുരം

പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ (എ & ഇ /ആഡിറ്റ്), തിരുവനന്തപുരം

ധനകാര്യ വകുപ്പ് (13.01.2021, 27.01.2021 തീയതികളിലെ (1243747) PU-C2/111/2019-FIN നമ്പർ ഫയലിലെ അഭിപ്രായ പ്രകാരം)

പൊതുഭരണ (എസ്.സി) വകുപ്പ്

വെബ് & ന്യൂ മീഡിയ, ഇൻഫർമേഷൻ & പബ്ലിക് റിലേഷൻസ് വകുപ്പ്

നിയമവകുപ്പ് (05.01.2021 ലെ 1897/Opinion-F3/2020-Law നമ്പർ ഫയലിലെ അഭിപ്രായപ്രകാരം)

ഉദ്യോഗസ്ഥ ഭരണപരിഷ്കാര വകുപ്പ്

ഉത്തരവിൻ പ്രകാരം

സെക്ഷൻ ഓഫീസർ

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"ഭരണഭാഷ- മാതൃഭാഷ"

കേരള സർക്കാർ

15 YEARS OF CELEBRATING THE MAHATMA

വിനോദ്.ജി
അഡിഷണൽ സെക്രട്ടറി

ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ (സി) വകുപ്പ്
ഗവണ്മെന്റ് സെക്രട്ടേറിയറ്റ്, തിരുവനന്തപുരം
ഫോൺ :0471-2518509
തീയതി :22/02/2021

അർദ്ധ ഔദ്യോഗിക കത്ത് നം . ഐ.ടി-സി1/5/2021/വി.സാ.വ

പ്രിയപ്പെട്ട സന്തോഷ്,

1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്റററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സ്വയംഭരണ സ്ഥാപനമായ സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) യിൽ 04.02.2021 ലെ സ.ഉ(കൈ) നം. 14/90/സിഎഡി നമ്പർ ഉത്തരവ് പ്രകാരം 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിക്കുകയും തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താല്കാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലിചെയ്തുവന്ന 5 5 ജീവനക്കാരെ 18.08.2008 ലെ സ.ഉ(സാധാ) നം. 196/2008/ഐ&പിആർഡി നമ്പർ ഉത്തരവ് പ്രകാരം 2008 ലും 7 ജീവനക്കാരെ 08.02.2011 ലെ സ.ഉ(സാധാ) നം. 2/2011/ഐ&പിആർഡി നമ്പർ ഉത്തരവ് പ്രകാരം 2011 ലും 54 ജീവനക്കാരെ 06.06.2015 ലെ സ.ഉ(കൈ) നം. 9/2015/ഐ&പിആർഡി നമ്പർ ഉത്തരവ് പ്രകാരം 2015 ലും 114 ജീവനക്കാരെ 04.02.2021 ലെ സ.ഉ(കൈ) നം. 5/2021/വി.സാസ.വ നമ്പർ ഉത്തരവ് പ്രകാരം 2021 ലും റെഗുലറൈസ് ചെയ്തിട്ടുണ്ട്.

താലകാലിക ജീവനക്കാരെ റെഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി വിവിധ കാലഘട്ടങ്ങളിൽ സി - ഡിറ്റിൽ സൃഷ്ടിക്കപ്പെട്ട തസ്തികകൾ സി-ഡിറ്റിൽ നിലവിൽ കൈകാര്യം ചെയ്യുന്ന ജോലിക്കനുസൃതമായവയാണോ എന്നത് സംബന്ധിച്ച് ശാസ്ത്രീയമായ പഠനം നടത്തി പുന:സംഘടന നടപ്പിലാക്കേണ്ടതുണ്ടെന്ന് കണ്ടതിന്റെ അടിസ്ഥാനത്തിൽ അപ്രകാരം ഒരു പഠനം നടത്തുന്നതിന് ഉദ്യോഗസ്ഥ ഭരണ പരിഷ്കാര വകുപ്പിനെ ചുമതലപ്പെടുത്തിക്കൊണ്ട് ബഹു മന്ത്രിസഭാ തീരുമാനപ്രകാരം 04.02.2021 ലെ സ.ഉ.(കൈ) നം. 5/2021/വി.സാസ.വ പ്രകാരം ഉത്തരവ് പുറപ്പെടുവിച്ചിട്ടുണ്ട്(പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു). പ്രസ്തുത സാഹചര്യത്തിൽ സി-ഡിറ്റിൽ സൃഷ്ടിക്കപ്പെട്ടിട്ടുള്ള തസ്തികകൾ നിലവിലെ ജോലിഭാരത്തിനനുസൃതമാണോ എന്നത് സംബന്ധിച്ച് പഠനം നടത്തുന്നതിനുള്ള നടപടി ആരംഭിക്കുവാനും ശാസ്ത്രീയമായ രീതിയിലുള്ള പുന:സംഘടന സംബന്ധിച്ച നിർദ്ദേശങ്ങൾ ഉൾപ്പെടുത്തിക്കൊണ്ടുള്ള റിപ്പോർട്ട് എത്രയും വേഗം ഈ വകുപ്പിലേക്ക് ലഭ്യമാക്കണമെന്നും അഭ്യർത്ഥിക്കുന്നു.

ആത്മാർത്ഥതയോടെ,

വിനോദ്.ജി

ശ്രീ എൽ.റ്റി. സന്തോഷ് കുമാർ
ജോയിന്റ് സെക്രട്ടറി
ഉദ്യോഗസ്ഥ ഭരണപരിഷ്കാര വകുപ്പ്

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വിനോദ് ജി.
ഗവ. അഡീഷണൽ സെക്രട്ടറി

ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ വകുപ്പ്
ഗവൺമെന്റ് സെക്രട്ടേറിയറ്റ്
തിരുവനന്തപുരം

ഫോൺ { ഓഫീസ് : 0471-2518509
0471-2327421
മൊബൈൽ : 9895353102

22.02.2021
തീയതി.....

അർദ്ധ ഔദ്യോഗിക കത്ത് നം.ഐ.ടി-സി1/136/2019/വി.സാ.വ

പ്രിയപ്പെട്ട സന്തോഷ്,

1955 ലെ ട്രാവൻകൂർ കൊച്ചിൻ സയന്റിഫിക് ലിറ്റററി ആന്റ് ചാരിറ്റബിൾ സൊസൈറ്റീസ് ആക്ട് പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുള്ള സ്വയംഭരണ സ്ഥാപനമായ സെന്റർ ഫോർ ഡെവലപ്പ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (സി-ഡിറ്റ്) യിൽ 04.02.2021 ലെ സ.ഉ(കൈ) നം. 14/90/സിഎഡി നമ്പർ ഉത്തരവ് പ്രകാരം 6 കോർ ഗ്രൂപ്പ് തസ്തികകൾ സൃഷ്ടിക്കുകയും തുടർന്ന് സി-ഡിറ്റിൽ ദീർഘനാളായി താല്കാലിക തസ്തികകളിൽ കരാർ അടിസ്ഥാനത്തിൽ ജോലിചെയ്യുവന്ന 55 ജീവനക്കാരെ 18.08.2008 ലെ സ.ഉ(സാധാ) നം. 196/2008/ഐ&പിആർഡി നമ്പർ ഉത്തരവ് പ്രകാരം 2008 ലും 7 ജീവനക്കാരെ 08.02.2011 ലെ സ.ഉ(സാധാ) നം. 2/2011/ഐ&പിആർഡി നമ്പർ ഉത്തരവ് പ്രകാരം 2011 ലും 54 ജീവനക്കാരെ 06.06.2015 ലെ സ.ഉ(കൈ) നം. 9/2015/ഐ&പിആർഡി നമ്പർ ഉത്തരവ് പ്രകാരം 2015 ലും 114 ജീവനക്കാരെ 04.02.2021 ലെ സ.ഉ(കൈ) നം. 5/2021/വി.സാ.വ നമ്പർ ഉത്തരവ് പ്രകാരം 2021 ലും റെഗുലറൈസ് ചെയ്തിട്ടുണ്ട്.

താൽകാലിക ജീവനക്കാരെ റെഗുലറൈസ് ചെയ്യുന്നതിലേക്കായി വിവിധ കാലഘട്ടങ്ങളിൽ സി-ഡിറ്റിൽ സൃഷ്ടിക്കപ്പെട്ട തസ്തികകൾ സി-ഡിറ്റിൽ നിലവിൽ കൈകാര്യം ചെയ്യുന്ന ജോലിക്കനുസൃതമായവയാണോ എന്നത് സംബന്ധിച്ച് ശാസ്ത്രീയമായ പഠനം നടത്തി പുനഃസംഘടന നടപ്പിലാക്കേണ്ടതുണ്ടെന്ന് കണ്ടതിന്റെ അടിസ്ഥാനത്തിൽ അപ്രകാരം ഒരു പഠനം നടത്തുന്നതിന് ഉദ്യോഗസ്ഥ ഭരണ പരിഷ്കാര വകുപ്പിനെ ചുമതലപ്പെടുത്തിക്കൊണ്ട് ബഹു മന്ത്രിസഭാ തീരുമാനപ്രകാരം 04.02.2021 ലെ സ.ഉ(കൈ) നം 5/2021/വി.സാ.വ പ്രകാരം ഉത്തരവ് പുറപ്പെടുവിച്ചിട്ടുണ്ട്(പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു). പ്രസ്തുത സാഹചര്യത്തിൽ സി-ഡിറ്റിൽ സൃഷ്ടിക്കപ്പെട്ടിട്ടുള്ള തസ്തികകൾ നിലവിലെ ജോലിഭാരത്തിനനുസൃതമാമോ എന്നത് സംബന്ധിച്ച് പഠനം നടത്തുന്നതിനുള്ള നടപടി ആരംഭിക്കുവാനും ശാസ്ത്രീയമായ രീതിയിലുള്ള പുനഃസംഘടന സംബന്ധിച്ച നിർദ്ദേശങ്ങൾ ഉൾപ്പെടുത്തിക്കൊണ്ടുള്ള റിപ്പോർട്ട് എത്രയും വേഗം ഈ വകുപ്പിലേക്ക് ലഭ്യമാക്കണമെന്നും അഭ്യർത്ഥിക്കുന്നു.

ആത്മാർത്ഥതയോടെ

വിനോദ്.ജി

ശ്രീ. എൽ.റ്റി. സന്തോഷ് കുമാർ
ജോയിന്റ് സെക്രട്ടറി, ഉദ്യോഗസ്ഥ ഭരണപരിഷ്കാര വകുപ്പ്

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GOVERNMENT OF KERALA

No:AR6-1/13/2021-PandARD
Personnel & Administrative Reforms (AR-6) Department
Thiruvananthapuram,
Dated:19/03/2021

U.O NOTE

Sub: Personnel & Administrative Reforms Department - Regularization of temporary posts in C-DIT - Work Study - Reg

Ref: 1. D.O Letter No.IT-C1/136/2019/E&ITD dated 22.02.2021 from the Additional Secretary, Electronics & information Technology (C) Department.

2. Govt.Letter of even No. dated 04.03.2021 addressed to the Registrar, C-DIT, Thiruvananthapuram (Copy enclosed).

Attention of the Electronics & information Technology (C) Department may be invited to the references cited and that Department may be requested to furnish the report called for in the letter cited 2nd, with specific remarks urgently.

HARILAL.T.N.
UNDER SECRETARY

To:

Electronics & information Technology (C) Department

Forwarded / By order,

Asst. Section Officer

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URGENT

GOVERNMENT OF KERALA

Personnel & Administrative Reforms (AR-6) Department

No.AR6-1/13/2021-PandARD 04/03/2021,Thiruvananthapuram

From

Additional Chief Secretary to Government

To

The Registrar
C-DIT
Chitranjali Hills
Thiruvallam P.O
Thiruvananthapuram - 695 027

Sir,

Sub: Personnel & Administrative Reforms Department - Regularization of temporary posts in C-DIT - Work Study - Details called for - Reg.

Ref: G.O(Ms)No.5/2021/E&ITD dated 04.02.2021.

I am to invite your attention to the reference cited and to request you to furnish the following details urgently to Government.

1. Whether all the temporary/daily wages/contract workers in CDIT have already regularized ?
2. Furnish the nature of work in respect of each worker regularised, specifying if the work is technical or non-technical.
3. Whether CDIT still have non-regularised staff? If yes, provide details.
4. Whether CDIT have Special Rules ? If no, provide reasons.

Reply may be furnished WITHIN 3 DAYS to E&IT Department requesting them to forward the same to this department urgently.

Yours Faithfully,
T.PRASANNAN
DEPUTY SECRETARY
For Additional Chief Secretary to Government

Approved for Issue
Section Officer

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY
An Autonomous Institution under Govt. of Kerala
സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി
കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം
Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India
ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.
PHONE: 0471- 2380910, 2380912, 2380895. Director: 0471- 2380908. Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

C-DIT

No. 42/A1/Admn/2020/C-DIT

19.03.2021

To,

The Secretary to Govt.
E&IT Department, Secretariat
Thiruvananthapuram

Sir,

Sub: C-DIT- Admn- Regularisation of temporary posts in C-DIT – Work Study – furnishing details--reg

Ref: Letter No.AR6-1/13/2021- P and ARD dated 04.03.2021.

Kind attention is invited to the reference cited. The required details are furnished below:

1. Government vide GO (Rt) No.196/2008/I&PRD dated 18.08.2008 have regularised the service of 55 temporary employees, vide GO (Ms) No.02/2011/I&PRD dated 08.02.2011 have regularised the service of 7 employees and vide GO (Ms) No. 09/2015/I&PRD dated 06.06.2015 have regularised the service of 54 employees respectively in previous 3 occasion. In February 2021, vide GO (Ms) No. 5/2021/E&ITD dated 04.02.2021 have regularized the service of 114 temporary employees of C-DIT. There are other temporary/daily wages/contract employees who are not regularised.

2. Nature of work in respect of regularised staff attached as Annexure I

3. List of non -regularised staff attached as Annexure II

4. A proposal furnished with regard to framing of Special Rules of C-DIT is under the consideration of Government.

Yours truly,

Encl.
Annexure – I (8 pages)
Annexure – II (3 pages)

REGISTRAR

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Annexure - I

Sheet1

Employees regularised vide G.O (Rt) No. 196/2008/I&PRD dt. 18.08.2008 &				
vide G.O (Rt). No. 222/2008/I&PRD dt. 29.09.2008				
SL.No	**NAME**	**DESIGNATION**	**Nature of work**	**Present Duties**
1	Biju S B	Scientist-B (Software)	Technical	
2	Damodar prasad	Programme coordinartor	Technical	
3	Deepa. N	Scientist-B (Software)	Technical	
4	Dr. Govindaru	Scientist C	Technical	
5	Jacob George	Project Associate	Technical	
6	Jayaraj. N	Scientist B	Technical	
7	M.R. Mohanachandran	Scientist- C (Civil)	Technical	
8	Manoj Krishnan	Programme coordinartor	Technical	
9	Ramesh. V	Editor	Technical	
10	Saji Narayanan	Engineer C (Electrical)	Technical	
11	Sudhakaran T.P	Field Officer	Technical	Non technical work
12	Ajith C.N	Jr.Technician	Technical	Non technical work
13	Baiju. D	Junior Technician (Civil)	Technical	
14	Vinod.N	Junior Technician	Technical	
15	Siva Kumar B	Camara Assistant	Technical	
16	Mukesh A P	Technical Assistant	Technical	
17	Suresh K.S	Technical Assistant (Electronics)	Technical	
18	Rejitha. K.S	Technical Assistant	Technical	
19	Bharath Thampi	Office Assistant	Non Technical	
20	Jayalakshmy O	Office Assistant	Non Technical	
21	Padmaja P Gopal	Office Assistant	Non Technical	
22	Geetha S	Part Time Sweeper	Non Technical	
23	Rajamma B	Part Time Sweeper	Non Technical	
24	Padma Kumari	Part Time Sweeper	Non Technical	

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25	Kala M.I	Data Entry operator	Non Technical	
26	Anil Kumar	Helper	Non Technical	
27	Shaji K	Helper	Non Technical	
Employees regularised vide GO (Ms) No.2/2011/I&PRD dated 08.02.2011				
Sl.No	**Name**	**Designation**	**Nature of work**	**Present Duties**
1	Ganapathy	Project Associate	Non Technical	
2	Rohith Panicker	Project Associate	Non Technical	
3	Karthikeyan	Jr.Technician	Technical	
4	Santhosh Kumar	Camera Assistant	Technical	
5	Ajaya Kumar	Light Assistant	Technical	
Employees regularised vide G.O (MS) 09/2015/I&PR dt. 06.06.2015				
Sl. No	**Name**	**Designation**	**Nature of work**	**Present Duties**
1	Aravind. R	Technical Assistant	Technical	
2	Arun Kumar. A.K	Technical Assisant	Technical	
3	Chithralekha. G.O	Technical Assistant	Technical	
4	Dinesh Murali	Technical Assistant	Technical	
5	Hari Kumar. K.R	Technical Assistant	Technical	
6	Harikrishnan. V	Technical Assistant	Technical	
7	Jaya V. Sadasivan Nair	Technical Assistant	Technical	
8	Jeena. K. Subhash	Technical Assistant	Technical	
9	Manju. M.S	Technical Assisant	Technical	
10	Nisha. L.R	Technical Assistant	Technical	
11	Pradeep N.S	Technical Assistant	Technical	
12	Ravish Jain. R.J	Technical Assistant	Technical	

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13	Reji Ivan	Technical Assistant	Technical	
14	Resmi Chandran. R	Technical Assistant	Technical	
15	Resmi. G.S	Technical Assistant	Technical	
16	Saji. T	Technical Assisant	Technical	
17	Santhi Krishnan. K	Technical Assistant	Technical	
18	Sarika. T.K	Technical Assistant	Technical	
19	Sheeba Beevi. S.R	Technical Assistant	Technical	
20	Sumesh. J.S	Technical Assistant	Technical	
21	Vidhyamol. I	Technical Assistant	Technical	
22	Sreejith. S	Junior Technician	Technical	
23	Hari Sankar. S.S	Junior Technician	Technical	
24	Shiburaj. S	Junior Technician	Technical	
25	Lal Mohan. V	Marketing Executive	Non Technical	
26	Alex H.T	Marketing Executive	Non Technical	Technical works
27	Bindu Haleel	Office Assistant	Non Technical	
28	Lekshmi.R	Office Assistant	Non Technical	
29	Mary Jeen. A	Office Assistant	Non Technical	
30	Sainulabdeen. T	Office Assistant	Non Technical	
31	Rejula Beevi. U	Office Assistant	Non Technical	
32	Soumya. P.V	Office Assistant	Non Technical	
33	Anish. P	Research Assistant	Technical	
34	Asha. S. Nair	Research Assistant	Technical	Non technical work
35	Arifa Beevi. J	Archives Assistant	Technical	Non technical work
36	Manoj. B	Content Developer	Non Technical	
37	Premakumari. D	Part Time Sweeper	Non Technical	
38	Premsuja. B	Reporter	Non Technical	
39	Sandeep Jayan	Programmer	Technical	
40	Smitha. M.I	Junior Programmer	Technical	Non technical work

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41	Sindu. R.S	Data Entry Opeator	Non Technical	
42	Sreedevi Devapal	Data Entry Operator	Non Technical	
43	Bindu. V	Data Entry Operator	Non Technical	
44	Akhil. P.G	Light Assistant	Technical	
45	Sivaramakrishnan	Web Designer	Technical	Non technical work
46	Thampi. A.R	Production Assistant	Non Technical	
47	Habeeba. H	Helper	Non Technical	
	Dying Harness			
1	Vineesh G	Helper	Non Technical	
2	Deepa. O	Helper	Non Technical	
Employees regularised vide G.O (Ms) No. 05/2021/ITD dt. 04.02.2021				
Sl. No	**Name**	**Designation**	**Nature of work**	**Present Duties**
1	Sajan Ambadiyil	Scientific Officer	Technical	
2	Shiny. D.S	Programmer	Technical	
3	Ajish. M.R	Programmer	Technical	
4	Chandini Babu N	Programmer	Technical	
5	Preetha. P	Programmer	Technical	
6	Sreejith. A.K	Programmer	Technical	
7	Navaneeth Krishnan	Programmer	Technical	
8	Sudheesh. A.P	Programmer	Technical	
9	Lijith. T.K	Programmer	Technical	
10	Sindu Thankappan	Programmer	Technical	
11	Ajay. V	Programmer	Technical	
12	Aneez. M	Programmer	Technical	
13	Sreelekshmy. R	Programmer	Technical	

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14	Asha R.S	Programmer	Technical	
15	Tanzeem. M.B	Programmer	Technical	
16	Anju Bhaskaran	Programmer	Technical	
17	Remya Sree . U	Programmer	Technical	
18	Sunitha. K.K	Programmer	Technical	
19	Rojimon. N.T	Programmer	Technical	
20	Raghith. A	Programmer	Technical	
21	Arunnadh. G	System Administrator	Technical	
22	Syam Kumar. K	Technical Assistant	Technical	
23	Girish. R	Technical Assistant	Technical	
24	Liju. V.V	Technical Assistant	Technical	
25	Ragesh. K	Technical Assistant	Technical	
26	Raneesh. P.P	Technical Assistant	Technical	
27	Ambily. B.V	Technical Assistant	Technical	
28	Geetha. S.S	Technical Assistant	Technical	Non technical work
29	Praseena. M.P	Technical Assistant	Technical	Non technical work
30	Suresh. D	Technical Assistant	Technical	Non technical work
31	Sarath Kumar. K	Technical Assistant	Technical	
32	Smitha B	Technical Assistant	Technical	
33	Afsal Rahman	Technical Assistant	Technical	
34	Nidhil. G	Technical Assistant	Technical	
35	Pramod Kumar. D	Technical Assistant	Technical	
36	Giby P. Abraham	Coordinator	Non Technical	
37	Jacob Thomas	Coordinator	Non Technical	
38	Aiswarya. R	Coordinator	Non Technical	
39	Sofimol. V.K	Coordinator	Non Technical	
40	Sreepriya Sivanandan	Coordinator	Non Technical	
41	Sreejesh. E.K	Coordinator	Non Technical	

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42	Batakrushna Panda	Production Supervisor	Technical	
43	Manulal. M.P	Production Coordinator	Non Technical	
44	Prajin V.R	Call Centre Executive	Non Technical	
45	Soumya. T	Web Designer	Technical	
46	Santhosh. C	Web Designer	Technical	
47	Satheesh. S	Web Designer	Technical	
48	Dinesh Kumar. V	Web Designer	Technical	
49	Jayahari. K.V	Web Designer	Technical	
50	Shajith. R.B	Web Designer	Technical	
51	Rajesh . M	Web Designer	Technical	
52	Pinki. M.S	Video Editing cum sound Assistant	Technical	
53	Jithin Mathew	Assistant Cameraman	Technical	
54	Parvathy Thampy	Office Assistant	Non Technical	
55	Chithra Resmi. S	Content Developer	Non Technical	
56	Ashish. P.S	Content Developer	NonTechnical	
57	Divya Vasanthan K. N	News Reporter	Non Technical	
58	Nileena. P	News Reporter	Non Technical	
59	Mohanlal. G	Font Designer	Technical	Non technical work
60	Manoj Kana	Assistant Producer	Technical	
61	Pradeep Kumar. R	Faculty cum Co-ordinator (Web design)	Technical	
62	Prasanth. V	Faculty cum Co-ordinator (Animation)	Technical	
63	Unnikrishnan. T	Animation Consultant cum Trainer	Technical	
64	Deepa. S	Research Associate	Non Technical	
65	Leena. P	Office Assistant	Non Technical	
66	Vinod. M	Office Assistant	Non Technical	

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67	Sujitha. P.S	Office Assistant	Non Technical	
68	Subhash. K.K	Office Assistant	Non Technical	
69	Preethikrishna. M.R	Office Assistant	Non Technical	
70	Deepa. M	Office Assistant	Non Technical	
71	Reeja Kumari. R	Office Assistant	Non Technical	
72	Vinod. R	Office Assistant	Non Technical	
73	Devarajan. V.R	Office Assistant	Non Technical	
74	Juliemol Thomas	Office Assistant	Non Technical	
75	Saritha. V.T	Office Assistant	Non Technical	
76	Kuriakose Philip	Office Assistant	Non Technical	
77	Manju. S. Warrier	Office Assistant	Non Technical	
78	Anikrishnan. K	Office Assistant	Non Technical	
79	Rekha . P	Office Assistant	Non Technical	
80	Sachu .L	Office Assistant	Non Technical	
81	Praveen. S	Office Assistant	Non Technical	
82	Renjith Kumar. R	Production Assistant	Non Technical	
83	Sreekumar. S.S	Junior Technician	Technical	
84	Manikuttan. B	Junior Technician	Technical	
85	Gopi Krishnan.A.R	Lab Assistant (3D Animation)	Technical	
86	Bindu Lekha. B.R	Lab Assistant	Technical	Non technical work
87	Surjith. V.S	Lab Assistant	Technical	
88	Mineesh N. S	Software Support Assistant	Technical	
89	Midhun Dev Pottekkad	Assistant Editor cum Sound Recordist	Technical	
90	Rajeswari. R	Data Entry Operator	Non Technical	
91	Deepa. L	Data Entry Operator	Non Technical	
92	Manoj. M	Data Entry Operator	Non Technical	
93	Saheera Beevi.E.F	Data Entry Operator	Non Technical	

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94	Prasanth. R	Data Entry Operator	Non Technical	
95	Deepa. K.S	Data Entry Operator	Non Technical	
96	Gisha. G	Data Entry Operator	Non Technical	
97	Sreedevi. K	Data Entry Operator	Non Technical	
98	Roja. J.S	Data Entry Operator	Non Technical	
99	Sheeba. N	Data Entry Operator	Non Technical	
100	Arunkumar. G.C	Data Entry Operator	Non Technical	
101	Radhika Kumari.S	Scanning Assistant	NonTechnical	
102	Preetha. S. Nair	Clerk cum Data Entry Operator	Non Technical	
103	Rajendra Kumar. D	Driver-cum-cleaner	Technical	
104	Abhilash. K	Driver-cum-cleaner	Technical	
105	Suma. K	Helper	Non Technical	
106	Shaheer. A	Helper	Non Technical	
107	Kumar. R	Helper	Non Technical	
108	Bindu. S	Sweeper	Non Technical	
109	Sudarsanan. S	Messenger	Non Technical	
110	Sudhakaran. T.V	Helper cum Messenger	Non Technical	
111	Sindhu. S	Part Time Sweeper	Non Technical	
112	Satheyanesan .	Video Production Assistant	Non Technical	

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Annexure-II

Annexure II

Details of non regularized staff

Division/ Dept	Project	Daily	Piece rate	Casual	Project staff	Contract staff 4 year	Total
Informatics	-	-	—	-	PHP Programmer-10 Android Programmer-1 System Administrator-1 Project Assistant-1 Web Designer -1 **Total -14**	Content Developer -1 Office Assistant -1 Data Entry operator-1 Web Programmer -1 Programmer-14 **Total -18**	32
Web services	CMO Various websites/ web portals/ web applications etc	DEO-16		2	Digital Journalist-1 Web content Manager-1 Senior Content Developer-1 Content Developer- 6 Content Editor -1 Web Application Developer-2 Senior Research Associate-2 Junior Research Associate – 2 Team Leader-1 Senior Designer -1 Graphic Designer -2 System Administrator -1 Network Engineer -1 **Total - 22**	Data Entry operator-2 Programmer-2 Assistant Graphic Designer-2 **Total-6**	46
Optical Image	KSBC, Universities	Packing			Production Manager-1		30

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Processing Division	etc	Assistant -4			Production coordinator-1 Embossing Operator-1 Machine Operator-19 Inspection Staff-3 Maintenance Assistant-1 Total- 26		
E- governance	FMS- MVD	House Keeping -31			Zonal Manager-4 Network Administrator-5 Assistant System Administrator-80 System Administrator- 18 House keeping -73 Help Desk-1 Total -181	Data Entry Operator- 1 Helper-1 Sweeper-1 Total -3	215
Digitization	Archives, Registration Dept, Employment Exchange etc	Sweeper-1	Scanning Assistant -190		Project Supervisor-2 Graphic Designer -1 Total -3	Assistant Graphic Designer-1	195
Video Communication	Lottery, Haritha Kerala Mision etc	Driver- 2 Camera Assistant-1 Light Console Operator-1 Light Assistant -1 Total -6		2	Digital Journalist-1 Electrician-1 Assistant Video Editor- 4 Camera Assistant- 3 Animator -3 Media Content Analysist -3 Assistant Producer -2 Total -17	Archives Assistant- 2 Production Assistant -1 Sweeper-1 Technical Assistant-2 Office Assistant -1 Total - 7	32
Administration		Driver -2 Sweeper -1 Gardener-1 Electrician-1 Total-5	-	-	-	Data Entry Operator-1 Driver -2 Total-3	8

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System Integration Dept					Senior Software Engineer -1 Senior Engineer (Hardware) -1 Total-2	Programmer-1 Helper-1 Project Assistant -1 Total-3	5
Green Energy & Technology					Technical Assistant -1		1
Regional Centre Ernakulam						Office Assistant -1	1
Regional Centre Kayamkulam	Ration Card	ITSRP -3 Sweeper -1 Total-4				Technical Assistant-1 Helper -1 Total-2	6
Regional Centre Kannur		Sweeper -1					1
Technology Extension Division						Office Assistant-4 Helper-1 Sweeper-1 Total -6	6
Main Accounts						Helper-1 Office Assistant-1 Total-2	2
Total		**68**	**190**	**4**	**266**	**52**	**580**

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4700709/2020/IT(OS)

Regn No. 01-53 dated 25/11/2000

C-DIT EMPLOYEES CONGRESS

Reg. Office: C-DIT Campus, Chitranjali Hils, Thiruvallom (PO), Thiruvananthapuram
Mailing Address: TC 83/587(1), Pettah (PO), Thiruvananthapuram-695024

President
T SARAT CHANDRAPRASAD. Ex M.L.A.
General Secretary,
Kerala Pradesh Congress Committee

General Secretary,
BHARAT THAMPI

14.10.2020

ബഹുമാനപ്പെട്ട സംസ്ഥാന ഐ.ടി സെക്രട്ടറി മുമ്പാകെ

വിഷയം:- സി-ഡിറ്റിൽ താൽക്കാലിക ജീവനക്കാരെ എൻട്രി തസ്തികയിൽ സ്ഥിരപ്പെടുത്തുന്നത് സംബന്ധിച്ച്

സി-ഡിറ്റ് സ്ഥാപിതമായി ഇന്നുവരെ രജിസ്ട്രാർ തസ്തിക ഒഴിച്ച് 2010 വരെ നിയമനം ലഭിച്ച മുഴുവൻ താൽക്കാലിക ജീവനക്കാരേയും സീനിയോറിറ്റി പ്രകാരം അതാത് കാലത്തെ സർക്കാർ സ്ഥിരപ്പെടുത്തുകയായിരുന്നു. അതുപോലെ പിന്നീട് നിയമനം ലഭിച്ച ജീവനക്കാരെ സർവ്വീസിൽ സ്ഥിരപ്പെടുത്തണമെന്ന് അനവധി പ്രാവശ്യം സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് ആവശ്യപ്പെട്ടുവരുകയാണ്. ഇതുപ്രകാരം സ്ഥിരതയുമായി ബന്ധപ്പെട്ട് സി-ഡിറ്റിൽനിന്നും സർക്കാരിലേയ്ക്ക് അയച്ച കത്തിന്റേയും, ജീവനക്കാരുടേയും ലിസ്റ്റ് RTI Act പ്രകാരം ആവശ്യപ്പെട്ടപ്പോൾ പത്തു വർഷം പൂർത്തീകരിച്ച ജീവനക്കാരെ സ്ഥിരപ്പെടുത്താൻ ഗവേണിംഗ് ബോഡി ഇതുവരെ തീരുമാനിച്ചിട്ടില്ലായെന്ന് കാണിച്ച് ഭരത് തമ്പിക്ക് 09.10.2020-ൽ സി-ഡിറ്റ് ഔദ്യോഗികമായി മറുപടി നൽകിയിട്ടുണ്ട്. (copy attached)

മറുപടി പ്രകാരം സി-ഡിറ്റിൽ ആവശ്യമുള്ള സ്ഥിര തസ്തികകൾക്ക് അന്തിമരൂപം നൽകാനും പത്ത് വർഷം തികഞ്ഞവരിൽനിന്നും സെലക്ട് ലിസ്റ്റ് തയ്യാറാക്കാനാണ് ഗവേണിംഗ് ബോഡി തീരുമാനിച്ചത് എന്ന് കത്തിൽ വ്യക്തമാക്കുന്നു. എന്നുവച്ചാൽ മുൻകാലത്തെപ്പോലെ സീനിയോറിറ്റി പ്രകാരം Cut of Date എടുത്ത് മുഴുവൻ ജീവനക്കാരേയും സ്ഥിരപ്പെടുത്തില്ലായെന്ന്

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Vice President Sainulabdeen T | Vice President Mohan Kumar N | Joint secretary Hari Kumar K R | Joint secretary Lal Mohan V | Treasurer Mary Jeen

വ്യക്തമാക്കുന്നു. കൂടാതെ സർക്കാരിലേയ്ക്ക് അയച്ച ലിസ്റ്റ് ഒരു കാരണവശാലും നൽകാനാവില്ലെന്നും മറുപടിയിൽ പറയുന്നു.

രാജ്യത്തിന്റെ അഖണ്ഡതയ്ക്കൊ, ദേശദ്രോഹകുറ്റങ്ങളുടെയോ അല്ലെങ്കിൽ സി-ഡിറ്റിനെതിരായൊ ഉള്ള യാതൊരു വിവരത്തിനും RTI Act പ്രകാരം ആവശ്യം ഉന്നയിച്ചിട്ടില്ല. മറിച്ച് ഭാവിയിൽ സി-ഡിറ്റിന് ഗുണകരമായി പ്രവർത്തിക്കുന്നതിന് സ്ഥിരപ്പെടേണ്ട ജീവനക്കാരുടെ പേരും, തസ്തികയും, അതുമായി ബന്ധപ്പെട്ട കുറിപ്പിന്റേയും പകർപ്പ് മാത്രമാണ് ചോദിച്ചത്.

സി-ഡിറ്റിൽ നാളെ സ്ഥിരപ്പെടുത്തേണ്ടവരുടെ ലിസ്റ്റ് തരില്ലായെന്ന് പറഞ്ഞതിന്റെ ഉദ്ദേശം തങ്ങൾക്ക് ഇഷ്ടമുള്ളവരെ മാത്രം ഉൾപ്പെടുത്താനും, ജീവനക്കാരിൽ വേർതിരിവും സ്പർദ്ദയും ഉണ്ടാക്കി കുറച്ച് ജീവനക്കാരുടെ മാത്രം ലിസ്റ്റ് സർക്കാരിലേയ്ക്ക് അയയ്ക്കാനാണെന്നും സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ് സംശയിക്കുന്നു.

സി-ഡിറ്റിന്റെ അവസാനം കൂടിയ 24ഉം, 25ഉം ഗവേണിംഗ് ബോഡി തീരുമാനപ്രകാരം സി-ഡിറ്റിൽ ഇനിയും CSIR ശമ്പള സ്കെയിലിൽ പുതിയ തസ്തികയിൽ നിയമനം ഇല്ലായെന്ന് ബഹു:മുഖ്യമന്ത്രി ഫിനാൻസ്, ഐ.ടി സെക്രട്ടറി, മറ്റ് ഉദ്യോഗസ്ഥർ അടങ്ങിയ സി-ഡിറ്റ് ഗവേണിംഗ് ബോഡി തീരുമാനം മറച്ചുവെച്ച് 2003ൽ സി-ഡിറ്റിൽ Consultant ആയും, പിന്നീട് ദിവസവേതനത്തിൽ റിസർച്ച് അസോസിയേറ്റ് (copy attached) ആയ ശ്രീ.സാജൻ അമ്പാടിയെ CSIR സ്കെയിലിൽ സയന്റിസ്റ്റാക്കി സ്ഥിരപ്പെടുത്തുന്നതിന് സർക്കാരിലേയ്ക്ക് ലിസ്റ്റ് അയച്ചതിൽ ദുരൂഹതയുണ്ട്. ടി ശ്രീ.സാജൻ അമ്പാടി 2003-ൽ ദിവസവേതനത്തിൽ റിസർച്ച് അസോസിയേറ്റ് ആയി ജോലി ചെയ്തുവരുകയും, പിന്നീട് കരാർ വ്യവസ്ഥയിലേയ്ക്ക് മാറ്റിയിട്ടുള്ളതും ആകുന്നു. തുടർന്ന് ടിയാന്റെ സ്വാധീനംകൊണ്ട് ഇയാളുടെ വിദ്യാഭ്യാസയോഗ്യത കാണിച്ച് KIDCO വഴി 2007-ൽ പുതിയ തസ്തികയിൽ താൽക്കാലികമായി തുടർന്നുവരുന്നു. സി-ഡിറ്റിൽ ഇന്നുവരെ താൽക്കാലിക ജീവനക്കാരെ എൻട്രി തസ്തികയിലാണ് സ്ഥിരപ്പെടുത്തിയത്. മറിച്ച് ടിയാനെ 2007-ൽ താൽക്കാലിക നിയമനം ലഭിച്ച തസ്തികയിൽ സ്ഥിരപ്പെടുത്തിയാൽ 1996 മുതൽ ജോലി ചെയ്യുന്ന ഉന്നത വിദ്യാഭ്യാസയോഗ്യതയുള്ള സീനിയറായ സ്ഥിരം

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അതുപോലെ സി-ഡിറ്റിൽ താഴത്തെ തസ്തികയിൽ താൽക്കാലിക നിയമനം ലഭിച്ചശേഷം വിദൂര വിദ്യാഭ്യാസത്തിൽകൂടിയൊ അല്ലെങ്കിൽ അന്യ സംസ്ഥാനത്ത് സ്വകാര്യവ്യക്തികൾ നടത്തുന്ന സ്ഥാപനത്തിൽനിന്നും വിദ്യാഭ്യാസ സർട്ടിഫിക്കറ്റ് നേടിയവരുമുണ്ട്. ഈ യോഗ്യതാ സർട്ടിഫിക്കറ്റുകൾ കേരള സർക്കാർ ജോലിക്ക് PSC അംഗീകാരമുള്ളതാണോയെന്ന് സർട്ടിഫിക്കറ്റിന്റെ സാധുതയും അന്വേഷിക്കേണ്ടതാണ്.

സി-ഡിറ്റ് ഗവേണിംഗ് ബോഡി തീരുമാനങ്ങളെ അട്ടിമറിച്ച് തന്നിഷ്ടപ്രകാരം ഒരു പൊതുമേഖലാ സ്ഥാപനമായ സി-ഡിറ്റിൽ അധികാരികൾ പ്രവർത്തിച്ചാൽ അതിന് സ്വജനപക്ഷപാത നടപടിക്ക് നിയമനടപടി സ്വീകരിക്കേണ്ടതാണ്.

ആയതിനാൽ സി-ഡിറ്റിലെ താൽക്കാലിക ജീവനക്കാരിൽ വേർതിരിവ് ഇല്ലാതെ മുൻകാലത്ത് ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തിയതുപോലെ താൽക്കാലിക നിയമനം ലഭിച്ച മുഴുവൻ ജീവനക്കാരേയും Entry Cadre തസ്തികയിൽ സ്ഥിരപ്പെടുത്തുന്നതിന് നടപടി ഉണ്ടാകണമെന്ന് സി-ഡിറ്റി എംപ്ലോയീസ് കോൺഗ്രസ് അഭ്യർത്ഥിക്കുന്നു.

വിശ്വസ്തതയോടെ

ടി.ശരത്ചന്ദ്രപ്രസാദ് Ex.MLA
പ്രഡിഡന്റ്

ഭരത് തമ്പി
ജനറൽ സെക്രട്ടറി

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CENTRE FOR DEVELOPMENT OF IMAGING TECHNOLOGY

An Autonomous Institution under Govt. of Kerala

സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി

കേരളസംസ്ഥാന സർക്കാരിനു കീഴിലുള്ള സ്വയംഭരണ സ്ഥാപനം

Chitranjali Hills, Thiruvallam, Thiruvananthapuram 695 027, Kerala, India
ചിത്രാഞ്ജലി, തിരുവല്ലം, തിരുവനന്തപുരം.
PHONE: 0471- 2380910, 2380912, 2380895, Director: 0471- 2380908, Registrar: 0471- 2383506.
e-mail: cdit@cdit.org, headoffice@cdit.org

C-DIT

31/എ 3 /ആർ ടി ഐ / 2020-21/സിഡിറ്റ്

9.10.2020

ശ്രീ. ഭാരത് തമ്പി
സെക്രട്ടറി
സി-ഡിറ്റ് എംപ്ലോയീസ് കോൺഗ്രസ്
സി-ഡിറ്റ് , തിരുവല്ലം

വിഷയം : സി-ഡിറ്റ്- വിവരാവകാശ നിയമം 2005 - വിവരം നൽകുന്നത് സംബന്ധിച്ച്
സൂചന : 22.09.2020 തിയ്യതിയായി ഈ ഓഫീസിൽ ലഭിച്ച താങ്കളുടെ അപേക്ഷ.

സൂചനയിലേക്ക് താങ്കളുടെ ശ്രദ്ധ ക്ഷണിക്കുന്നു. താങ്കൾ ആവശ്യപ്പെട്ടിരിക്കുന്നത് സി-ഡിറ്റിന്റെ ഇരുപത്തഞ്ചാമത്തെ ജനറൽ ബോഡി തീരുമാനപ്രകാരം സി-ഡിറ്റിൽ പത്തു വർഷം സേവനകാലാവധി പൂർത്തിയാക്കിയ താത്ക്കാലിക ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനായി സർക്കാരിലേക്ക് സമർപ്പിച്ച കത്ത് / പ്രൊപ്പോസലിന്റെ യും അനുബന്ധ രേഖകളുടെയും പകർപ്പ് ആണ്എന്നാൽ ഇത്തരത്തിലുള്ള ഒരു പ്രൊപ്രോസൽ തയ്യാറാക്കി സർക്കാരിലേക്ക് അയക്കാൻ സി-ഡിറ്റ് ഗവേർണിംഗ് ബോഡി യോഗം തീരുമാനിച്ചിട്ടില്ല മറിച്ച് 16.03.2020 ന് ചേർന്ന സി-ഡിറ്റിന്റ ഇരുപത്തഞ്ചാമത് ഗവേർണിംഗ് ബോഡി യോഗം അജണ്ട ഇനം25.09 ന്റെ തീരുമാനപ്രകാരം സി -ഡിറ്റിൽ ആവശ്യമുള്ള സ്ഥിര തസ്തികകൾക്ക് ഒരു അന്തിമ രൂപം നൽകാനും ഇതിലേക്കായി പത്തു വർഷം തികഞ്ഞ താത്ക്കാലിക ജീവനക്കാരുടെ ഒരു സെലക്ട് ലിസ്റ്റ് തയ്യാറാക്കി സർക്കാരിന്റെ പരിഗണനക്കും അനുമതിക്കുമായി അയക്കാൻ സി-ഡിറ്റ് രജിസ്ട്രാറെയും ചുമതലപ്പെടുത്തിയിരുന്നു അത്തരത്തിൽ തയ്യാറാക്കിയ നടപടി റിപ്പോർട്ട് ആണ് സർക്കാരിലേക്ക് അയച്ചിട്ടുള്ളത്. താങ്കൾ ഉദ്ദേശിക്കുന്നത് ഈ രേഖയാണെങ്കിൽ പ്രസ്തുത റിപ്പോർട്ട് സർക്കാരിന്റെ പരിഗണനയിൽ ഇരിക്കുന്ന രേഖ ആയതിനാൽ ഈ ഓഫീസിൽ നിന്നും നൽകാനാവില്ല എന്ന് അറിയിക്കുന്നു. ഈ രേഖയ്ക്കായി താങ്കൾക്ക് സർക്കാരിനെ സമീപിക്കാവുന്നതാണ്.
ഈ മറുപടി തൃപ്തികരമല്ലെങ്കിൽ താങ്കൾക്ക് താഴെ പറയുന്ന അപ്പലേറ്റ് അധികാരിക്ക് അപ്പീൽ സമർപ്പിക്കാവുന്നതാണ്.

ജയദേവ്ആനന്ദ് എ. കെ.
രജിസ്ട്രാർ ,സി-ഡിറ്റ്
ചിത്രഞ്ജലി ഹിൽസ് , തിരുവല്ലം തിരുവനന്തപുരം695027
ഫോൺ 0471 -2383506 ഇ മെയിൽ: registrar @ cdit.org

വനജ പി. എസ്.
സ്റ്റേറ്റ് പബ്ലിക് ഇൻഫർമേഷൻ ഓഫീസർ ,സി-ഡിറ്റ്

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Centre for Development of Imaging Technology (C-DIT)
Chitranjali Hills, Thiruvallam, Thiruvananthapuram-27

No.C-DIT/Admn/EST/189/03 dated 29.12.2003

PROCEEDINGS

Sub: *C-DIT – Administration - Engagement of Shri Sajan Ambadiyil, Research Associate on daily wages – Orders issued.*

Ref: *1. Representation dated 23.10.2003 from Shri. Sajan Ambadiyil*
2. Note approved by the Director dated 18.12.2003.

Shri. Sajan Ambadiyil, Consultant, Optical Image Processing Division is re-designated as Research Associate on daily wages basis @ Rs.400/ day with effect from 01.12.2003.

REGISTRAR

To:
Shri. Sajan Ambadiyil

Copy to:
1) Director's Office
2) Registrar's Office
3) Administrative Officer
4) AM (F&A)
5) Team Leader (OIP Division)
6) JE (Admn.)
7) File
8) O/c

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"ഭരണമാണ് മാതൃഭാഷ"

കേരള സർക്കാർ

നമ്പർ.എ.ആർ6-1/13/2021-ഉ.ഭ.പ.വ

ഉദ്യോഗസ്ഥ ഭരണ പരിഷ്കാര (എ.ആർ-6) വകുപ്പ്
തിരുവനന്തപുരം, തീയതി: 09/08/2021

അനൗദ്യോഗിക കുറിപ്പ്

വിഷയം:- ഉദ്യോഗസ്ഥ ഭരണ പരിഷ്കാര വകുപ്പ് - സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (C-DIT)- ൽ പ്രവൃത്തി പഠനം നടത്തുന്നത് സംബന്ധിച്ച്

സൂചന:- 22.02.2021-ലെ ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ(സി) വകുപ്പ് അഡീഷണൽ സെക്രട്ടറിയുടെ ഐ.ടി-സി1/136/2019/വി.സാ.വ നമ്പർ അർദ്ധ ഔദ്യോഗിക കത്ത്.

സൂചനയിലേയ്ക്ക് ഉദ്യോഗസ്ഥ ഭരണ പരിഷ്കാര (എ.ആർ-4) വകുപ്പിന്റെ ശ്രദ്ധ ക്ഷണിക്കാവുന്നതും സെന്റർ ഫോർ ഡെവലപ്മെന്റ് ഓഫ് ഇമേജിംഗ് ടെക്നോളജി (C-DIT)- ൽ പ്രവൃത്തി പഠനം നടത്തി അടിയന്തിരമായി റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിനായി സൂചന കത്തും അനുബന്ധങ്ങളും ആ വകുപ്പിന് നൽകാവുന്നതുമാണ്.

Harilal T.N
അണ്ടർ സെക്രട്ടറി

ഉദ്യോഗസ്ഥ ഭരണ പരിഷ്കാര (എ.ആർ-4) വകുപ്പ്

ഉത്തരവിൻ പ്രകാരം

സെക്ഷൻ ഓഫീസർ

പകർപ്പ് : ഇലക്ട്രോണിക്സ് & വിവരസാങ്കേതികവിദ്യ(സി) വകുപ്പ് (അറിവിലേയ്ക്കായി)

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Draft List

Draft No.	Subject	Status	Approved By	Last Updated On
DFA/1985370	C-Dit - Proposal for post creation and the regularisation of temperorary employees -reg	SIGNED	HEMA V,O/O UNDER SECRETARY IT(C)	19/04/2021 12:48 PM

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GOVERNMENT OF KERALA

No:IT-C1/136/2019-ITD

Electronics & IT (C) Department
Thiruvananthapuram,
Dated:19/04/2021

U.O NOTE

Sub: Electronics & IT Department - Work Study in C-Dit - details furnishing of -reg.

Ref: U.O. Note No. AR6-1/13/2021-P&ARD dated 19.03.2021 of P&AR (AR-6) Department.

In inviting attention to the reference cited, the following details may be furnished to P& AR Department for use of the proposed work study in C-Dit.

1.	Whether all the temporary/ daily wages/ contract workers in C-Dit have already regularized ?	Govt have regularized the service of 55 temporary employees Vide G.O.(Rt) No. 196/2008/I&PRD dated 18.08.2008, 7 employees vide G.O(Ms) No. 2/2011/ I&PRD dated 08.02.2011 and 54 employees vide G.O.(Ms) No. 9/2015/ I&PRD dated 06.06.2015 and 114 employees vide G.O.(Ms) No. 4/2021/ITD dated 04.02.2021. There are temporary/ daily wages/ contract employees still working with C-Dit.
2.	Furnish the nature of work in respect of each worker regularized, specifying if the work is technical or non-technical	Nature of work in respect of regularized staff is attached as Annexure A
3.	Whether C-Dit still have non-regularized staff? If yes, provide the details	List of non-regularized staff in C-Dit is attached as Annexure B.

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4.	Whether C-Dit have Special Rules? If no, provide reasons	No. Proposal for Special Rules formation for C-Dit is under the consideration of Government.

HEMA V
UNDER SECRETARY

Personnel and Administrative Reforms (AR-6) Department

Forwarded / By order,

Section Officer.

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Local References List

Reference Attached	Attached By	Attached On
LOCAL_REF_14387_1562304154417.pdf	ASWATHY G.S,IT (C)	05/07/2019 10:52 AM
LOCAL_REF_14247_1611299248663.pdf	AJITHKUMAR A,IT (C)	22/01/2021 12:37 PM
LOCAL_REF_14387_1597739884229.pdf	ASWATHY G.S,IT (C)	18/08/2020 02:08 PM
LOCAL_REF_14387_1597739942427.pdf	ASWATHY G.S,IT (C)	18/08/2020 02:09 PM
LOCAL_REF_14387_1597740333476.pdf	ASWATHY G.S,IT (C)	18/08/2020 02:15 PM
LOCAL_REF_14387_1562304160820.pdf	ASWATHY G.S,IT (C)	05/07/2019 10:52 AM
LOCAL_REF_19874_1574487885605.pdf	ANIL KUMAR S,Finance Public Undertaking C	23/11/2019 11:14 AM
LOCAL_REF_19874_1574487900343.pdf	ANIL KUMAR S,Finance Public Undertaking C	23/11/2019 11:15 AM
LOCAL_REF_14247_1609923796933.pdf	AJITHKUMAR A,IT (C)	06/01/2021 02:33 PM

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DR. K. M. ABRAHAM CFA, IAS
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

Finance & Stores Purchase Departments
Government of Kerala
Thiruvananthapuram

Phone { Office-Direct : 0471-2327586
0471-2518292
Res : 2349145
Fax : 0471-2326990

No. 2661/Exp A1/15/Fin Finance (Exp - A) Dept. February 4, 2016

NOTE

Sub: Regularisation of daily waged employees - Judgement of Hon'ble Supreme Court dated 10.4.2006 in Appeal (Civil) 3595-3612 of 1999 - State of Karnataka vs. Uma Devi

1. On 16th January 2016, the advice received from Law Department regarding the implication of the above judgement in matters pertaining to the regularisation of daily wage worker/temporary employees after 9.10.2006 was circulated to all Secretaries.

2. As the detailed advice of the Law Department would show, it is blatantly illegal to regularise in permanent appointment any daily wage or temporary worker including deputationists, in Government Service or in any Government controlled public institution, after the specified date viz. 9.10.2006. The principle behind the judgement of the Full Bench of the Hon. Supreme Court is that all forms of backdoor appointments into public institutions should be completely avoided. This position has been referred on file to the Hon. Chief Minister.

3. While most Secretaries have not approved proposals for regularization which are illegal, after the receipt of the advice of Law Department, a few Departments are still processing files for regularization. Secretaries are cautioned not to process such files or issue Government Orders of regularization as they are violative of the judgement of the Hon. Supreme Court. Secretaries may refrain from processing files till detailed instructions are issued in this regard.

4. Unfortunately several illegal regularisations of daily wage workers/temporary employees have been done in Government after 9.10.2006 i.e. the date of judgement of the Hon. Supreme Court. Therefore, it would also be desirable for Departments to prepare a list of those employees who have been regularised after 9.10.2006 in Government Departments and Government controlled organisations. This list would become necessary, for submission to the Hon'ble Supreme Court for obtaining special ratification of the Hon'ble Court, **subject to Government orders that may be awaited in this regard.**

Additional Chief Secretary (Finance)

All Addl. Chief Secretaries/Principal Secretaries/Secretaries/Spl Secretaries

Venu Rajamony 26th Feb YBOR

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Finance & Stores Purchase Departments
Government of Kerala
Thiruvananthapuram

DR. K. M. ABRAHAM CFA, IAS
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

Phone { Office-Direct : 0471-2327586
0471-2518292
Res : 2349145
Fax : 0471-2326990

No. 2661/Exp A1/15/Fin

Finance (Expenditure - A) Dept.

NOTE

Sub: Regularisation of employees on daily wages - Judgement of Hon'ble Supreme Court dated 10.4.2006 in Appeal (Civil) 3595-3612 of 1999 - State of Kerala vs. Uma Devi

Please the attached note from Law Department. This advice was received in a file in which Finance Department had made a reference on the implications of the judgement of the Hon'ble Supreme Court in State of Karnataka vs. Uma Devi (2006) viz:

1. Is it legal to regularise daily wage workers after the last date (9.10.2006) referred to in the judgement of the Hon. Supreme Court in State of Karnataka vs. Uma Devi?
2. Can the Council of Ministers regularise any such appointment after the specified date referred to above?

The advice of the Law Department categorically affirms the fact that regularising daily wage workers/ temporary appointees including deputationists after 9.10.2006 in Government and Government institutions would be violative of the directions of the Hon'ble Supreme Court.

I am circulating the advice received from Law Department for your guidance so that files for regularisation of daily wages/temporary appointments and persons on deputation are not processed any further in violation of the judgement of the Hon'ble Supreme Court and Government Orders are not issued in contravention of the same.

K. M. Abraham

To

All Additional Chief Secretaries/Principal Secretaries

/Secretaries/Spl Secretaries

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613/Opinion-F/2016/Law Law (Opinion-D) Department
36410/WW1/15/Fin

Public employment by the Government and its instrumentalities under our constitution is based on a procedure established in that behalf. The power of the State as an employer is circumscribed by the constitutional confines of Article 309 of the Constitution. That Article contemplates the drawing up of a procedure and rules to regulate the recruitment. If rules have been made under Article 309 of the Constitution, then the Government can make appointments only in accordance with the rules. Nonetheless sovereign government, considering the economic situation in the country and the work to be got done, is not precluded from making temporary appointments or engaging workers on daily wages. There were several conflicting views of various High Courts and by Benches of lesser strength of the Hon'ble Supreme Court on the question of regularisation of temporary appointments and workers engaged on daily wages. The Constitution Bench of the Hon'ble Supreme Court in **Secretary, State of Karnataka v. Umadevi** AIR 2006 SC 1806 resolving the conflict observed that it is necessary to keep in mind the distinction between regularization and conferment of permanence in service jurisprudence. Approving the dictum of in **B.N. Nagarajan and Ors. v. State of Karnataka and Ors.** [(1979) 3 SCR 937], the 5 Judge Bench in Umadevi clearly held that the words "regular" or "regularization" do not connote permanence and cannot be construed so as to convey an idea of the nature of tenure of appointments. They are terms calculated to condone procedural irregularities and are meant to cure only such defects as are attributable to methodology followed in making the appointments. The Court emphasized that when rules framed under Article 309 of the Constitution of India are in force, no regularization is permissible in exercise of the executive powers of the Government under Article 162 of the Constitution

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in contravention of the rules. Hon'ble Supreme Court in **Umadevi** AIR 2006 SC 1806 held that a regular process of recruitment or appointment has to be resorted to, as and when regular vacancies in the posts arise. The Supreme Court emphatically held that the filling up of those vacancies cannot be done in a slapdash manner based on patronage or other considerations. The Court however directed the Union of India, the State Governments and their instrumentalities to regularize as a **onetime measure**, the services of such irregularly appointed, who have worked for ten years or more in duly sanctioned posts. It was made clear that such continuance in service should not have been under the cover of orders of courts or of tribunals.

In **Umadevi** the Hon'ble Supreme Court directed the Union of India, the State Governments and their instrumentalities to further ensure that regular recruitments are undertaken to fill those vacant sanctioned posts that require to be filled up, in cases where temporary employees or daily wagers are being employed. The process was to be set in motion within six months from the date of the judgment in **Umadevi**. Hon'ble Supreme Court emphasised that there should be **no further bypassing of the constitutional requirement and regularizing or making permanent, those not duly appointed as per the constitutional scheme.**

Regarding the heartburn caused to the those who toiled many years on the basis of temporary appointments and whose services could not be regularised the Court observed as follows:

> *"It may be true that he is not in a position to bargain - not at arm's length - since he might have been searching for some employment so as to eke out his livelihood and accepts whatever he gets. But on that ground alone, it would not be*

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appropriate to jettison the constitutional scheme of appointment and to take the view that a person who has temporarily or casually got employed should be directed to be continued permanently. By doing so, it will be creating another mode of public appointment which is not permissible."

When a person enters a temporary employment or gets engagement as a contractual or casual worker and the engagement is not based on a proper selection as recognized by the relevant rules or procedure, he is aware of the consequences of the appointment being temporary, casual or contractual in nature. Supreme Court further held that such a person cannot invoke the theory of legitimate expectation for being confirmed in the post when an appointment to the post could be made only by following a proper procedure for selection and in consultation with the Public Service Commission.

Hon'ble Supreme Court further observed thus:

"There are so many waiting for employment and an equal opportunity for competing for employment. It is in that context that the Constitution as one of its basic features has included Articles 14, 16 and 309 to ensure that public employment is given only in a fair and equitable manner by giving all those who are qualified, an opportunity to seek employment."

The Supreme Court further held in the decision that the Union of India, the State Governments and their instrumentalities should take steps to regularize as **a onetime measure**, the services of such irregularly appointed, who have worked for ten years or more in duly sanctioned posts but not under cover of orders of courts or of tribunals. The Court emphasised that further

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regular recruitments are undertaken to fill those vacant sanctioned posts that require to be filled up, in cases where temporary employees or daily wagers are being now employed. The Supreme Court finally in the judgment said that there should be **no further bypassing of the constitutional requirement and regularizing or making permanent**, those not duly appointed as per the constitutional scheme. Hon'ble Supreme Court in **State of U. P. v. Rekha Rani** AIR 2011 SC 1893 that a claim for regularisation of service cannot be allowed merely because some similarly situated had been granted relief.

The decision in **State of Karnataka v. Umadevi** was rendered on 10.4.2006. In **State of Karnataka v. M. L. Kesari** AIR 2010 SC 2587 Supreme Court held that the object behind the direction given in Secretary, **State of Karnataka v. Umadevi** AIR 2006 SC to the Government or its instrumentalities, to take steps to regularise the services of those irregularly appointed employees who had served for more than ten years without the benefit or protection of any interim orders of Courts or Tribunals, as a **one-time measure within six months from date of decision**, was two fold. First was to ensure that those who have put in more than ten years of continuous service without the protection of any interim orders of Courts or Tribunals, **before the decision in Secretary, State of Karnataka v. Umadevi** AIR 2006 SC 1806 was rendered, are considered for regularisation in view of their long service. Second is to ensure that the departments/instrumentalities do not **perpetuate the practice of employing persons on daily-wage/ad hoc/casual; for long periods and then periodically regularise them** on the ground that they have served for more than ten years, thereby defeating the constitutional or statutory provisions relating to recruitment and appointment.

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Therefore, it is clear that the direction in **Secretary, State of Karnataka v. Umadevi** was only as a **onetime measure** and that this practice of **employing persons on daily-wage/ad hoc/casual for long periods and then periodically regularise them** on the ground that they have served for more than ten years was **not** to be perpetuated by the departments/instrumentalities **any further.** This judgment was later followed in various decisions including **"State of Jharkhand Vs. Kamal Prasad" AIR 2014 SC (Supp) 390.** The administrative department may take a decision in accordance with the decisions of the Hon'ble Supreme Court cited supra.

B.G. Harindranath.
Law Secretary

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DR. K. M. ABRAHAM CFA, IAS
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

Phone { Office-Direct : 0471-2327586
0471-2518292
Res : 2349145
Fax : 0471-2326990

No.2661/Admn.C3/2016/Fin

February 9, 2017.

NOTE

Sub : Regularisation of Daily Waged employees – Judgement of Honble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595-3612 of 1999 – State of Karnataka v/s Uma Devi.

Kindly recall the note dated 04.02.2016 where in it was requested to furnish the list of employees who have been regularised after 09.10.2006 in Government Departments and Government controlled organisations, in order to produce the same before the Hon'ble Supreme Court for obtaining special ratification of the Hon'ble Supreme Court. The Principle behind the Judgement of the Full Bench of the Hon'ble Supreme Court is that all forms of backdoor appointments into public institutions should be completely avoided. Unfortunately, several illegal regularisations of daily wage workers/ temporary employees have been done in Government after 09.10.2006 ie. the date of Judgement of Hon'ble Supreme Court. Therefore, Departments have to prepare a list of those employees who have been regularised after 09.10.2006 in Government Departments and Government controlled organisations for submission to the Hon'ble Supreme Court for obtaining special ratification of the Hon'ble Court, subject to Government Orders that may be awaited in this regard.

Additional Chief Secretary (Finance)

All Additional Chief Secretaries/Principal Secretaries/Secretaries/Special Secretaries.

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GOVERNMENT OF KERALA

Abstract

Electronics & Information Technology Department – Centre for Development of Imaging Technology (C-Dit) - Benefits of 9th & 10th Pay Revision to the State Scale of Pay drawing employees - Sanctioned - Orders Issued.

ELECTRONICS & INFORMATION TECHNOLOGY (C) DEPARTMENT

G.O.(Ms) No.20/2018/ITD Dated, Thiruvananthapuram.15.08.2018.

Read:- 1. G.O (Ms) 14/90/CAD dated 11.05.1990
2. G.O (Rt) No. 196/2008/I&PRD dated 18.08.2008
3. G.O (Rt) No. 222/2008/I&PRD dated 29.09.2008
4. G.O (Ms) No.6/2010/I&PRD dated 08.09.2010
5. G.O (Ms) No. 2/2011/I&PRD dated 08.02.2011
6. G.O (P) No. 85/2011/FIN dated 26.02.2011
7. G.O (Ms) No. 9/2015/I&PRD dated 06.06.2015
8. G.O (P) No. 7/2016/FIN dated 20.01.2016
9. Letter No. 217/A1/Admn/2012/C-Dit dated 08.05.12 and 12.11.2012 from the Registrar, C-Dit, Thiruvananthapuram
10. Letter No. 217/A1/Admn/2013/C-Dit dated 26.06.13 and 17.10.2013 from the Registrar, C-Dit, Thiruvananthapuram
11. Letter No. 217/A1/Admn/2014/C-Dit dated 03.09.2014 from the Registrar, C-Dit, Thiruvananthapuram
12. Letter No. 217/A1/Admn/2016/C-Dit dated 06.04.2016, 25.07.2016 and 05.09.2016 from the Registrar, C-Dit, Thiruvananthapuram
13. Letter No. 217/A1/Admn/2017/C-Dit dated 11.05.2017 and 03.02.2018 from the Registrar, C-Dit, Thiruvananthapuram

ORDER

The Registrar, Centre for Development of Imaging Technology (C-Dit) as per his letters read as 9th to 13th papers above has submitted proposals to Government, requesting to sanction 9th and 10th pay revision benefits to the state scale of pay drawing employees of C-Dit in tune with the 9th and 10th pay revision benefits to State Government employees sanctioned as per the G.Os read as 6th and 8th papers respectively. The Registrar, C-Dit has reported that the employees listed in the proposal for pay revision have been regularized in C-Dit service with the approval of Government and C-Dit shall meet the expenditure for pay Revision from its own resources and there shall be no additional financial commitment to the Government.

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2. Creation of posts / appointments / regularizations were done in C-Dit in different periods as detailed below.

a) 55 posts were created in C-Dit as per the G.O read as 2nd paper above and appointments and regularization of service were made to the said posts as per the G.O read as 3rd paper above.
b) As per the G.O read as 4th paper above, Government have ordered that the 55 posts created are deemed to have been created with effect from 01.10.2000 and service of the 55 employees are regularized retrospectively with effect from 01.10.2000 in the respective entry posts exempting Core Group Staff of C-Dit sanctioned as per the G.O read as 1st paper above.
c) As per the G.O read as 5th paper above 7 employees who entered in C-Dit service upto the year 2000 were regularized retrospectively with effect from 01.10.2000.
d) As per the G.O read as 7th paper above 54 posts were created in C-Dit for regularizing 54 contract / temporary employees of C-Dit who completed 10 or more years of service as on 31-12-2014.

3. As per the G.O read as 4th paper above, the benefits of 8th pay revision to State Government employees has been sanctioned to the employees of C-Dit. The benefits in tune with the 9th and 10th pay revision to State Government employees are due to the employees of C-Dit.

4. Government have examined the proposals of the Registrar, C-Dit in detail and are pleased to order as follows.

A. The benefits of 9th pay revision is sanctioned to the employees of C-Dit as per the scales in Annexure I, II & III and subject to the following conditions.

1. With effect from 01.07.2009, the revised scales of pay will be as per Annexure I of G.O(P)No.85/2011/Fin dated 26/02/2011.
2. Stepping up of the scales of pay of any category will not be allowed under any circumstances.
3. Time bound higher grade may be sanctioned as per the rules stipulated in the Annexure III of the G.O (P) No.85/2011/Fin dated 26.02.2011.
4. All the rules relating to fixation of pay as per annexure II of G.O (P) No.85/2011/Fin dated 26.02.2011 should be strictly followed except service weightage. For service weightage, regular service in C-DIT only will be reckoned.
5. The benefits of 9th pay revision period from 01/07/2009 to 30/06/2014 shall be notional and no arrears will be given for that period. Notional fixations will be done and increments added during that period in respective scales of pay given in Annexure I of G.O(P)No.85/2011/Fin dated 26/02/2011, only to find the basic pay for fixation with effect from 01.07.2014. in the corresponding scale of pay provided in Annexure I of G.O (P) No.7/2016/FIN dated 20.01.2016.

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6. The additional expenditure on account of revision of pay and allowances should be met from the own fund of the Society. Government will not provide any financial assistance in this regard.
7. The Director, C-DIT will be held responsible for violations in the implementation of pay revision.

B. The benefits of 10th pay revision is sanctioned to the employees of C-Dit as per the scales in Annexure IV & V and subject to the following conditions.

1. With effect from 01.07.2014 the revised scales of pay will be as per Annexure I of G.O (P) No.7/2016/Fin dated 20.01.2016.
2. The benefits of G.O (P) No.7/2016/Fin dated 20.01.2016 shall be disbursed subject to the availability of funds. Government shall not provide any financial assistance on account of pay revision.
3. While implementing 10th pay Revision, DA, HRA and CCA will be as per para - 13, para-14 & para-16 respectively of G.O (P) No.7/2016/Fin dated 20.01.2016.
4. Stepping up of the scales of pay of any category will not be allowed under any circumstances.
5. Time bound higher grade, as per 10th Pay Revision, may be sanctioned as per the rules stipulated in the Annexure III of the G.O (P) No.7/2016/Fin dated 20.01.2016.
6. All the rules relating to fixation of pay as per annexure II of G.O (P) No.7/2016/Fin dated 20.01.2016 should be strictly followed except service weightage while implementing 10th pay revision. For service weightage, regular service in C-DIT only will be reckoned.
7. Upgradation/creation/re-designation of posts (whether full time, part time, temporary and contract or daily wages) will not be allowed without prior Government sanction.
8. No person shall be appointed (whether full time, part time, temporary and contract or daily wages) without a post created validly through a Government order.
9. Question of Payment of arrears will be considered later and separate orders will be issued by Government.
10. The additional expenditure on account of revision of pay and allowances should be met from the own fund of the Society. Government will not provide any financial assistance in this regard.
11. As regards Employers contribution towards Employees Provident Fund the condition in the EPF Act and the notifications issued by Central Government from time to time should be scrupulously followed.
12. The interim relief sanctioned, if any, to the employees of C-Dit for the period 01.07.2009 to 30.06.2014 shall be written off and interim relief for the period from 01.07.2014 shall be adjusted with the arrears of pay revision.
13. The pay of employees who are regularized vide G.O (Rt) No.222/2008/I&PRD dated 29.09.2008 and got pay revision vide G.O (Ms) No.6/2010/I&PRD dated 08.09.2010 may be protected and corresponding revision may be sanctioned.
14. The Director, C-DIT will be held responsible for violations in the implementation of pay revision

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C. Illustration of the notional fixation as per 9th and 10th Pay Revision for State Scale of pay drawing employees of C-Dit is appended to this G.O as Annexure VI

D. Orders approving the staff pattern of State Scale of pay drawing employees of C-Dit will be issued separately.

(By Order of the Governor)

M.SIVASANKAR
Secretary

To

The Registrar, C-Dit, Chitranjali Hills, Thiruvallom, Thiruvananthapuram.
The Finance Department.
The General Administration (SC) Department (vide Item No.2314 dt 18.07.2018)
The Principal Accountant General (Audit) / (A & E), Kerala, Thiruvananthapuram.
The Information & Public Relations (Web & New Media) Department
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Section officer

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Annexure – I

Scale of pay of the following posts created vide GO(Ms) No.6/2010/I&PRD dated 08.09.2010 & G.O (Ms) No.2/2011/I&PRD dated 08.02.2011 are revised as follows.

Sl No	Name of Post	No of Posts	Existing pay scale (2004 PR)	Scale of pay sanctioned as per 9 th PR
1	Assistant Manager (PPC)	1	10790-18000	18740-33680
2	Technical Assistant (Electronics)	3	7990-12930	13900-24040
3	Junior Technician (Electronics)	1	5650-8790	9940-16580
4	Junior Technician (Civil)	1	5650-8790	9940-16580
5	Junior Technician (Data Entry)	1	5650-8790	9940-16580
6	Junior Technician (Video Archive)	1	5650-8790	9940-16580
7	Junior Technician(Camera Assistant)	1	5650-8790	9940-16580
8	Junior Executive (Admn)	2	10790-18000	18740-33680
9	Senior Office Assistant	2	8790-13610	15380-25900
10	Junior Executive (Accts)	1	10790-18000	18740-33680
11	Clerical Assistant	1	4750-7820	8960-14260
12	Driver-Cleaner	2	7480-11910	13210-22360
13	Office Assistant	4	7990-12930	13900-24040
14	Helper	7	4630-7000	8730-13540
15	Part Time Sweeper (P.T.C)	4	2700+DA	4250-6700
16	Project Associate	2	7990-12930	13900-24040
17	Light Assistant	2	4630-7000	8730-13540
18	Junior Technician	1	5650-8790	9940-16580
19	Technical Assistant(Electrical)	1	7990-12930	13900-24040
20	Camera Assistant	2	5650-8790	9940-16580

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Annexure – II

Scale of pay of the 54 posts created vide G.O (Ms) No.9/2015/I&PRD dated 06.06.2015 are revised as follows with the condition that the revised scales to the following posts shall be applicable w.e.f 06.06.2015 without any fixation.

Sl No	Name of post	Number of post	Scale of pay on the date of regularization (06.06.2015) (2004 PR)	Revised scale of pay as per 9 th PR
1	Content Developer	1	7990-12930	13900-24040
2	Coordinator (Corporate Training)	1	7990-12930	13900-24040
3	Gardener cum Helper	1	4630-7000	8730-13540
4	Helper	2	4630-7000	8730-13540
5	Junior Programmer	1	7990-12930	13900-24040
6	Junior Technician	3	5650-8790	9940-16580
7	Light Assistant	1	4630-7000	8730-13540
8	Marketing Executive	2	7990-12930	13900-24040
9	Office Assistant	6	7990-12930	13900-24040
10	Part Time Sweeper	1	As per Govt rate	4250-6700
11	Production Assistant	1	5650-8790	9940-16580
12	Programmer	1	7990-12930	13900-24040
13	Reporter	1	7990-12930	13900-24040
14	Technical Assistant	24	7990-12930	13900-24040
15	Video Archives Assistant	1	5650-8790	9940-16580
16	Web Designer	1	5650-8790	9940-16580

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Annexure – III

Different scales of pay sanctioned to the post of Research Assistants and Data Entry Operators created vide G.O (Ms) No.6/2010/I&PRD dated 08.09.2010, G.O (Ms) No.2/2011/I&PRD dated 08.02.2011 & G.O (Ms) No.9/2015/I&PRD dated 06.06.2015 are revised as follows.

Sl No	Name of post	Number of post	Scale of pay on the date of regularization (2004 PR)	Revised scale of pay as per 9th PR
i	Data Entry Operator regularized on 01.10.2000 as per G.O (Ms) No.6/2010/I&PRD dated 08.09.2010 (3 Posts) & G.O (Ms) No.2/2011/I&PRD dated 08.02.2011 (1 Post).	4	5250-8390	9190-15780
ii	Data Entry Operator regularized on 06.06.2015 as per G.O.(Ms) No.9/2015/I&PRD dated 06.06.2015	3	5650-8790	
Total		7		
i	Research Assistant regularized on 01.10.2000 as per G.O (Ms) No.6/2010/I&PRD dated 08.09.2010 (3 Posts)	1	9190-15510	13900-24040
ii	Research Assistants regularized on 06.06.2015 as per G.O.(Ms) No.9/2015/I&PRD dated 06.06.2015	3	7990-12930	
Total		4		

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Annexure – IV

Scale of pay of the following posts created vide GO (Ms) No.6/2010/I&PRD dated 08.09.2010 & G.O (Ms) No.2/2011/I&PRD dated 08.02.2011 are revised as follows in tune with G.O (P) No.07/2016/Fin dated 20.01.2016.

Sl No	Name of Post	No of Posts	Scale of pay as per 9 th PR	Scale of pay sanctioned as per 10 th PR
1	Assistant Manager (PPC)	1	18740-33680	35700-75600
2	Technical Assistant (Electronics)	3	13900-24040	26500-56700
3	Junior Technician (Electronics)	1	9940-16580	19000-43600
4	Junior Technician (Civil)	1	9940-16580	19000-43600
5	Junior Technician (Data Entry)	1	9940-16580	19000-43600
6	Junior Technician (Video Archive)	1	9940-16580	19000-43600
7	Junior Technician (Camera Assistant)	1	9940-16580	19000-43600
8	Junior Executive (Admn)	2	18740-33680	35700-75600
9	Senior Office Assistant	2	15380-25900	29200-62400
10	Junior Executive (Accts)	1	18740-33680	35700-75600
11	Clerical Assistant	1	8960-14260	17500-39500
12	Driver-Cleaner	2	13210-22360	25200-54000
13	Office Assistant	4	13900-24040	26500-56700
14	Helper	7	8730-13540	17000-37500
15	Part Time Sweeper (P.T.C)	4	4250-6700	8200-13340
16	Project Associate	2	13900-24040	26500-56700
17	Light Assistant	2	8730-13540	17000-37500
18	Junior Technician	1	9940-16580	19000-43600
19	Technical Assistant(Electrical)	1	13900-24040	26500-56700
20	Camera Assistant	2	9940-16580	19000-43600
21	Data Entry Operator	4	9190-15780	18000-41500
22	Research Assistant	1	13900-24040	26500-56700

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Annexure – V

Scales of pay of the 54 posts created vide G.O (Ms) No.9/2015/I&PRD dated 06.06.2015 are revised as follows in tune with G.O (P) No.07/2016/Fin dated 20.01.2016.

Sl No	Name of post	Number of post	Scale of pay as per 9 th PR	Scale of pay sanctioned as per10th PR
1	Content Developer	1	13900-24040	26500-56700
2	Coordinator (Corporate Training)	1	13900-24040	26500-56700
3	Gardener cum Helper	1	8730-13540	17000-37500
4	Helper	2	8730-13540	17000-37500
5	Junior Programmer	1	13900-24040	26500-56700
6	Junior Technician	3	9940-16580	19000-43600
7	Light Assistant	1	8730-13540	17000-37500
8	Marketing Executive	2	13900-24040	26500-56700
9	Office Assistant	6	13900-24040	26500-56700
10	Part Time Sweeper	1	4250-6700	8200-13340
11	Production Assistant	1	9940-16580	19000-43600
12	Programmer	1	13900-24040	26500-56700
13	Reporter	1	13900-24040	26500-56700
14	Technical Assistant	24	13900-24040	26500-56700
15	Video Archives Assistant	1	9940-16580	19000-43600
16	Web Designer	1	9940-16580	19000-43600
17	Data Entry Operator	3	9190-15780	18000-41500
18	Research Assistant	3	13900-24040	26500-56700

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Annexure - VI

Illustration of the notional fixation as per 9th PRC and fixation as per 10th PRC

Fixation as per 9 th Pay Revision Order				
Sl No	Particulars	Illustration 1	Illustration 2	Illustration 3
1	Pre Revised scale	4630-7000	7990-12930	10790-18000
2	Revised scale as per 9 th Pay Revision	8730-13540	13900-24040	18740-33680
3	Commencement of service	01/08/97	01/08/09	01/03/02
4	No of completed years of service as on 01.07.2009	11	0	7
5	Date of option to come over to the revised scale of pay	01/07/09	01/08/09	01/07/09
6	Pre revised basic pay on the date of option	6080	7990	12930
7	DA to be merged (64% of pre revised basic pay)	3891	-	8275
8	Fitment benefit (10% of pre revised Basic pay, Minimum Rs.1000/-)	1000	-	1293
9	Service weightage (½ % of completed years of service, maximum for 30 years ie, 15%)	334	-	453
10	Total (6+7+8+9)	**11305**	**7990**	**22951**
11	Stage in the revised scale	11320	13900	23480
12	Personal pay, if any	0	0	0
13	DA as on 01.07.2009 (0%)	0	0	0
14	Total pay as on 01.07.2009 (11+12+13)	**11320**	**13900**	**23480**
15	Next Increment date	01/07/10	01/08/10	01/07/10
16	Pay including increment	**11620**	**14260**	**24040**

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Fixation as per 10 th pay revision Order				
Sl No	Particulars	Illustration 1	Illustration 2	Illustration 3
1	Commencement of service	01/08/97	01/08/09	01/03/02
2	No. of completed years of service as on 01.07.2014	16	4	12
3	Existing scale of pay as on 01.07.2014	8730-13540	13900-24040	18740-33680
4	Basic pay as on 01.07.2014	12880	15380	26520
5	DA @ 80%	10304	12304	21216
6	Total (4+5)	**23184**	**27684**	**47736**
7	Fitment benefit at 12% (Minimum Rs.2000/-)	2000	2000	3182
8	Service weightage at ½ % per completed year (Maximum 15%)	1030	308	1591
9	Total (7+8) Max. Rs.12000/-	**3030**	**2308**	**4773**
10	Total (6+9)	**26214**	**29992**	**52509**
11	Revised scale of pay	17000-37500	26500-56700	35700-75600
12	Pay fixed at next stage in the revised scale of pay	**26500**	**30700**	**52800**
13	Date of last increment	01/07/14	01/08/13	01/07/14
14	Next increment on	01/07/15	01/08/14	01/07/15
15	Pay including increment	**27150**	**31500**	**54000**

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GOVERNMENT OF KERALA

Abstract

Information & Public Relations Department - C-DIT – Creation of 55 posts - Sanctioned - Orders issued.

INFORMATION & PUBLIC RELATIONS (E) DEPARTMENT

G.O(Rt) No. 196/2008/I&PRD. Thiruvananthapuram, dated. 18-8-2008

Read:- Letter No.442/Admn/07-08/C-DIT dtd 5-12-07 from the Registrar, C-DIT.

ORDER

The Registrar, C-DIT as per letter cited has forwarded proposal to ratify the decision of the Governing Body for the creation of 112 posts in C-DIT and the regularisation of the 55 employees already working in the organisation as proposed.

2. Government have examined the proposal of the Registrar, C-DIT in detail and are pleased to accord sanction to create 55 posts in C-DIT as listed in the Annexure for regularising the services of 55 persons already working in C-DIT on the following conditions:

i The 55 posts being created are only for the specific purpose of accommodating the existing 55 employees.

ii Vacancy arising from any of these posts will not be filled up on a regular basis/Contract/daily wage basis without the prior approval of Governing Body and the Government.

iii The regularization of 55 employees cannot be cited as a ground and justification for regularization of other existing contract/daily waged employees.

iv C-DIT will ensure that all the contract and casual/daily waged employees are terminated on the expiry of the contract period/completion of the project(s) and no claims are entertained for their regularization.

v If C-DIT needs any regular post, it will be required to be approved by the Government after the approval of the Executive Committee and Governing Body.

vi The expenses in connection with the regularization of 55 employees will have to be met by C-DIT from their internal accruals. Government will not provide any financial assistance now or later on this account.

vii For filling up of regular posts sanctioned with prior approval of the Government, C-DIT will have to follow recruitment and service rules approved by the Government.

Information and Public Relations Department will issue orders to appoint the existing 55 employees against the posts created.

By Order of the Governor,
SHEELA THOMAS
SECRETARY.

To

1. The Registrar, C-DIT, Thiruvananthapuram
2. Principal Accountant General (Audit) Kerala, Thiruvananthapuram
3. The Accountant General (A&E), Kerala, Thiruvananthapuram.
4. The General Administration (SC) Department (Vide item No.2528)
5. The Finance Department (Vide UO Note No.45237/PU-C2/08/Fin, dtd 28-6-08
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ANNEXURE

Sl.	Name of the employees	Name of posts	Date of Birth
1	K.M.Shajahan	Scientist – B (Social Sciences)	23-5-1961
2	P.T.Ajith Kumar	Scientist – C (Optical Image Processing)	28-5-1960
3	M.R.Mohanachandran	Scientist – C (Civil)	18-5-1967
4	Saji Narayanan G	Engineer – C (Electrical)	12-10-1964
5	Deepa.N	Scientist – B (Software)	20-5-1970
6	Shiras B N	Asst.Manager (PPC)	19-3-1972
7	Dr.V.Govindaru	Scientist C (Geo-informatics)	20-4-1963
8	T;P.Sudhakaran	Field Officer	5-3-1964
9	N Jayaraj	Scientist – B (Software)	25-4-1969
10	Biju.S.B	Scientist – B (Software)	7-3-1972
11	Gijy P G	Technical Assistant (Electronics)	15-5-1972
12	Suresh.K.S	Technical Assistant (Electronics)	1-6-1972
13	Rajitha K S	Technical Assistant (Electronics)	21-5-1974
14	Sajeev Kumar V S	Research Assistant	31-7-1962
15	Mukesh A P	Technical Assistant	31-7-1975
16	M I Kala	Data Entry Operator	26-5-1966
17	K.Sreekumar	Junior Technician (Camera Assistant)	5-11-1956
18	Vinod N	Junior Technician (Electronics)	11-10-1973
19	Baiju D	Junior Technician (Civil)	10-5-1967
20	Shahidha Beevi A	Junior Technician (Data Entry)	26-5-1972
21	Ajith C N	Junior Technician (Video archive)	5-11-1970
22	Bina Paul Venugopal	Senior Editor	28-1-1959
23	K.G.Jayan	Senior Cameraman	27-10-1956
24	Remesh V	Editor	23-4-1964
25	Damodar Prasad D	Programme Co-ordinator	9-3-1973
26	Manoj Krishnan P	Programme Co-ordinator	3-8-1973
27	Renjith K S	Programme Co-ordinator	2-12-1967
28	Jacob George	Project Associate	2-12-1965
29	Regi V Mathew	Junior Executive (Admn)	23-3-1958
30	Ganesan C K	Duplicating and Photocopy Operator	14-8-1953
31	Sreekantan Nair K	Junior Executive (Admn)	12-2-1961
32	Satheesan B	Sr.Office Assistant	31-5-1961
33	Cherian Joseph	Sr.Office Assistant	26-2-1959

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34	Velayudhan Nair C V	Junior Executive (Accts.)	8-11-1958
35	Vijayan K	Clerical Assistant	20-7-1956
36	Mohan M	Driver – Cleaner	7-11-1960
37	Aravindan D	Driver – Cleaner	21-5-1960
38	Sivakumar B	Caretaker	20-5-1963
39	O Jayalekshmy	Office Assistant	24-4-1965
40	Padmaja P Gopal	Office Assistant	1-6-1964
41	Kumari Prabha	Office Assistant	18-3-1954
42	Bharath Thampi	Office Assistant	27-7-1963
43	V Sreekandan Nair	Data Entry Operator	4-11-1956
44	V Sivarama Pillai	Data Entry Operator	9-3-1950
45	K Shaji	Helper	20-3-1966
46	Ashraf	Helper	1-11-1959
47	Gireesan	Helper Gr.III	29-11-1959
48	Asok Kumar	Helper	19-6-1962
49	Anil Kumar	Helper	22-5-1968
50	M Mahin Kannu	Helper	25-11-1956
51	N Mohan Kumar	Helper	20-2-1962
52	Omana C	Part-time sweeper (P.T.C)	16-6-1960
53	Rajamma V	Part-time sweeper (P.T.C)	1-1-1955
54	Padma Kumari D	Part-time sweeper (P.T.C)	30-5-1965
55	Geetha S	Part-time cleaner (P.T.C)	28-5-1964

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GOVERNMENT OF KERALA

Abstract

Information & Public Relations Department - C-DIT,– Regularisation of the 55 employees working in C-DIT - Sanctioned – Orders issued.

INFORMATION & PUBLIC RELATIONS (E) DEPARTMENT

G.O(Rt) No. 222/2008/I&PRD. Thiruvananthapuram, dated. 29-9-2008

Read:- GO (Rt) No.196/08/I&PRD dtd.18-8-08

ORDER

As per the Government Order read above sanction was accorded to create 55 posts in C-DIT as listed in annexure for regularising the services of 55 persons already working in the society on the conditions specified therein.

2. In the Government Order, it was also specified that Information & Public Relations Department will issue orders to appoint the existing employees against the posts created.

3. Government after examining the case in detail are pleased to issue orders to appoint the existing 55 employees of C-DIT against the posts created as given in the annexure and to regularise their services.

By Order of the Governor.

Sheela Thomas
Secretary

To

1. The Registrar, C-DIT, Thiruvananthapuram
2. Principal Accountant General (Audit) Kerala, Thiruvananthapuram
3. The Accountant General (A&E), Kerala, Thiruvananthapuram.
4. The General Administration (SC) Department (Vide item No.2528)
4. The Finance Department (Vide UO Note No.45237/PU-C2/08/Fin, dtd 28-6-08
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ANNEXURE

Sl.	Name of the employees	Name of posts	Date of Birth	Date of joining
1	K.M.Shajahan	Scientist – B (Social Sciences)	25-5-1961	3-8-1990
2	P.T.Ajith Kumar	Scientist – C (Optical Image Processing)	28-5-1960	8-2-1991
3	M.R.Mohanachandran	Scientist – C (Civil)	18-5-1967	7-6-1991
4	Saji Narayanan G	Engineer – C (Electrical)	12-10-1964	7-6-1991
5	Deepa.N	Scientist – B (Software)	20-5-1970	15-12-1995
6	Shiras B N	Asst.Manager (PPC)	19-3-1972	13-1-1997
7	Dr.V.Govindaru	Scientist – C (Geo-informatics)	20-4-1963	1-12-1997
8	T.P.Sudhakaran	Field Officer	5-3-1964	28-9-1998
9	N Jayaraj	Scientist – B (Software)	25-4-1969	5-10-1998
10	Biju.S.B	Scientist – B (Software)	7-3-1972	5-10-1998
11	Gijy P G	Technical Assistant (Electronics)	15-5-1972	7-8-1995
12	Suresh.K.S	Technical Assistant (Electronics)	1-6-1972	13-3-1996
13	Rajitha K S	Technical Assistant (Electronics)	21-5-1974	29-7-1996
14	Sajeev Kumar V S	Research Assistant	31-7-1962	28-9-1998
15	Mukesh A P	Technical Assistant	31-7-1975	28-9-1998
16	M I Kala	Data Entry Operator	26-5-1966	27-11-1989
17	K.Sreekumar	Junior Technician (Camera Assistant)	5-11-1956	18-8-1995
18	Vinod N	Junior Technician (Electronics)	11-1 -1973	31-7-1996
19	Baiju D	Junior Technician (Civil)	10-5 1967	22-5-1997
20	Shahidha Beevi A	Junior Technician (Data Entry)	26-5 1972	23-5-1997
21	Ajith C N	Junior Technician (Video archive)	5-11-.970	28-9-1998
22	Bina Paul Venugopal	Senior Editor	28-1-1959	17-8-1990
23	K.G.Jayan	Senior Cameraman	27-10-1956	28-8-1990
24	Remesh V	Editor	23-4-1964	30-11-1995
25	Damodar Prasad D	Programme Co-ordinator	9-3-1973	6-10-1998
26	Manoj Krishnan P	Programme Co-ordinator	3-8-1973	6-10-1998
27	Renjith K S	Programme Co-ordinator	2-12-1967	6-10-1998
28	Jacob George	Project Associate	2-12-1965	1-9-1996
29	Regi V Mathew	Junior Executive (Admn)	23-3-1958	27-3-1991
30	Ganesan C K	Duplicating and Photocopy Operator	14-8-1953	28-3-1991

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31	Sreekantan Nair K	Junior Executive (Admn)	12-2-1961	2-4-1991
32	Satheesan B	Sr.Office Assistant	31-5-1961	6-4-1991
33	Cherian Joseph	Sr.Office Assistant	26-2-1959	10-4-1991
34	Velayudhan Nair C V	Junior Executive (Accts.)	8-11-1958	17-4-1991
35	Vijayan K	Clerical Assistant	20-7-1956	6-6-1991
36	Mohan M	Driver – Cleaner	7-11-1960	18-6-1991
37	Aravindan D	Driver – Cleaner	21-5-1960	18-6-1991
38	Sivakumar B	Caretaker	20-5-1963	18-8-1995
39	O Jayalekshmy	Office Assistant	24-4-1965	16-12-1991
40	Padmaja P Gopal	Office Assistant	1-6-1964	16-3-1992
41	Kumari Prabha	Office Assistant	18-3-1954	21-12-1992
42	Bharath Thampi	Office Assistant	27-7-196	8-3-1993
43	V Sreekandan Nair	Data Entry Operator	4-11-195	18-12-1991
44	V Sivarama Pillai	Data Entry Operator	9-3-1950	16-3-1992
45	K Shaji	Helper	20-3-196	16-3-1992
46	Ashraf.S	Helper	1-11-195	5-8-1992
47	Gireesan.S	Helper Gr.III	29-11-195	5-8-1992
48	Asok Kumar.T	Helper	19-6-1962	5-8-1992
49	Anil Kumar.S	Helper	22-5-1968	14-11-1992
50	M Mahin Kannu	Helper	25-11-1956	8-3-1993
51	N Mohan Kumar	Helper	20-2-1962	8-3-1993
52	Omana C	Part-time sweeper (P.T.C)	16-6-1960	1-1-1990
53	Rajamma V	Part-time sweeper (P.T.C)	1-1-1955	1-1-1990
54	Padma Kumari D	Part-time sweeper (P.T.C)	30-5-1965	1-1-1996
55	Geetha S	Part-time cleaner (P.T.C)	28-5-1964	1-4-1999

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GOVERNMENT OF KERALA (13)

Abstract

Information & Public Relations Department - Pay Revision to the regularized 55 employees in C-DIT - - Sanctioned - Orders issued.

Com. Thiruvananthapuram 1967 01 2010 www.cdit.org

INFORMATION & PUBLIC RELATIONS (F) DEPARTMENT

G.O (MS) No. 6/2010/I&PRD. Thiruvananthapuram, dated 8/9/2010

Read:- 1) G.O: (Rt) No; 196/08/I&PRD dated 18/8/08
2) GO (Rt) No.222/08/I&PRD dated 29/9/08
3) Lt. No. 528/Admn/C-DIT/08 dated 2/2/08 and 25/9/08 from the Registrar, C-DIT.

ORDER

As per Government Order read as Ist paper above, sanction was accorded to create 55 posts in C-DIT as listed to the Annexure to the Government Order and as per G.O. read as 2nd paper above these 55 employees were appointed against the posts created and regularized their services.

A1

The Registrar as per his letters read as 3rd paper above has furnished following proposals for implementing pay revision to the regularized 55 employees in C-DIT and requested sanction from Government.

a) For the employees in the C-DIT coming under CSIR pattern.

Pay Revision from 1/1/96 as per notification No. 50(1)/IC/97 dtd 30/9/97 of Central Finance Dept. and letter No. 17(68)97/PRS dtd 15/12/97 of the CSIR dtd.15/12/1997

b) Merger of 50% DA to the Basic pay from 1/7/04 as per Notification No.105/1/04/IC/OM dtd 1/3/04 of Government of India and the GO No. 38/07 (33)/Fin. dtd 31/1/07 of the Government of Kerala.

c) For the employees receiving salaries at state scales

pay revision from 1/3/97 as per G.O(P).No. 3000/98/Fin dtd 25/11/98.

d) Pay Revision from 1/7/04 as per G.O(P) No.145/06/Fin dtd 25/3/06

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The Registrar has informed that the expenditure on implementing the pay revision to the employees of C-DIT will be met from the earning of C-DIT and Government will not incur any financial liability in this connection.

Government have examined the above proposal in detail and are pleased to accord sanction as follows:-

The orders issued in the GO's read as 1 st and 2nd papers read above will be modified to the effect that the posts created in the GO shall be deemed to have been created with effect from 1-10-2000 and service of the 55 employees mentioned in the GO is regularized retrospectively w.e.f. 1-10-2000 in the respective entry posts exempting the core group staff sanctioned in GO(Ms) No. 14/90/CAD dtd 11-5-90 (Suitable/necessary posts are to be created accordingly)

i)Pay revision w.e.f. 1/10/2000, protecting the CSIR scale w.e.f. 1/1/96 to the employees coming under CSIR category and receiving salaries at Central Scale/ and

ii) protecting the pay w.e.f. 1/10/2000 in the State Scale of pay in the 1997 Pay Revision to the Administrative Staff including technical & miscellaneous staff receiving salary at State Govt. Scale subject to the conditions mentioned below.

i)Both scientific staff and administrative including technical and miscellaneous staff shall be regularized in the post in which they joined in the C-DIT organization prior to 1-10-2000 (creation of post shall be in accordance with posts in the entry cadre both for scientific staff including technical and miscellaneous staff)

(It is better to take the date of beginning of continuous service in the C-DIT organization as the basis for the limited purpose of reckoning seniority as on 1-10-2000. For example an employee joins in the organization in 1988; he quits the service in 1989: again he joins in 1991: here his continuous service begins from 1991 only)

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ii)The pay drawn by them (both scientific staff and administrative including technical and miscellaneous staff) as on 1-10-2000 shall be protected subject to the following further conditions.

a)As regards the scientific staff their pay as on 1-10-2000shall be protected w.e.f. 1-10-2000 in the scale of pay of Central scales implemented w.e.f. 1-1-96 (CSIR scales) with upper rounding of increment stage;

b)As regards the administrative staff including technical and miscellaneous staff, their pay on 1-10-2000 shall be protected w.e.f. 1-10-2000 in the State scale of pay of 1997 pay revision (G.O(P)No, 3000/98/Fin datd 25/11/98) with upper rounding of increment stage;

c)Both scientific and administrative staff including technical staff and miscellaneous staff shall be allowed increments notionally w.e.f. 1-10-2000.

iii)Irregular promotions allowed prior 1-10-2000 by C-DIT as stated earlier need not be approved/ratified. (The excess salary drawn out of irregular promotions and fixations need not be recovered).But the following conditions may be imposed in order to avoid repetition/double fixation of benefits:

a) In the case of scientific staff, in case any irregular placement was effected prior to 1-10-2000 by C-DIT as mentioned earlier, considering the fact that their date of regularization is only on 1-10-2000 their promotion shall be regulated only from 1-10-2000 ie if any scientific staff was allowed one irregular placement prior to 1-10-2000, he/she shall be eligible only for the second placement from 1-10-2000(not eligible for first placement from 1-10-2000 since he/she has already enjoyed one benefit of placement irregularly from a prior date) If any scientific staff got second placement also irregularly prior to 1-10-2000: he/she shall be eligible only for third placement from 1-10-2000(not eligible for first and second placement from 1-10-2000 since he/she has already enjoyed two benefit of placements irregularly from a prior date) and so on.

b) Likewise administrative staff including technical and miscellaneous staffs shall be eligible for Time Bound Higher Grade (TBHG) as was ordered in the pay

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revision 1997 and 2004, (vide GO(P)No, 3000/98/Fin dated 25-11-98 and GO(P)No, 145/06/Fin dated 25-3-06)since there was no promotion rules in C-DIT organization (The above rules of TBHG shall be followed w.e.f. 1-10-2000, till promotion rules are framed and approved by Government)

c) In case any irregular promotion was effected to any administrative staff including technical and miscellaneous staff prior to 1-10-2000 considering the fact that their date of regularization is only w.e.f. 1-10-2000, the promotion (ie TBHG) shall be regulated only w.e.f. 1-10-2000.

ie if any administrative staff including technical and miscellaneous staff was irregularly allowed one promotion by C-DIT prior to 1-10-2000. he/she shall be eligible only for second TBHG from 1-10-2000 (not eligible for first TBHG from 1-10-2000 since he/she has already enjoyed the benefits of one promotion irregularly from a prior date)

If any one got a second promotion also irregularly prior to 1-10-2000, he./she shall be eligible only for third TBHG from 1-10-2000 (not eligible for first and second TBHG form 1-10-2000 since he/she has already enjoyed the benefit of two promotions irregularly from a prior date) and so on.

iv)Pay revision 2004 (GO(P)No. 145/06/Fin dtd 25-3-06) shall be made applicable to the administrative staff including technical and miscellaneous staff, notionally w.e.f. 1-7-04.

v) Revision of scales of pay of Central/UGC/CSIR w.e.f. 1-1-06 shall be made applicable to the scientific staff in the C-DIT notionally w.e.f. 1-1-06.

vi)Since revision of Central/UGC/CSIR scales are effected w.e.f. 1-1-06, there is no relevance in the merger of 50% DA/allowing Dearness Pay.

vii) The monitory benefit on regularization, if any w.e.f. 1-10-2000 and pay revision w.e.f. 1-7-04 and 1-1-06 to both categories working in the scale of pay of State Govt. Pattern and in the CSIR pattern respectively shall be w.e.f. 1-10-2008. The period from 1-10-2000 to 30-9-08 is notional in respect of both

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administrative staff including technical and miscellaneous staff and scientific staff in the C-DIT.

viii) If there is any disparity in the pay of a junior and a senior when regulating the pay w;e;f; 1-10-2000 due to protection of pay out of the irregular promotions prior to 1-10-2000 allowed by C-DIT, the seniors have no claim for enhanced pay/step up on par with the junior, since Govt are rectifying the mistakes done by C-DIT. However pay of all employees-scientific and others-as on 1-10-2000 shall be protected as per the conditions stipulated above.

ix) The financial commitment on account of the regularization/pay revision shall be borne by C-DIT and Govt. shall not bear any cost in this regard.

x) No post shall be created (regular/permanent/provisional/temporary/ contract/daily wage) without prior approval of Govt.

xi) No appointment shall be made (regular/permanent/provisional/temporary/ contract/daily wage) without a validly created post approved by Govt;

By Order of the Governor,
SHEELA THOMAS
Principal Secretary to Government

To

1. The Director, C-DIT, Thiruvananthapuram
2. The Registrar, C-DIT, Thriruvananthapuram
3. The Accountant General (A&E/Audit), Kerala, Thiruvananthapuram.
4. The Fiance Dept. vide U.O. no. 55261/PUC2/10/Fin dated 5/8/10
5. GA (SC) Dept. vide item no, 5069 dated 2-9-10.
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Copy to :- P.S. to CM
P.A. to Principal Secretary, I&PRD
P.A. to Director, I&PRD

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Section Officer

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GOVERNMENT OF KERALA
Abstract

Information & Public Relations Department - C-DIT – Creation of 54 posts in the entry cadre and regularization of 54 employees - Sanctioned - Orders issued.

INFORMATION & PUBLIC RELATIONS (E) DEPARTMENT

G.O.(Ms) No. 9/2015/I&PRD. Thiruvananthapuram, dated 06 -06-2015

Read:- Letter No. 535/A2/Admn/C-DIT/2015 dated 24-04-2015 from the Registrar, C-DIT.

ORDER

The Registrar, C-DIT has, as per letter read above, forwarded proposal for the creation of 54 posts in C-DIT and the regularization of 54 employees already working in the organization who have put in a minimum of 10 years' contract/temporary service as on 31-12-2014.

2. Government have examined the proposal of the Registrar, C-DIT in detail and are pleased to accord sanction to create 54 posts in the entry cadre in C-DIT as listed in the Annexure-I and to issue orders to appoint the existing 54 employees of C-DIT, who have completed 10 or more years of contract/temporary service as on 31-12-2014, in the posts so created, as given in Annexure-II, and to regularize their services with effect from the date of this order on the following conditions:

a. The 54 posts being created are only for the specific purpose of accommodating the 54 employees listed in Annexure-II.
b. Vacancy arising from any of these posts will not be filled up on a regular basis/contract/daily wage basis without the prior approval of Governing Body and the Government.
c. The regularization of 54 employees cannot be cited as a ground and justification for regularization of other existing contract/daily waged employees.
d. C-DIT will ensure that all the contract and casual/daily waged employees are terminated on the expiry of the contract period/completion of the project(s) and no claims are entertained for their regularization.
e. If C-DIT needs any regular post, it will be required to be approved by the Government after the approval of the Executive Committee and Governing Body.
f. The expenses in connection with the regularization of 54 employees will have to be met by C-DIT from their internal accruals. Government will not provide any financial assistance now or later on this account.
g. For filling up of regular posts sanctioned with prior approval of the Government, C-DIT will have to follow recruitment and service rules approved by the Government.

(By Order of the Governor)
RANI GEORGE
SECRETARY

To

1. The Director, C-DIT, Thiruvananthapuram
2. The Registrar, C-DIT, Thiruvananthapuram
3. Principal Accountant General (Audit) Kerala, Thiruvananthapuram
4. The Accountant General (A&E), Kerala, Thiruvananthapuram.

(PTO)

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5. The General Administration (SC) Department [Vide item No. 6819]
6. The Finance Department (Vide UO Note No. 7647/PU-C2/15/Fin dated 18-02-2015)
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Section Offic

Copy to: PS to Minister(I&PRD)
CA to Secretary(I&PRD)
CA to Director (I&PRD)

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Annexure – I
Posts created in C-DIT

1	Content Developer	7990-12930	1
2	Coordinator (Corporate Training)	7990-12930	1
3	Data Entry Operator	5650-8790	3
4	Gardener cum Helper	4630-7000	1
5	Helper	4630-7000	2
6	Junior Programmer	7990-12930	1
7	Junior Technician	5650-8790	3
8	Light Assistant	4630-7000	1
9	Marketing Executive	7990-12930	2
10	Office Assistant	7990-12930	6
11	Part Time Sweeper	As per Govt. rate	1
12	Production Assistant	5650-8790	1
13	Programmer	7990-12930	1
14	Reporter	7990-12930	1
15	Research Assistant	7990-12930	3
16	Technical Assistant	7990-12930	24
17	Video Archives Assistant	5650-8790	1
18	Web Designer	5650-8790	1
	Total		**54**

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Annexure – II
Employees who are appointed in the entry cadre in C-DIT and whose services are regularized

Sl.No	Name	Post to which appointed	Scale of pay (as per Pay Revision, 2004)
1	Alex H T	Marketing Executive	7990-12930
2	Aravind. R	Technical Assistant	7990-12930
3	Chithralekha. G.O	Technical Assistant	7990-12930
4	Dinesh Murali	Technical Assistant	7990-12930
5	Harikrishnan. V	Technical Assistant	7990-12930
6	Harikumar. K.R	Technical Assistant	7990-12930
7	Jaya V. Sadasivan Nair	Technical Assistant	7990-12930
8	Jayamohan. S	Technical Assistant	7990-12930
9	Jeena. K. Subash	Technical Assistant	7990-12930
10	Lalmohan V	Marketing Executive	7990-12930
11	Nisha. L.R	Technical Assistant	7990-12930
12	Pradeep. N.S	Technical Assistant	7990-12930
13	Premsuja. B	Reporter	7990-12930
14	Ravish Jain. R.J	Technical Assistant	7990-12930
15	Reji Ivan	Technical Assistant	7990-12930
16	Resmi Chandran. R	Technical Assistant	7990-12930

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17	Resmi. G.S	Technical Assistant	7990-12930
18	Saji. T	Technical Assistant	7990-12930
19	Santhi Krishnan. K	Technical Assistant	7990-12930
20	Sarika T.K	Technical Assistant	7990-12930
21	Sheeba Beevi. S.R	Technical Assistant	7990-12930
22	Sivaramakrishnan. R	Web Designer	5650-8790
23	Suma. G.S	Technical Assistant	7990-12930
24	Sumesh. J.S	Technical Assistant	7990-12930
25	Thampi. A.R	Production Assistant	5650-8790
26	Vidhya A.S	Technical Assistant	7990-12930
27	Vidhyamol. I	Technical Assistant	7990-12930
28	Akhil. P.G	Light Assistant	4630-7000
29	Anish. P	Research Assistant	7990-12930
30	Arifa Beevi J	Video Archives Assistant	5650-8790
31	Asha. S. Nair	Research Assistant	7990-12930
32	Bindu Haleel Rahman	Office Assistant	7990-12930
33	Bindu. V	Data Entry Operator	5650-8790
34	Devadas. J	Helper	4630-7000
35	Habeeba. H	Helper	4630-7000

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36	Harisankar. S.S	Junior Technician(Data Processing)	5650-8790
37	Lekshmi. R	Office Assistant	7990-12930
38	Manoharan. K	Gardener cum Helper	4630-7000
39	Manoj. B	Content Developer	7990-12930
40	Mary Jeen. A	Office Assistant	7990-12930
41	Premakumari. D	Part Time Sweeper	As per Govt.rate
42	RamaNarayanan	Coordinator (Corporate Training)	7990-12930
43	Rejula Beevi. U	Office Assistant	7990-12930
44	Sainulabdeen. T	Office Assistant	7990-12930
45	Sajan Ambadiyil	Research Assistant	7990-12930
46	Sandeep Jayan	Programmer	7990-12930
47	Sindhu R.S	Data Entry Operator	5650-8790
48	Smitha M I	Junior Programmer	7990-12930
49	Soumya. P.V	Office Assistant	7990-12930
50	Sreedevi Devapal	Data Entry Operator	5650-8790
51	Srijith. S	Junior Technician(Graphic Designing)	5650-8790
52	Arun Kumar. A.K	Technical Assistant	7990-12930
53	Manju. M.S	Technical Assistant	7990-12930
54	Shiburaj. S	Junior Technician(Electrical)	5650-8790

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4443487/2020/IT (C)

GOVERNMENT OF KERALA

Abstract

Information & Public Relations Department - Regularization of 7 employees who entered in C-DIT service upto the year 2000 - Sanctioned - Orders issued.

INFORMATION & PUBLIC RELATIONS (E) DEPARTMENT

G.O(Ms) No.2/2011/I&PRD Thiruvananthapuram dated, 8/2/2011

Read:- 1) Letter No. A3. 4322/2008 Admn/C-Dit dtd 19/7/10 from the Registrar, C-Dit.
2) G.O. (Ms) No. 6/2010/I&PRD dtd 8/9/10

ORDER

The Registrar, C-Dit as per letter read above submitted the service details of the following 8 employees who entered in C-DIT service up to the year 2000 for being considered by Government for regularization.

Sl No.	Name& present designation	Entry Cadre, date of entry & Scale of Pay
1	N. Sobhana Office Asst in Library	Data Entry Operator, 1/9/99 (3050-5230)
2	Rohith Panicker Manager	Project Associate 14/1/2000 (4600-7125)
3	Ganapathy.G Manager	Project Associate 20/1/2000 (4600-7125)
4	Ajaya Kumar.R Light Assistant	Light Assistant 22/1/2000 (2650- 4150)
5	Sasikumar. C Light Assistant	Light Assistant 24/1/2000 (2650- 4150)
6	Thampi. A.R Production Assistant (under suspension)	Production Assistant 10/4/2000
7	Santhosh Kumar.R Camera Assistant	Camera Assistant 15/9/2000 (3350-5275)
8	Karthikeyan.S Technical Asst (3-D Animator)	Jr. Technician 18/12/2000 (3350-5275)

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2) Government have examined the proposal in detail. Making applicable the same terms and conditions stipulated in the G.O read above, issued for regularizing 55 employees in C-DIT having created posts in the entry cadre w.e.f. 1/10/2000 with retrospective effect, Govt. are pleased to accord sanction

i) for creating six posts for regularizing 6 employees out of the 8 proposed by the Registrar, C-DIT (Smt. Sobhana, Sri. Rohit Panicker, Sri. Ganapathy, Sri. Ajayakumar, Sri. Sasikumar and Sri. Santhoshkumar) who entered the C-DIT service prior to 1-10-2000 at their entry post/cadre w.e.f. 1-10-2000 and for regularizing them w.e.f. 1-10-2000 with retrospective effect.

ii) for creating one post for regularizing the services of Sri. Karthikeyan at the entry post/cadre w.e.f. 18-12-2000 and regularizing him w.e.f. 18-12-2000 with retrospective effect.

3) Govt. also order that Sri. A.R. Thampy who is under suspension and whose contract period has expired on 31/3/2010 and whose further period of service has not been extended beyond that, is not considered for regularization.

The Registrar, C-DIT will ensure that the terms and conditions with regard to regularization and Pay Revision in the G.O read above is strictly complied with.

By Order of the Governor
SHEELA THOMAS
PRINCIPAL SECRETARY

To,

The Director, C-Dit, . Thiruvananthapuram.
The Registrar, C-Dit Thiruvananthapuram.
The AG (A&E/Audit), Kerala, Tvpm
The GA (SC) Dept. vide item No. 5374 dtd 24/11/2010
Finance Dept. vide U.O No. 60850/PUC2/2010/Fin dtd 16-9-2010
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Supreme Court of India
Supreme Court of India
Secretary, State Of Karnataka And ... vs Umadevi And Others on 10 April, 2006
Author: P Balasubramanyan
Bench: Y.K. Sabharwal Mathur, C.K. Thakker, P.K. Balasubramanyan
CASE NO.:

Appeal (civil) 3595-3612 of 1999

PETITIONER:

Secretary, State of Karnataka and others

RESPONDENT:

Umadevi and others

DATE OF JUDGMENT: 10/04/2006

BENCH:

Y.K. SABHARWAL ARUN KUMAR G.P. MATHUR, C.K. THAKKER & P.K. BALASUBRAMANYAN

JUDGMENT:

J U D G M E N T

WITH

CIVIL APPEAL NO.1861-2063/2001, 3849/2001,

3520-3524/2002 and CIVIL APPEAL NO. 1968 of 2006

arising out of SLP(C)9103-9105 OF 2001

P.K. BALASUBRAMANYAN, J.

Leave granted in SLP(C) Nos.9103-9105 of 2001

1. Public employment in a sovereign socialist secular democratic republic, has to be as set down by the Constitution and the laws made thereunder. Our constitutional scheme envisages employment by the Government and its instrumentalities on the basis of a procedure established in that behalf. Equality of opportunity is the hallmark, and the Constitution has provided also for affirmative action to ensure that unequals are not treated equals. Thus, any public employment has to be in terms of the constitutional scheme.

2. A sovereign government, considering the economic situation in the country and the work to be got done, is not precluded from making temporary appointments or engaging workers on daily wages. Going by a law newly enacted, The National Rural Employment Guarantee Act, 2005, the object is to give employment to at least one member of a family for hundred days in an year, on paying wages as fixed under that Act. But, a regular process of recruitment or appointment has to be resorted to, when regular vacancies in posts, at a particular point of time, are to be filled up and the filling up of those vacancies cannot be done in a haphazard manner or based on patronage or other considerations. Regular appointment must be the rule.

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3. But, sometimes this process is not adhered to and the Constitutional scheme of public employment is by-passed. The Union, the States, their departments and instrumentalities have resorted to irregular appointments, especially in the lower rungs of the service, without reference to the duty to ensure a proper appointment procedure through the Public Service Commission or otherwise as per the rules adopted and to permit these irregular appointees or those appointed on contract or on daily wages, to continue year after year, thus, keeping out those who are qualified to apply for the post concerned and depriving them of an opportunity to compete for the post. It has also led to persons who get employed, without the following of a regular procedure or even through the backdoor or on daily wages, approaching Courts, seeking directions to make them permanent in their posts and to prevent regular recruitment to the concerned posts. Courts have not always kept the legal aspects in mind and have occasionally even stayed the regular process of employment being set in motion and in some cases, even directed that these illegal, irregular or improper entrants be absorbed into service. A class of employment which can only be called 'litigious employment', has risen like a phoenix seriously impairing the constitutional scheme. Such orders are passed apparently in exercise of the wide powers under Article 226 of the Constitution of India. Whether the wide powers under Article 226 of the Constitution is intended to be used for a purpose certain to defeat the concept of social justice and equal opportunity for all, subject to affirmative action in the matter of public employment as recognized by our Constitution, has to be seriously pondered over. It is time, that Courts desist from issuing orders preventing regular selection or recruitment at the instance of such persons and from issuing directions for continuance of those who have not secured regular appointments as per procedure established. The passing of orders for continuance, tends to defeat the very Constitutional scheme of public employment. It has to be emphasized that this is not the role envisaged for High Courts in the scheme of things and their wide powers under Article 226 of the Constitution of India are not intended to be used for the purpose of perpetuating illegalities, irregularities or improprieties or for scuttling the whole scheme of public employment. Its role as the sentinel and as the guardian of equal rights protection should not be forgotten.

4. This Court has also on occasions issued directions which could not be said to be consistent with the Constitutional scheme of public employment. Such directions are issued presumably on the basis of equitable considerations or individualization of justice. The question arises, equity to whom? Equity for the handful of people who have approached the Court with a claim, or equity for the teeming millions of this country seeking employment and seeking a fair opportunity for competing for employment? When one side of the coin is considered, the other side of the coin, has also to be considered and the way open to any court of law or justice, is to adhere to the law as laid down by the Constitution and not to make directions, which at times, even if do not run counter to the Constitutional scheme, certainly tend to water down the Constitutional requirements. It is this conflict that is reflected in these cases referred to the Constitution Bench.

5. The power of a State as an employer is more limited than that of a private employer inasmuch as it is subjected to constitutional limitations and cannot be exercised arbitrarily (See Basu's Shorter Constitution of India). Article 309 of the Constitution gives the Government the power to frame rules for the purpose of laying down the conditions of service and recruitment of persons to be appointed to public services and posts in connection with the affairs of the Union or any of the States. That Article contemplates the drawing up of a procedure and rules to regulate the recruitment and regulate the service conditions of appointees appointed to public posts. It is well acknowledged that because of this, the entire process of recruitment for services is controlled by detailed procedure which specify the necessary qualifications, the mode of appointment etc. If rules have been made under Article 309 of the Constitution, then the Government can make appointments only in accordance with the rules. The State is meant to be a model employer. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 was enacted to ensure equal opportunity for employment seekers. Though this Act may not oblige an employer to employ only those persons who have been sponsored by employment exchanges, it places an obligation on the employer to notify the vacancies that may arise in the various departments and for filling up of those vacancies, based on a procedure. Normally, statutory rules are framed under the authority of law governing employment. It is recognized that no government order, notification or circular can be substituted for the statutory rules framed under the authority of law. This is because, following any other course could be disastrous inasmuch as it will deprive the security of tenure and

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the right of equality conferred on civil servants under the Constitutional scheme. It may even amount to negating the accepted service jurisprudence. Therefore, when statutory rules are framed under Article 309 of the Constitution which are exhaustive, the only fair means to adopt is to make appointments based on the rules so framed.

6. These two sets of appeals reflect the cleavage of opinion in the High Court of Karnataka based on the difference in approach in two sets of decisions of this Court leading to a reference of these appeals to the Constitution Bench for decision. The conflict relates to the right, if any, of employees appointed by the State or by its instrumentalities on a temporary basis or on daily wages or casually, to approach the High Court for the issue of a writ of mandamus directing that they be made permanent in appropriate posts, the work of which they were otherwise doing. The claim is essentially based on the fact that they having continued in employment or engaged in the work for a significant length of time, they are entitled to be absorbed in the posts in which they had worked in the department concerned or the authority concerned. There are also more ambitious claims that even if they were not working against a sanctioned post, even if they do not possess the requisite qualification, even if they were not appointed in terms of the procedure prescribed for appointment, and had only recently been engaged, they are entitled to continue and should be directed to be absorbed.

7. In Civil Appeal Nos.3595-3612 of 1999 the respondents therein who were temporarily engaged on daily wages in the Commercial Taxes Department in some of the districts of the State of Karnataka claim that they worked in the department based on such engagement for more than 10 years and hence they are entitled to be made permanent employees of the department, entitled to all the benefits of regular employees. They were engaged for the first time in the years 1985-86 and in the teeth of orders not to make such appointments issued on 3.7.1984. Though the Director of Commercial Taxes recommended that they be absorbed, the Government did not accede to that recommendation. These respondents thereupon approached the Administrative Tribunal in the year 1997 with their claim. The Administrative Tribunal rejected their claim finding that they have not made out a right either to get wages equal to that of others regularly employed or for regularization. Thus, the applications filed were dismissed. The respondents approached the High Court of Karnataka challenging the decision of the Administrative Tribunal. It is seen that the High Court without really coming to grips with the question falling for decision in the light of the findings of the Administrative Tribunal and the decisions of this Court, proceeded to order that they are entitled to wages equal to the salary and allowances that are being paid to the regular employees of their cadre in government service with effect from the dates from which they were respectively appointed. It may be noted that this gave retrospective effect to the judgment of the High Court by more than 12 years. The High Court also issued a command to the State to consider their cases for regularization within a period of four months from the date of receipt of that order. The High Court seems to have proceeded on the basis that, whether they were appointed before 01.07.1984, a situation covered by the decision of this Court in Dharwad District Public Works Department vs. State of Karnataka (1990 (1) SCR 544) and the scheme framed pursuant to the direction thereunder, or subsequently, since they have worked for a period of 10 years, they were entitled to equal pay for equal work from the very inception of their engagement on daily wages and were also entitled to be considered for regularization in their posts.

8. Civil Appeal Nos.1861-2063 of 2001 reflects the other side of the coin. The appellant association with indefinite number of members approached the High Court with a writ petition under Article 226 of the Constitution of India challenging the order of the government directing cancellation of appointments of all casual workers/daily rated workers made after 01.07.1984 and further seeking a direction for the regularization of all the daily wagers engaged by the government of Karnataka and its local bodies. A learned Single Judge of the High Court disposed of the writ petition by granting permission to the petitioners before him, to approach their employers for absorption and regularization of their services and also for payment of their salaries on par with the regular workers, by making appropriate representations within the time fixed therein and directing the employers to consider the cases of the claimants for absorption and regularization in accordance with the observations made by the Supreme Court in similar cases. The State of Karnataka filed appeals against the decision of the learned Single Judge. A Division Bench of the High Court allowed the appeals. It held that the daily wage employees, employed or engaged either in government departments or

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other statutory bodies after 01.07.1984, were not entitled to the benefit of the scheme framed by this Court in Dharwad District Public Works Department case, referred to earlier. The High Court considered various orders and directions issued by the government interdicting such engagements or employment and the manner of entry of the various employees. Feeling aggrieved by the dismissal of their claim, the members of the associations have filed these appeals.

9. When these matters came up before a Bench of two Judges, the learned Judges referred the cases to a Bench of three Judges. The order of reference is reported in 2003 (9) SCALE 187. This Court noticed that in the matter of regularization of ad hoc employees, there were conflicting decisions by three Judge Benches of this Court and by two Judge Benches and hence the question required to be considered by a larger Bench. When the matters came up before a three Judge Bench, the Bench in turn felt that the matter required consideration by a Constitution Bench in view of the conflict and in the light of the arguments raised by the Additional Solicitor General. The order of reference is reported in 2003 (10) SCALE 388. It appears to be proper to quote that order of reference at this stage. It reads:

1. "Apart from the conflicting opinions

between the three Judges' Bench decisions

in Ashwani Kumar and Ors. Vs. State of

Bihar and Ors., reported in 1997 (2) SCC

1, State of Haryana and Ors vs., Piara

Singh and Ors. Reported in 1992 (4) SCC

118 and Dharwad Distt. P.W.D. Literate

Daily Wage Employees Association and

Ors. Vs. State of Karnataka and Ors.

Reported in 1990 (2) SCC 396, on the one

hand and State of Himachal Pradesh vs.

Suresh Kumar Verma and Anr., reported

in AIR 1996 SC 1565, State of Punjab vs.

Surinder Kumar and Ors. Reported in

AIR 1992 SC 1593, and B.N. Nagarajan

and Ors. Vs. State of Karnataka and Ors.,

reported in 1979 (4) SCC 507 on the other,

which has been brought out in one of the

judgments under appeal of Karnataka High

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Court in State of Karnataka vs. H. Ganesh Rao, decided on 1.6.2000, reported in 2001 (4) Karnataka Law Journal 466, learned Additional Solicitor General urged that the scheme for regularization is repugnant to Articles 16(4), 309, 320 and 335 of the Constitution of India and, therefore, these cases are required to be heard by a Bench of Five learned Judges (Constitution Bench).

2. On the other hand, Mr. M.C. Bhandare, learned senior counsel, appearing for the employees urged that such a scheme for regularization is consistent with the provision of Articles 14 and 21 of the Constitution.

3. Mr. V. Lakshmi Narayan, learned counsel, appearing in CC Nos.109-498 of 2003, has filed the G.O. dated 19.7.2002 and submitted that orders have already been implemented.

4. After having found that there is conflict of opinion between three Judges Bench decisions of this Court, we are of the view that these cases are required to be heard by a Bench of five learned Judges.

5. Let these matters be placed before Hon'ble

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the Chief Justice for appropriate orders."

We are, therefore, called upon to resolve this issue here. We have to lay down the law. We have to approach the question as a constitutional court should.

10. In addition to the equality clause represented by Article 14 of the Constitution, Article 16 has specifically provided for equality of opportunity in matters of public employment. Buttressing these fundamental rights, Article 309 provides that subject to the provisions of the Constitution, Acts of the legislature may regulate the recruitment and conditions of service of persons appointed to public services and posts in connection with the affairs of the Union or of a State. In view of the interpretation placed on Article 12 of the Constitution by this Court, obviously, these principles also govern the instrumentalities that come within the purview of Article 12 of the Constitution. With a view to make the procedure for selection fair, the Constitution by Article 315 has also created a Public Service Commission for the Union and Public Service Commissions for the States. Article 320 deals with the functions of Public Service Commissions and mandates consultation with the Commission on all matters relating to methods of recruitment to civil services and for civil posts and other related matters. As a part of the affirmative action recognized by Article 16 of the Constitution, Article 335 provides for special consideration in the matter of claims of the members of the scheduled castes and scheduled tribes for employment. The States have made Acts, Rules or Regulations for implementing the above constitutional guarantees and any recruitment to the service in the State or in the Union is governed by such Acts, Rules and Regulations. The Constitution does not envisage any employment outside this constitutional scheme and without following the requirements set down therein.

11. In spite of this scheme, there may be occasions when the sovereign State or its instrumentalities will have to employ persons, in posts which are temporary, on daily wages, as additional hands or taking them in without following the required procedure, to discharge the duties in respect of the posts that are sanctioned and that are required to be filled in terms of the relevant procedure established by the Constitution or for work in temporary posts or projects that are not needed permanently. This right of the Union or of the State Government cannot but be recognized and there is nothing in the Constitution which prohibits such engaging of persons temporarily or on daily wages, to meet the needs of the situation. But the fact that such engagements are resorted to, cannot be used to defeat the very scheme of public employment. Nor can a court say that the Union or the State Governments do not have the right to engage persons in various capacities for a duration or until the work in a particular project is completed. Once this right of the Government is recognized and the mandate of the constitutional requirement for public employment is respected, there cannot be much difficulty in coming to the conclusion that it is ordinarily not proper for courts whether acting under Article 226 of the Constitution or under Article 32 of the Constitution, to direct absorption in permanent employment of those who have been engaged without following a due process of selection as envisaged by the constitutional scheme.

12. What is sought to be pitted against this approach, is the so called equity arising out of giving of temporary employment or engagement on daily wages and the continuance of such persons in the engaged work for a certain length of time. Such considerations can have only a limited role to play, when every qualified citizen has a right to apply for appointment, the adoption of the concept of rule of law and the scheme of the Constitution for appointment to posts. It cannot also be forgotten that it is not the role of courts to ignore, encourage or approve appointments made or engagements given outside the constitutional scheme. In effect, orders based on such sentiments or approach would result in perpetuating illegalities and in the jettisoning of the scheme of public employment adopted by us while adopting the Constitution. The approving of such acts also results in depriving many of their opportunity to compete for public employment. We have, therefore, to consider the question objectively and based on the constitutional and statutory provisions. In this context, we have also to bear in mind the exposition of law by a Constitution Bench in State of Punjab Vs. Jagdip Singh & Ors. (1964 (4) SCR 964). It was held therein, "In our opinion, where a Government servant has no right to a post or to a particular status, though an authority under the Government acting beyond its competence had purported to give that person a status which it was not entitled to give, he will not in law be deemed to have

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been validly appointed to the post or given the particular status."

13. During the course of the arguments, various orders of courts either interim or final were brought to our notice. The purport of those orders more or less was the issue of directions for continuation or absorption without referring to the legal position obtaining. Learned counsel for the State of Karnataka submitted that chaos has been created by such orders without reference to legal principles and it is time that this Court settled the law once for all so that in case the court finds that such orders should not be made, the courts, especially, the High Courts would be precluded from issuing such directions or passing such orders. The submission of learned counsel for the respondents based on the various orders passed by the High Court or by the Government pursuant to the directions of Court also highlights the need for settling the law by this Court. The bypassing of the constitutional scheme cannot be perpetuated by the passing of orders without dealing with and deciding the validity of such orders on the touchstone of constitutionality. While approaching the questions falling for our decision, it is necessary to bear this in mind and to bring about certainty in the matter of public employment. The argument on behalf of some of the respondents is that this Court having once directed regularization in the Dharwad case (supra), all those appointed temporarily at any point of time would be entitled to be regularized since otherwise it would be discrimination between those similarly situated and in that view, all appointments made on daily wages, temporarily or contractually, must be directed to be regularized. Acceptance of this argument would mean that appointments made otherwise than by a regular process of selection would become the order of the day completely jettisoning the constitutional scheme of appointment. This argument also highlights the need for this Court to formally lay down the law on the question and ensure certainty in dealings relating to public employment. The very divergence in approach in this Court, the so-called equitable approach made in some, as against those decisions which have insisted on the rules being followed, also justifies a firm decision by this Court one way or the other. It is necessary to put an end to uncertainty and clarify the legal position emerging from the constitutional scheme, leaving the High Courts to follow necessarily, the law thus laid down.

14. Even at the threshold, it is necessary to keep in mind the distinction between regularization and conferment of permanence in service jurisprudence. In STATE OF MYSORE Vs. S.V. NARAYANAPPA [1967 (1) S.C.R. 128], this Court stated that it was a mis-conception to consider that regularization meant permanence. In R.N. NANJUNDAPPA Vs T. THIMMIAH & ANR. [(1972) 2 S.C.R. 799], this Court dealt with an argument that regularization would mean conferring the quality of permanence on the appointment. This Court stated:-

"Counsel on behalf of the respondent contended

that regularization would mean conferring the quality of permanence on the appointment, whereas counsel on

behalf of the State contended that regularization did not mean permanence but that it was a case of regularization of the rules under Article 309. Both the contentions are fallacious. If the appointment itself is in infraction of the rules or if it is in violation of the provisions of the Constitution, illegality cannot be regularized.

Ratification or regularization is possible of an act which is within the power and province of the authority, but there has been some non-compliance with procedure or manner which does not go to the root of the appointment. Regularization cannot be said to be a mode of

recruitment. To accede to such a proposition would be to introduce a new head of appointment in defiance of rules or it may have the effect of setting at naught the rules."

In B.N. Nagarajan & Ors. Vs. State of Karnataka & Ors. [(1979) 3 SCR 937], this court clearly held that the words "regular" or "regularization" do not connote permanence and cannot be construed so as to convey an idea of the nature of tenure of appointments. They are terms calculated to condone any procedural

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irregularities and are meant to cure only such defects as are attributable to methodology followed in making the appointments. This court emphasized that when rules framed under Article 309 of the Constitution of India are in force, no regularization is permissible in exercise of the executive powers of the Government under Article 162 of the Constitution in contravention of the rules. These decisions and the principles recognized therein have not been dissented to by this Court and on principle, we see no reason not to accept the proposition as enunciated in the above decisions. We have, therefore, to keep this distinction in mind and proceed on the basis that only something that is irregular for want of compliance with one of the elements in the process of selection which does not go to the root of the process, can be regularized and that it alone can be regularized and granting permanence of employment is a totally different concept and cannot be equated with regularization.

15. We have already indicated the constitutional scheme of public employment in this country, and the executive, or for that matter the Court, in appropriate cases, would have only the right to regularize an appointment made after following the due procedure, even though a non-fundamental element of that process or procedure has not been followed. This right of the executive and that of the court, would not extend to the executive or the court being in a position to direct that an appointment made in clear violation of the constitutional scheme, and the statutory rules made in that behalf, can be treated as permanent or can be directed to be treated as permanent.

16. Without keeping the above distinction in mind and without discussion of the law on the question or the effect of the directions on the constitutional scheme of appointment, this Court in Daily Rated Casual Labour Vs. Union of India & Ors. (1988 (1) SCR 598) directed the Government to frame a scheme for absorption of daily rated casual labourers continuously working in the Posts and Telegraphs Department for more than one year. This Court seems to have been swayed by the idea that India is a socialist republic and that implied the existence of certain important obligations which the State had to discharge. While it might be one thing to say that the daily rated workers, doing the identical work, had to be paid the wages that were being paid to those who are regularly appointed and are doing the same work, it would be quite a different thing to say that a socialist republic and its Executive, is bound to give permanence to all those who are employed as casual labourers or temporary hands and that too without a process of selection or without following the mandate of the Constitution and the laws made thereunder concerning public employment. The same approach was made in Bhagwati Prasad Vs. Delhi State Mineral Development Corporation (1989 Suppl. (2) SCR 513) where this Court directed regularization of daily rated workers in phases and in accordance with seniority.

17. One aspect arises. Obviously, the State is also controlled by economic considerations and financial implications of any public employment. The viability of the department or the instrumentality or of the project is also of equal concern for the State. The State works out the scheme taking into consideration the financial implications and the economic aspects. Can the court impose on the State a financial burden of this nature by insisting on regularization or permanence in employment, when those employed temporarily are not needed permanently or regularly? As an example, we can envisage a direction to give permanent employment to all those who are being temporarily or casually employed in a public sector undertaking. The burden may become so heavy by such a direction that the undertaking itself may collapse under its own weight. It is not as if this had not happened. So, the court ought not to impose a financial burden on the State by such directions, as such directions may turn counter- productive.

18. The Decision in Dharwad Distt. P.W.D. Literate Daily Wage Employees Association & ors. Vs. State of Karnataka & Ors. (1990 (1) SCR 544) dealt with a scheme framed by the State of Karnataka, though at the instance of the court. The scheme was essentially relating to the application of the concept of equal pay for equal work but it also provided for making permanent, or what it called regularization, without keeping the distinction in mind, of employees who had been appointed ad hoc, casually, temporarily or on daily wage basis. In other words, employees who had been appointed without following the procedure established by law for such appointments. This Court, at the threshold, stated that it should individualize justice to suit a given situation. With respect, it is not possible to accept the statement, unqualified as it appears to be. This Court is

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not only the constitutional court, it is also the highest court in the country, the final court of appeal. By virtue of Article 141 of the Constitution of India, what this Court lays down is the law of the land. Its decisions are binding on all the courts. Its main role is to interpret the constitutional and other statutory provisions bearing in mind the fundamental philosophy of the Constitution. We have given unto ourselves a system of governance by rule of law. The role of the Supreme Court is to render justice according to law. As one jurist put it, the Supreme Court is expected to decide questions of law for the country and not to decide individual cases without reference to such principles of law. Consistency is a virtue. Passing orders not consistent with its own decisions on law, is bound to send out confusing signals and usher in judicial chaos. Its role, therefore, is really to interpret the law and decide cases coming before it, according to law. Orders which are inconsistent with the legal conclusions arrived at by the court in the self same judgment not only create confusion but also tend to usher in arbitrariness highlighting the statement, that equity tends to vary with the Chancellor's foot.

19. In Dharwad case, this Court was actually dealing with the question of 'equal pay for equal work' and had directed the State of Karnataka to frame a scheme in that behalf. In paragraph 17 of the judgment, this Court stated that the precedents obliged the State of Karnataka to regularize the services of the casual or daily/monthly rated employees and to make them the same payment as regular employees were getting. Actually, this Court took note of the argument of counsel for the State that in reality and as a matter of statecraft, implementation of such a direction was an economic impossibility and at best only a scheme could be framed. Thus a scheme for absorption of casual/daily rated employees appointed on or before 1.7.1984 was framed and accepted. The economic consequences of its direction were taken note of by this Court in the following words.

"We are alive to the position that the scheme which we have finalized is not the ideal one but as we have already stated, it is the obligation of the court to individualize justice to suit a given situation in a set of facts that are placed before it. Under the scheme of the Constitution, the purse remains in the hands of the executive. The legislature of the State controls the Consolidated Fund out of which the expenditure to be incurred, in giving effect to the scheme, will have to be met. The flow into the Consolidated Fund depends upon the policy of

taxation depending perhaps on the capacity of the payer. Therefore, unduly burdening the State for implementing the constitutional obligation forthwith would create problems which the State may not be able to stand. We have, therefore, made our directions with judicious

restraint with the hope and trust that both parties would appreciate and understand the situation. The

instrumentality of the State must realize that it is charged with a big trust. The money that flows into the

Consolidated Fund and constitutes the resources of the State comes from the people and the welfare expenditure that is meted out goes from the same Fund back to the people. May be that in every situation the same tax payer is not the beneficiary. That is an incident of taxation and a necessary concomitant of living within a welfare

society."

With respect, it appears to us that the question whether the jettisoning of the constitutional scheme of appointment can be approved, was not considered or decided. The distinction emphasized in R.N. NANJUNDAPPA Vs T. THIMMIAH & ANR. (supra), was also not kept in mind. The Court appears to have been dealing with a scheme for 'equal pay for equal work' and in the process, without an actual discussion of the question, had approved a scheme put forward by the State, prepared obviously at the direction of the Court, to order permanent absorption of such daily rated workers. With respect to the learned judges, the decision cannot be said to lay down any law, that all those engaged on daily wages, casually, temporarily, or

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when no sanctioned post or vacancy existed and without following the rules of selection, should be absorbed or made permanent though not at a stretch, but gradually. If that were the ratio, with respect, we have to disagree with it.

20. We may now consider, State of Haryana Vs. Piara Singh and Others [1992) 3 SCR 826]. There, the court was considering the sustainability of certain directions issued by the High Court in the light of various orders passed by the State for the absorption of its ad hoc or temporary employees and daily wagers or casual labour. This Court started by saying:

"Ordinarily speaking, the creation and abolition of a post is the prerogative of the Executive. It is the Executive again that lays down the conditions of service subject, of course, to a law made by the appropriate legislature. This power to prescribe the conditions of service can be exercised either by making rules under the proviso to Article 309 of the Constitution or (in the absence of such rules) by issued rules/instructions in exercise of its executive power. The court comes into the picture only to ensure observance of fundamental rights, statutory provisions, rules and other instructions, if any governing the conditions of service"

This Court then referred to some of the earlier decisions of this Court while stating:

"The main concern of the court in such matters is to ensure the rule of law and to see that the Executive acts fairly and gives a fair deal to its employees consistent with the requirements of Articles 14 and 16. It also means that the State should not exploit its employees nor should it seek to take advantage of the helplessness and misery of either the unemployed persons or the

employees, as the case may be. As is often said, the State must be a model employer. It is for this reason, it is held that equal pay must be given for equal work, which is indeed one of the directive principles of the Constitution. it is for this very reason it is held that a person should not be kept in a temporary or ad hoc status for long. Where a temporary or ad hoc appointment is continued for long the court presumes that there is need and warrant for a regular post and accordingly directs regularization. While all the situations in which the court may act to ensure fairness cannot be detailed here, it is sufficient to indicate that the guiding principles are the ones stated above."

This Court then concluded in paragraphs 45 to 50:

"The normal rule, of course, is regular recruitment

through the prescribed agency but exigencies of

administration may sometimes call for an ad hoc or

temporary appointment to be made. In such a situation, effort should always be to replace such an ad

hoc/temporary employee by a regularly selected

employee as early as possible. Such a temporary

employee may also compete along with others for such regular selection/appointment. If he gets selected, well and good, but if he does not, he must give way to the regularly selected candidate. The appointment of the regularly selected candidate cannot be withheld or kept in abeyance for the sake of such an ad hoc/temporary

employee.

Secondly, an ad hoc or temporary employee should

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not be replaced by another ad hoc or temporary

employee; he must be replaced only by a regularly

selected employee. This is necessary to avoid arbitrary action on the part of the appointing authority.

Thirdly, even where an ad hoc or temporary

employment is necessitated on account of the exigencies of administration, he should ordinarily be drawn from the employment exchange unless it cannot brook delay in

which case the pressing cause must be stated on the file. If no candidate is available or is not sponsored by the employment exchange, some appropriate method

consistent with the requirements of Article 16 should be followed. In other words, there must be a notice

published in the appropriate manner calling for

applications and all those who apply in response thereto should be considered fairly.

An unqualified person ought to be appointed only

when qualified persons are not available through the above processes.

If for any reason, an ad hoc or temporary employee

is continued for a fairly long spell, the authorities must consider his case for regularization provided he is

eligible and qualified according to the rules and his service record is satisfactory and his appointment does not run counter to the reservation policy of the State "

With respect, why should the State be allowed to depart from the normal rule and indulge in temporary employment in permanent posts? This Court, in our view, is bound to insist on the State making regular and proper recruitments and is bound not to encourage or shut its eyes to the persistent transgression of the rules of regular recruitment. The direction to make permanent -- the distinction between regularization and making permanent, was not emphasized here -- can only encourage the State, the model employer, to flout its own rules and would confer undue benefits on a few at the cost of many waiting to compete. With respect, the direction made in paragraph 50 of Piara Singh (supra) are to some extent inconsistent with the conclusion in paragraph 45 therein. With great respect, it appears to us that the last of the directions clearly runs counter to the constitutional scheme of employment recognized in the earlier part of the decision. Really, it cannot be said that this decision has laid down the law that all ad hoc, temporary or casual employees engaged without following the regular recruitment procedure should be made permanent.

21. We shall now refer to the other decisions. In State of Punjab and others Vs. Surinder Kumar and others (1991 Suppl. (3) SCR 553), a three judge bench of this Court held that High Courts had no power, like the power available to the Supreme Court under Article 142 of the Constitution of India, and merely because the Supreme Court granted certain reliefs in exercise of its power under Article 142 of the Constitution of India, similar orders could not be issued by the High Courts. The bench pointed out that a decision is available as a precedent only if it decides a question of law. The temporary employees would not be entitled to rely in a Writ Petition they filed before the High Court upon an order of the Supreme Court which directs a temporary employee to be regularized in his service without assigning reasons and ask the High Court to pass an order of a similar nature. This Court noticed that the jurisdiction of the High Court while dealing with a Writ Petition

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was circumscribed by the limitations discussed and declared by judicial decisions and the High Court cannot transgress the limits on the basis of the whims or subjective sense of justice varying from judge to judge. Though the High Court is entitled to exercise its judicial discretion in deciding Writ Petitions or Civil Revision Applications coming before it, the discretion had to be confined in declining to entertain petitions and refusing to grant reliefs asked for by the petitioners on adequate considerations and it did not permit the High Court to grant relief on such a consideration alone. This Court set aside the directions given by the High Court for regularization of persons appointed temporarily to the post of lecturers. The Court also emphasized that specific terms on which appointments were made should be normally enforced. Of course, this decision is more on the absence of power in the High Court to pass orders against the constitutional scheme of appointment.

22. In Director, Institute of Management Development, U.P. Vs. Pushpa Srivastava (Smt.) (1992 (3) SCR 712), this Court held that since the appointment was on purely contractual and ad hoc basis on consolidated pay for a fixed period and terminable without notice, when the appointment came to an end by efflux of time, the appointee had no right to continue in the post and to claim regularization in service in the absence of any rule providing for regularization after the period of service. A limited relief of directing that the appointee be permitted on sympathetic consideration to be continued in service till the end of the concerned calendar year was issued. This Court noticed that when the appointment was purely on ad hoc and contractual basis for a limited period, on the expiry of the period, the right to remain in the post came to an end. This Court stated that the view they were taking was the only view possible and set aside the judgment of the High Court which had given relief to the appointee.

23. In Madhyamik Shiksha Parishad, U.P. Vs. Anil Kumar Mishra and Others [AIR 1994 SC 1638], a three judge bench of this Court held that ad hoc appointees/temporary employees engaged on ad hoc basis and paid on piece-rate basis for certain clerical work and discontinued on completion of their task, were not entitled to reinstatement or regularization of their services even if their working period ranged from one to two years. This decision indicates that if the engagement was made in a particular work or in connection with particular project, on completion of that work or of that project, those who were temporarily engaged or employed in that work or project could not claim any right to continue in service and the High Court cannot direct that they be continued or absorbed elsewhere.

24. In State of Himachal Pradesh Vs. Suresh Kumar Verma (1996 (1) SCR 972), a three Judge Bench of this Court held that a person appointed on daily wage basis was not an appointee to a post according to Rules. On his termination, on the project employing him coming to an end, the Court could not issue a direction to re-engage him in any other work or appoint him against existing vacancies. This Court said: "It is settled law that having made rules of recruitment to various services under the State or to a class of posts under the State, the State is bound to follow the same and to have the selection of the candidates made as per

recruitment rules and appointments shall be made

accordingly. From the date of discharging the duties attached to the post the incumbent becomes a member of the services. Appointment on daily wage basis is not an appointment to a post according to the Rules."

Their Lordships cautioned that if directions are given to re-engage such persons in any other work or appoint them against existing vacancies, "the judicial process would become another mode of recruitment dehors the rules."

25. In Ashwani Kumar and others Vs. State of Bihar and others (1996 Supp. (10) SCR 120), this Court was considering the validity of confirmation of the irregularly employed. It was stated: "So far as the question of confirmation of these

employees whose entry was illegal and void, is

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concerned, it is to be noted that question of confirmation or regularization of an irregularly appointed candidate would arise if the candidate concerned is appointed in an irregular manner or on ad hoc basis against an available vacancy which is already sanctioned. But if the initial entry itself is unauthorized and is not against any

sanctioned vacancy, question of regularizing the

incumbent on such a non-existing vacancy would never survive for consideration and even if such purported regularization or confirmation is given it would be an exercise in futility."

This Court further stated :

"In this connection it is pertinent to note that

question of regularization in any service including any government service may arise in two contingencies.

Firstly, if on any available clear vacancies which are of a long duration appointments are made on ad hoc basis or daily-wage basis by a competent authority and are

continued from time to time and if it is found that the incumbents concerned have continued to be employed for a long period of time with or without any artificial breaks, and their services are otherwise required by the institution which employs them, a time may come in the service career of such employees who are continued on ad hoc basis for a given substantial length of time to regularize them so that the employees concerned can give their best by being assured security of tenure. But this would require one precondition that the initial entry of such an employee must be made against an available

sanctioned vacancy by following the rules and

regulations governing such entry. The second type of situation in which the question of regularization may arise would be when the initial entry of the employee against an available vacancy is found to have suffered from some flaw in the procedural exercise though the person appointing is competent to effect such initial recruitment and has otherwise followed due procedure for such recruitment. A need may then arise in the light of the exigency of administrative requirement for

waiving such irregularity in the initial appointment by a competent authority and the irregular initial appointment may be regularized and security of tenure may be made available to the incumbent concerned. But even in such a case the initial entry must not be found to be totally illegal or in blatant disregard of all the established rules and regulations governing such recruitment."

The Court noticed that in that case all constitutional requirements were thrown to the wind while making the appointments. It was stated, "On the contrary all efforts were made to bypass the recruitment procedure known to law which resulted in clear violation of Articles 14 and 16(1) of the

Constitution of India, both at the initial stage as well as at the stage of confirmation of these illegal entrants. The so called regularizations and confirmations could not be relied on as shields to cover up initial illegal and void actions or to perpetuate the corrupt methods by which these 6000 initial entrants were drafted in the scheme."

26. It is not necessary to notice all the decisions of this Court on this aspect. By and large what emerges is that regular recruitment should be insisted upon, only in a contingency an ad hoc appointment can be made in a permanent vacancy, but the same should soon be followed by a regular recruitment and that appointments to non-available posts should not be taken note of for regularization. The cases directing regularization have

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mainly proceeded on the basis that having permitted the employee to work for some period, he should be absorbed, without really laying down any law to that effect, after discussing the constitutional scheme for public employment.

27. In A. Umarani Vs. Registrar, Cooperative Societies and Others (2004 (7) SCC 112), a three judge bench made a survey of the authorities and held that when appointments were made in contravention of mandatory provisions of the Act and statutory rules framed thereunder and by ignoring essential qualifications, the appointments would be illegal and cannot be regularized by the State. The State could not invoke its power under Article 162 of the Constitution to regularize such appointments. This Court also held that regularization is not and cannot be a mode of recruitment by any State within the meaning of Article 12 of the Constitution of India or any body or authority governed by a statutory Act or the Rules framed thereunder. Regularization furthermore cannot give permanence to an employee whose services are ad hoc in nature. It was also held that the fact that some persons had been working for a long time would not mean that they had acquired a right for regularization.

28. Incidentally, the Bench also referred to the nature of the orders to be passed in exercise of this Court's jurisdiction under Article 142 of the Constitution. This Court stated that jurisdiction under Article 142 of the Constitution could not be exercised on misplaced sympathy. This Court quoted with approval the observations of Farewell, L.J. in Latham vs. Richard Johnson & Nephew Ltd. (1913 (1) KB 398)"

"We must be very careful not to allow our

sympathy with the infant plaintiff to affect our judgment. Sentiment is a dangerous will o' the wisp to take as a guide in the search for legal principles."

This Court also quoted with approval the observations of this Court in Teri Oat Estates (P) Ltd. Vs. U.T., Chandigarh (2004 (2) SCC 130) to the effect:

"We have no doubt in our mind that sympathy or

sentiment by itself cannot be a ground for passing an order in relation whereto the appellants miserably fail to establish a legal right. It is further trite that despite an extraordinary constitutional jurisdiction contained in Article 142 of the Constitution of India, this Court ordinarily would not pass an order which would be in contravention of a statutory provision."

This decision kept in mind the distinction between 'regularization' and 'permanency' and laid down that regularization is not and cannot be the mode of recruitment by any State. It also held that regularization cannot give permanence to an employee whose services are ad hoc in nature.

29. It is not necessary to multiply authorities on this aspect. It is only necessary to refer to one or two of the recent decisions in this context. In State of U.P. vs. Niraj Awasthi and others (2006 (1) SCC 667) this Court after referring to a number of prior decisions held that there was no power in the State under Art. 162 of the Constitution of India to make appointments and even if there was any such power, no appointment could be made in contravention of statutory rules. This Court also held that past alleged regularisation or appointment does not connote entitlement to further regularization or appointment. It was further held that the High Court has no jurisdiction to frame a scheme by itself or direct the framing of a scheme for regularization. This view was reiterated in State of Karnataka vs. KGSD Canteen Employees Welfare Association (JT 2006 (1) SC 84).

30. In Union Public Service Commission Vs. Girish Jayanti Lal Vaghela & Others [2006 (2) SCALE 115], this Court answered the question, who was a Government servant and stated:-

"Article 16 which finds place in Part III of the

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Constitution relating to fundamental rights provides that there shall be equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State. The main object of Article 16 is to create a constitutional right to equality of opportunity and employment in public offices. The words "employment" or "appointment" cover not merely the initial

appointment but also other attributes of service like promotion and age of superannuation etc. The

appointment to any post under the State can only be

made after a proper advertisement has been made

inviting applications from eligible candidates and holding of selection by a body of experts or a specially

constituted committee whose members are fair and

impartial through a written examination or interview or some other rational criteria for judging the inter se merit of candidates who have applied in response to the

advertisement made. A regular appointment to a post under the State or Union cannot be made without issuing advertisement in the prescribed manner which may in

some cases include inviting applications from the

employment exchange where eligible candidates get their names registered. Any regular appointment made on a post under the State or Union without issuing

advertisement inviting applications from eligible

candidates and without holding a proper selection where all eligible candidates get a fair chance to compete would violate the guarantee enshrined under Article 16 of the Constitution (See B.S. Minhas Vs. Indian Statistical Institute and others AIR 1984 SC 363)."

31. There have been decisions which have taken the cue from the Dharwad (supra) case and given directions for regularization, absorption or making permanent, employees engaged or appointed without following the due process or the rules for appointment. The philosophy behind this approach is seen set out in the recent decision in The Workmen of Bhurkunda Colliery of M/s Central Coalfields Ltd. Vs. The Management of Bhurkunda Colliery of M/s Central Coalfields Ltd. (JT 2006 (2) SC 1), though the legality or validity of such an approach has not been independently examined. But on a survey of authorities, the predominant view is seen to be that such appointments did not confer any right on the appointees and that the Court cannot direct their absorption or regularization or re-engagement or making them permanent.

32. At this stage, it is relevant to notice two aspects. In Kesavananda Bharati Vs. State of Kerala (1973 Supp. S.C.R. 1), this Court held that Article 14, and Article 16, which was described as a facet of Article 14, is part of the basic structure of the Constitution of India. The position emerging from Kesavananada Bharati (supra) was summed up by Jagannatha Rao, J., speaking for a Bench of three Judges in Indira Sawhney Vs. Union of India (1999 Suppl. (5) S.C.R. 229). That decision also reiterated how neither the Parliament nor the Legislature could transgress the basic feature of the Constitution, namely, the principle of equality enshrined in Article 14 of which Article 16 (1) is a facet. This Court stated, " The preamble to the Constitution of India

emphasises the principle of equality as basic to our constitution. In Keshavananda Bharati v. State of Kerala, it was ruled that even constitutional amendments which offended the basic structure of the Constitution would be ultra vires the basic structure. Sikri, CJ. laid stress on the basic features enumerated in the preamble to the

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Constitution and said that there were other basic features too which could be gathered from the Constitutional

scheme (para 506 A of SCC). Equality was one of the

basic features referred to in the Preamble to our

Constitution. Shelat and Grover, JJ. also referred to the basic rights referred to in the Preamble. They specifically referred to equality (paras 520 and 535A of SCC). Hegde & Shelat, JJ. also referred to the Preamble (paras 648, 652). Ray, J. (as he then was) also did so (para 886). Jaganmohan Reddy, J. too referred to the Preamble and the equality doctrine (para 1159). Khanna, J. accepted this position (para 1471). Mathew, J. referred to equality as a basic feature(para 1621). Dwivedi, J. (paras 1882, 1883) and Chandrachud, J.(as he then was) (see para

2086) accepted this position.

What we mean to say is that Parliament and the

legislatures in this Country cannot transgress the basic feature of the Constitution, namely, the principle of equality enshrined in Article 14 of which Article 16(1) is a facet."

33. In the earlier decision in Indra Sawhney Vs. Union of India [1992 Supp. (2) S.C.R. 454), B.P. Jeevan Reddy, J. speaking for the majority, while acknowledging that equality and equal opportunity is a basic feature of our Constitution, has explained the exultant position of Articles 14 and 16 of the Constitution of India in the scheme of things. His Lordship stated:-

"6. The significance attached by the founding fathers to the right to equality is evident not only from the fact that they employed both the expressions 'equality before the law' and 'equal protection of the laws' in Article 14 but proceeded further to state the same rule in positive and affirmative terms in Articles 15 to

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7. Inasmuch as public employment always gave a certain status and power --- it has always been the repository of State power ---besides the means of livelihood, special care was taken to declare equality of opportunity in the matter of public employment by Article 16. Clause (1), expressly declares that in the matter of public

employment or appointment to any office under the state, citizens of this country shall have equal opportunity while clause (2) declares that no citizen shall be

discriminated in the said matter on the grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them. At the same time, care was taken to, declare in clause (4) that nothing in the said Article shall prevent the state from making any provision for reservation of appointments or posts in favour of any backward class of citizen which in the opinion of the state, is not adequately represented in the services under the state .."

(See paragraphs 6 and 7 at pages 544 and 545)

These binding decisions are clear imperatives that adherence to Articles 14 and 16 of the Constitution is a must in the process of public employment.

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34. While answering an objection to the locus standi of the Writ Petitioners in challenging the repeated issue of an ordinance by the Governor of Bihar, the exalted position of rule of law in the scheme of things was emphasized, Chief Justice Bhagwati, speaking on behalf of the Constitution Bench in Dr. D.C. Wadhwa & Ors. Vs. State of Bihar & Ors. (1987 (1) S.C.R. 798) stated:

"The rule of law constitutes the core of our Constitution of India and it is the essence of the rule of law that the exercise of the power by the State whether it be the Legislature or the Executive or any other authority

should be within the constitutional limitations and if any practice is adopted by the Executive which is in flagrant and systematic violation of its constitutional limitations, petitioner No. 1 as a member of the public would have sufficient interest to challenge such practice by filing a writ petition and it would be the constitutional duty of this Court to entertain the writ petition and adjudicate upon the validity of such practice."

Thus, it is clear that adherence to the rule of equality in public employment is a basic feature of our Constitution and since the rule of law is the core of our Constitution, a Court would certainly be disabled from passing an order upholding a violation of Article 14 or in ordering the overlooking of the need to comply with the requirements of Article 14 read with Article 16 of the Constitution. Therefore, consistent with the scheme for public employment, this Court while laying down the law, has necessarily to hold that unless the appointment is in terms of the relevant rules and after a proper competition among qualified persons, the same would not confer any right on the appointee. If it is a contractual appointment, the appointment comes to an end at the end of the contract, if it were an engagement or appointment on daily wages or casual basis, the same would come to an end when it is discontinued. Similarly, a temporary employee could not claim to be made permanent on the expiry of his term of appointment. It has also to be clarified that merely because a temporary employee or a casual wage worker is continued for a time beyond the term of his appointment, he would not be entitled to be absorbed in regular service or made permanent, merely on the strength of such continuance, if the original appointment was not made by following a due process of selection as envisaged by the relevant rules. It is not open to the court to prevent regular recruitment at the instance of temporary employees whose period of employment has come to an end or of ad hoc employees who by the very nature of their appointment, do not acquire any right. High Courts acting under Article 226 of the Constitution of India, should not ordinarily issue directions for absorption, regularization, or permanent continuance unless the recruitment itself was made regularly and in terms of the constitutional scheme. Merely because, an employee had continued under cover of an order of Court, which we have described as 'litigious employment' in the earlier part of the judgment, he would not be entitled to any right to be absorbed or made permanent in the service. In fact, in such cases, the High Court may not be justified in issuing interim directions, since, after all, if ultimately the employee approaching it is found entitled to relief, it may be possible for it to mould the relief in such a manner that ultimately no prejudice will be caused to him, whereas an interim direction to continue his employment would hold up the regular procedure for selection or impose on the State the burden of paying an employee who is really not required. The courts must be careful in ensuring that they do not interfere unduly with the economic arrangement of its affairs by the State or its instrumentalities or lend themselves the instruments to facilitate the bypassing of the constitutional and statutory mandates.

35. The concept of 'equal pay for equal work' is different from the concept of conferring permanency on those who have been appointed on ad hoc basis, temporary basis, or based on no process of selection as envisaged by the Rules. This Court has in various decisions applied the principle of equal pay for equal work and has laid down the parameters for the application of that principle. The decisions are rested on the concept of equality enshrined in our Constitution in the light of the directive principles in that behalf. But the acceptance of that principle cannot lead to a position where the court could direct that appointments made without following the due procedure established by law, be deemed permanent or issue directions to treat them as permanent. Doing so, would be negation of the principle of equality of opportunity. The power to make an order as is necessary for doing complete justice in any cause or matter pending before this Court, would not normally be used for giving the go-by to the procedure established by law in the matter of public employment.

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Take the situation arising in the cases before us from the State of Karnataka. Therein, after the Dharwad decision, the Government had issued repeated directions and mandatory orders that no temporary or ad hoc employment or engagement be given. Some of the authorities and departments had ignored those directions or defied those directions and had continued to give employment, specifically interdicted by the orders issued by the executive. Some of the appointing officers have even been punished for their defiance. It would not be just or proper to pass an order in exercise of jurisdiction under Article 226 or 32 of the Constitution or in exercise of power under Article 142 of the Constitution of India permitting those persons engaged, to be absorbed or to be made permanent, based on their appointments or engagements. Complete justice would be justice according to law and though it would be open to this Court to mould the relief, this Court would not grant a relief which would amount to perpetuating an illegality.

36. While directing that appointments, temporary or casual, be regularized or made permanent, courts are swayed by the fact that the concerned person has worked for some time and in some cases for a considerable length of time. It is not as if the person who accepts an engagement either temporary or casual in nature, is not aware of the nature of his employment. He accepts the employment with eyes open. It may be true that he is not in a position to bargain -- not at arms length -- since he might have been searching for some employment so as to eke out his livelihood and accepts whatever he gets. But on that ground alone, it would not be appropriate to jettison the constitutional scheme of appointment and to take the view that a person who has temporarily or casually got employed should be directed to be continued permanently. By doing so, it will be creating another mode of public appointment which is not permissible. If the court were to void a contractual employment of this nature on the ground that the parties were not having equal bargaining power, that too would not enable the court to grant any relief to that employee. A total embargo on such casual or temporary employment is not possible, given the exigencies of administration and if imposed, would only mean that some people who at least get employment temporarily, contractually or casually, would not be getting even that employment when securing of such employment brings at least some succor to them. After all, innumerable citizens of our vast country are in search of employment and one is not compelled to accept a casual or temporary employment if one is not inclined to go in for such an employment. It is in that context that one has to proceed on the basis that the employment was accepted fully knowing the nature of it and the consequences flowing from it. In other words, even while accepting the employment, the person concerned knows the nature of his employment. It is not an appointment to a post in the real sense of the term. The claim acquired by him in the post in which he is temporarily employed or the interest in that post cannot be considered to be of such a magnitude as to enable the giving up of the procedure established, for making regular appointments to available posts in the services of the State. The argument that since one has been working for some time in the post, it will not be just to discontinue him, even though he was aware of the nature of the employment when he first took it up, is not one that would enable the jettisoning of the procedure established by law for public employment and would have to fail when tested on the touchstone of constitutionality and equality of opportunity enshrined in Article 14 of the Constitution of India.

37. Learned Senior Counsel for some of the respondents argued that on the basis of the doctrine of legitimate expectation, the employees, especially of the Commercial Taxes Department, should be directed to be regularized since the decisions in Dharwad (supra), Piara Singh (supra), Jacob, and Gujarat Agricultural University and the like, have given rise to an expectation in them that their services would also be regularized. The doctrine can be invoked if the decisions of the Administrative Authority affect the person by depriving him of some benefit or advantage which either (i) he had in the past been permitted by the decision-maker to enjoy and which he can legitimately expect to be permitted to continue to do until there have been communicated to him some rational grounds for withdrawing it on which he has been given an opportunity to comment; or (ii) he has received assurance from the decision-maker that they will not be withdrawn without giving him first an opportunity of advancing reasons for contending that they should not be withdrawn {See Lord Diplock in Council of Civil Service Unions V. Minister for the Civil Service (1985 Appeal Cases 374), National Buildings Construction Corpn. Vs. S. Raghunathan, (1998 (7) SCC 66) and Dr. Chanchal Goyal Vs. State of Rajasthan (2003 (3) SCC 485). There is no case that any assurance was given by the Government or the concerned department while making the appointment on daily wages that the status conferred on him will

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not be withdrawn until some rational reason comes into existence for withdrawing it. The very engagement was against the constitutional scheme. Though, the Commissioner of the Commercial Taxes Department sought to get the appointments made permanent, there is no case that at the time of appointment any promise was held out. No such promise could also have been held out in view of the circulars and directives issued by the Government after the Dharwad decision. Though, there is a case that the State had made regularizations in the past of similarly situated employees, the fact remains that such regularizations were done only pursuant to judicial directions, either of the Administrative Tribunal or of the High Court and in some case by this Court. Moreover, the invocation of the doctrine of legitimate expectation cannot enable the employees to claim that they must be made permanent or they must be regularized in the service though they had not been selected in terms of the rules for appointment. The fact that in certain cases the court had directed regularization of the employees involved in those cases cannot be made use of to found a claim based on legitimate expectation. The argument if accepted would also run counter to the constitutional mandate. The argument in that behalf has therefore to be rejected.

38. When a person enters a temporary employment or gets engagement as a contractual or casual worker and the engagement is not based on a proper selection as recognized by the relevant rules or procedure, he is aware of the consequences of the appointment being temporary, casual or contractual in nature. Such a person cannot invoke the theory of legitimate expectation for being confirmed in the post when an appointment to the post could be made only by following a proper procedure for selection and in concerned cases, in consultation with the Public Service Commission. Therefore, the theory of legitimate expectation cannot be successfully advanced by temporary, contractual or casual employees. It cannot also be held that the State has held out any promise while engaging these persons either to continue them where they are or to make them permanent. The State cannot constitutionally make such a promise. It is also obvious that the theory cannot be invoked to seek a positive relief of being made permanent in the post.

39. It was then contended that the rights of the employees thus appointed, under Articles 14 and 16 of the Constitution, are violated. It is stated that the State has treated the employees unfairly by employing them on less than minimum wages and extracting work from them for a pretty long period in comparison with those directly recruited who are getting more wages or salaries for doing similar work. The employees before us were engaged on daily wages in the concerned department on a wage that was made known to them. There is no case that the wage agreed upon was not being paid. Those who are working on daily wages formed a class by themselves, they cannot claim that they are discriminated as against those who have been regularly recruited on the basis of the relevant rules. No right can be founded on an employment on daily wages to claim that such employee should be treated on a par with a regularly recruited candidate, and made permanent in employment, even assuming that the principle could be invoked for claiming equal wages for equal work. There is no fundamental right in those who have been employed on daily wages or temporarily or on contractual basis, to claim that they have a right to be absorbed in service. As has been held by this Court, they cannot be said to be holders of a post, since, a regular appointment could be made only by making appointments consistent with the requirements of Articles 14 and 16 of the Constitution. The right to be treated equally with the other employees employed on daily wages, cannot be extended to a claim for equal treatment with those who were regularly employed. That would be treating unequals as equals. It cannot also be relied on to claim a right to be absorbed in service even though they have never been selected in terms of the relevant recruitment rules. The arguments based on Articles 14 and 16 of the Constitution are therefore overruled.

40. It is contended that the State action in not regularizing the employees was not fair within the framework of the rule of law. The rule of law compels the State to make appointments as envisaged by the Constitution and in the manner we have indicated earlier. In most of these cases, no doubt, the employees had worked for some length of time but this has also been brought about by the pendency of proceedings in Tribunals and courts initiated at the instance of the employees. Moreover, accepting an argument of this nature would mean that the State would be permitted to perpetuate an illegality in the matter of public employment and that would be a negation of the constitutional scheme adopted by us, the people of India. It is therefore not possible to accept

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the argument that there must be a direction to make permanent all the persons employed on daily wages. When the court is approached for relief by way of a writ, the court has necessarily to ask itself whether the person before it had any legal right to be enforced. Considered in the light of the very clear constitutional scheme, it cannot be said that the employees have been able to establish a legal right to be made permanent even though they have never been appointed in terms of the relevant rules or in adherence of Articles 14 and 16 of the Constitution.

41. It is argued that in a country like India where there is so much poverty and unemployment and there is no equality of bargaining power, the action of the State in not making the employees permanent, would be violative of Article 21 of the Constitution. But the very argument indicates that there are so many waiting for employment and an equal opportunity for competing for employment and it is in that context that the Constitution as one of its basic features, has included Articles 14, 16 and 309 so as to ensure that public employment is given only in a fair and equitable manner by giving all those who are qualified, an opportunity to seek employment. In the guise of upholding rights under Article 21 of the Constitution of India, a set of persons cannot be preferred over a vast majority of people waiting for an opportunity to compete for State employment. The acceptance of the argument on behalf of the respondents would really negate the rights of the others conferred by Article 21 of the Constitution, assuming that we are in a position to hold that the right to employment is also a right coming within the purview of Article 21 of the Constitution. The argument that Article 23 of the Constitution is breached because the employment on daily wages amounts to forced labour, cannot be accepted. After all, the employees accepted the employment at their own volition and with eyes open as to the nature of their employment. The Governments also revised the minimum wages payable from time to time in the light of all relevant circumstances. It also appears to us that importing of these theories to defeat the basic requirement of public employment would defeat the constitutional scheme and the constitutional goal of equality.

42. The argument that the right to life protected by Article 21 of the Constitution of India would include the right to employment cannot also be accepted at this juncture. The law is dynamic and our Constitution is a living document. May be at some future point of time, the right to employment can also be brought in under the concept of right to life or even included as a fundamental right. The new statute is perhaps a beginning. As things now stand, the acceptance of such a plea at the instance of the employees before us would lead to the consequence of depriving a large number of other aspirants of an opportunity to compete for the post or employment. Their right to employment, if it is a part of right to life, would stand denuded by the preferring of those who have got in casually or those who have come through the back door. The obligation cast on the State under Article 39(a) of the Constitution of India is to ensure that all citizens equally have the right to adequate means of livelihood. It will be more consistent with that policy if the courts recognize that an appointment to a post in government service or in the service of its instrumentalities, can only be by way of a proper selection in the manner recognized by the relevant legislation in the context of the relevant provisions of the Constitution. In the name of individualizing justice, it is also not possible to shut our eyes to the constitutional scheme and the right of the numerous as against the few who are before the court. The Directive Principles of State Policy have also to be reconciled with the rights available to the citizen under Part III of the Constitution and the obligation of the State to one and all and not to a particular group of citizens. We, therefore, overrule the argument based on Article 21 of the Constitution.

43. Normally, what is sought for by such temporary employees when they approach the court, is the issue of a writ of mandamus directing the employer, the State or its instrumentalities, to absorb them in permanent service or to allow them to continue. In this context, the question arises whether a mandamus could be issued in favour of such persons. At this juncture, it will be proper to refer to the decision of the Constitution Bench of this Court in Dr. Rai Shivendra Bahadur Vs. The Governing Body of the Nalanda College [(1962) Supp. 2 SCR 144]. That case arose out of a refusal to promote the writ petitioner therein as the Principal of a college. This Court held that in order that a mandamus may issue to compel the authorities to do something, it must be shown that the statute imposes a legal duty on the authority and the aggrieved party had a legal right under the statute or rule to enforce it. This classical position continues and a mandamus could not be issued in favour of

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the employees directing the government to make them permanent since the employees cannot show that they have an enforceable legal right to be permanently absorbed or that the State has a legal duty to make them permanent.

44. One aspect needs to be clarified. There may be cases where irregular appointments (not illegal appointments) as explained in S.V. NARAYANAPPA (supra), R.N. NANJUNDAPPA (supra), and B.N. NAGARAJAN (supra), and referred to in paragraph 15 above, of duly qualified persons in duly sanctioned vacant posts might have been made and the employees have continued to work for ten years or more but without the intervention of orders of courts or of tribunals. The question of regularization of the services of such employees may have to be considered on merits in the light of the principles settled by this Court in the cases above referred to and in the light of this judgment. In that context, the Union of India, the State Governments and their instrumentalities should take steps to regularize as a one time measure, the services of such irregularly appointed, who have worked for ten years or more in duly sanctioned posts but not under cover of orders of courts or of tribunals and should further ensure that regular recruitments are undertaken to fill those vacant sanctioned posts that require to be filled up, in cases where temporary employees or daily wagers are being now employed. The process must be set in motion within six months from this date. We also clarify that regularization, if any already made, but not subjudice, need not be reopened based on this judgment, but there should be no further by-passing of the constitutional requirement and regularizing or making permanent, those not duly appointed as per the constitutional scheme.

45. It is also clarified that those decisions which run counter to the principle settled in this decision, or in which directions running counter to what we have held herein, will stand denuded of their status as precedents.

46. In cases relating to service in the commercial taxes department, the High Court has directed that those engaged on daily wages, be paid wages equal to the salary and allowances that are being paid to the regular employees of their cadre in government service, with effect from the dates from which they were respectively appointed. The objection taken was to the direction for payment from the dates of engagement. We find that the High Court had clearly gone wrong in directing that these employees be paid salary equal to the salary and allowances that are being paid to the regular employees of their cadre in government service, with effect from the dates from which they were respectively engaged or appointed. It was not open to the High Court to impose such an obligation on the State when the very question before the High Court in the case was whether these employees were entitled to have equal pay for equal work so called and were entitled to any other benefit. They had also been engaged in the teeth of directions not to do so. We are, therefore, of the view that, at best, the Division Bench of the High Court should have directed that wages equal to the salary that are being paid to regular employees be paid to these daily wage employees with effect from the date of its judgment. Hence, that part of the direction of the Division Bench is modified and it is directed that these daily wage earners be paid wages equal to the salary at the lowest grade of employees of their cadre in the Commercial Taxes Department in government service, from the date of the judgment of the Division Bench of the High Court. Since, they are only daily wage earners, there would be no question of other allowances being paid to them. In view of our conclusion, that Courts are not expected to issue directions for making such persons permanent in service, we set aside that part of the direction of the High Court directing the Government to consider their cases for regularization. We also notice that the High Court has not adverted to the aspect as to whether it was regularization or it was giving permanency that was being directed by the High Court. In such a situation, the direction in that regard will stand deleted and the appeals filed by the State would stand allowed to that extent. If sanctioned posts are vacant (they are said to be vacant) the State will take immediate steps for filling those posts by a regular process of selection. But when regular recruitment is undertaken, the respondents in C.A. No. 3595-3612 and those in the Commercial Taxes Department similarly situated, will be allowed to compete, waiving the age restriction imposed for the recruitment and giving some weightage for their having been engaged for work in the Department for a significant period of time. That would be the extent of the exercise of power by this Court under Article 142 of the Constitution to do justice to them.

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47. Coming to Civil Appeal Nos. 1861-2063 of 2001, in view of our conclusion on the questions referred to, no relief can be granted, that too to an indeterminate number of members of the association. These appointments or engagements were also made in the teeth of directions of the Government not to make such appointments and it is impermissible to recognize such appointments made in the teeth of directions issued by the Government in that regard. We have also held that they are not legally entitled to any such relief. Granting of the relief claimed would mean paying a premium for defiance and insubordination by those concerned who engaged these persons against the interdict in that behalf. Thus, on the whole, the appellants in these appeals are found to be not entitled to any relief. These appeals have, therefore, to be dismissed.

48. C.A. Nos. 3520-24 of 2002 have also to be allowed since the decision of the Zilla Parishads to make permanent the employees cannot be accepted as legal. Nor can the employees be directed to be treated as employees of the Government, in the circumstances. The direction of the High Court is found unsustainable.

49. In the result, Civil Appeal Nos. 3595-3612 of 1999, Civil Appeal No. 3849 of 2001, Civil Appeal Nos. 3520-3524 of 2002 and Civil appeal arising out of Special Leave Petition (Civil) Nos. 9103-9105 of 2001 are allowed subject to the direction issued under Article 142 of the Constitution in paragraph 46 and the general directions contained in paragraph 44 of the judgment and Civil Appeal Nos. 1861-2063 of 2001 are dismissed. There will be no order as to costs.

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DR. K. M. ABRAHAM CFA, IAS
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

Finance & Stores Purchase Departments
Government of Kerala
Thiruvananthapuram

Phone { Office-Direct : 0471-2327586
0471-2518292
Res : 2349145
Fax : 0471-2326990

No. 2661/Exp A1/15/Fin Finance (Exp - A) Dept. February 4, 2016

NOTE

Sub: Regularisation of daily waged employees - Judgement of Hon'ble Supreme Court dated 10.4.2006 in Appeal (Civil) 3595-3612 of 1999 - State of Karnataka vs. Uma Devi

1. On 16th January 2016, the advice received from Law Department regarding the implication of the above judgement in matters pertaining to the regularisation of daily wage worker/temporary employees after 9.10.2006 was circulated to all Secretaries.

2. As the detailed advice of the Law Department would show, it is blatantly illegal to regularise in permanent appointment any daily wage or temporary worker including deputationists, in Government Service or in any Government controlled public institution, after the specified date viz. 9.10.2006. The principle behind the judgement of the Full Bench of the Hon. Supreme Court is that all forms of backdoor appointments into public institutions should be completely avoided. This position has been referred on file to the Hon. Chief Minister.

3. While most Secretaries have not approved proposals for regularization which are illegal, after the receipt of the advice of Law Department, a few Departments are still processing files for regularization. Secretaries are cautioned not to process such files or issue Government Orders of regularization as they are violative of the judgement of the Hon. Supreme Court. Secretaries may refrain from processing files till detailed instructions are issued in this regard.

4. Unfortunately several illegal regularisations of daily wage workers/temporary employees have been done in Government after 9.10.2006 i.e. the date of judgement of the Hon. Supreme Court. Therefore, it would also be desirable for Departments to prepare a list of those employees who have been regularised after 9.10.2006 in Government Departments and Government controlled organisations. This list would become necessary, for submission to the Hon'ble Supreme Court for obtaining special ratification of the Hon'ble Court, **subject to Government orders that may be awaited in this regard.**

Additional Chief Secretary (Finance)

All Addl. Chief Secretaries/Principal Secretaries/Secretaries/Spl Secretaries

Venu Rajamony 26 Fly Feb YBOR

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DR. K. M. ABRAHAM CFA, IAS
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

Finance & Stores Purchase Departments
Government of Kerala
Thiruvananthapuram
Phone Office-Direct : 0471-2327586
0471-2518292
Res : 2349145
Fax : 0471-2326990

No. 2661/Exp A1/15/Fin

Finance (Expenditure - A) Dept.

NOTE

Sub: Regularisation of employees on daily wages - Judgement of Hon'ble Supreme Court dated 10.4.2006 in Appeal (Civil) 3595-3612 of 1999 - State of Kerala vs. Uma Devi

Please the attached note from Law Department. This advice was received in a file in which Finance Department had made a reference on the implications of the judgement of the Hon'ble Supreme Court in State of Karnataka vs. Uma Devi (2006) viz:

1. Is it legal to regularise daily wage workers after the last date (9.10.2006) referred to in the judgement of the Hon. Supreme Court in State of Karnataka vs. Uma Devi?
2. Can the Council of Ministers regularise any such appointment after the specified date referred to above?

The advice of the Law Department categorically affirms the fact that regularising daily wage workers/ temporary appointees including deputationists after 9.10.2006 in Government and Government institutions would be violative of the directions of the Hon'ble Supreme Court.

I am circulating the advice received from Law Department for your guidance so that files for regularisation of daily wages/temporary appointments and persons on deputation are not processed any further in violation of the judgement of the Hon'ble Supreme Court and Government Orders are not issued in contravention of the same.

K. M. Abraham

To

All Additional Chief Secretaries/Principal Secretaries

/Secretaries/Spl Secretaries

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613/Opinion-F/2016/Law Law (Opinion-D) Department
36410/WW1/15/Fin

Public employment by the Government and its instrumentalities under our constitution is based on a procedure established in that behalf. The power of the State as an employer is circumscribed by the constitutional confines of Article 309 of the Constitution. That Article contemplates the drawing up of a procedure and rules to regulate the recruitment. If rules have been made under Article 309 of the Constitution, then the Government can make appointments only in accordance with the rules. Nonetheless sovereign government, considering the economic situation in the country and the work to be got done, is not precluded from making temporary appointments or engaging workers on daily wages. There were several conflicting views of various High Courts and by Benches of lesser strength of the Hon'ble Supreme Court on the question of regularisation of temporary appointments and workers engaged on daily wages. The Constitution Bench of the Hon'ble Supreme Court in **Secretary, State of Karnataka v. Umadevi** AIR 2006 SC 1806 resolving the conflict observed that it is necessary to keep in mind the distinction between regularization and conferment of permanence in service jurisprudence. Approving the dictum of in **B.N. Nagarajan and Ors. v. State of Karnataka and Ors.** [(1979) 3 SCR 937], the 5 Judge Bench in Umadevi clearly held that the words "regular" or "regularization" do not connote permanence and cannot be construed so as to convey an idea of the nature of tenure of appointments. They are terms calculated to condone procedural irregularities and are meant to cure only such defects as are attributable to methodology followed in making the appointments. The Court emphasized that when rules framed under Article 309 of the Constitution of India are in force, no regularization is permissible in exercise of the executive powers of the Government under Article 162 of the Constitution

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in contravention of the rules. Hon'ble Supreme Court in **Umadevi** AIR 2006 SC 1806 held that a regular process of recruitment or appointment has to be resorted to, as and when regular vacancies in the posts arise. The Supreme Court emphatically held that the filling up of those vacancies cannot be done in a slapdash manner based on patronage or other considerations. The Court however directed the Union of India, the State Governments and their instrumentalities to regularize as a **onetime measure**, the services of such irregularly appointed, who have worked for ten years or more in duly sanctioned posts. It was made clear that such continuance in service should not have been under the cover of orders of courts or of tribunals.

In **Umadevi** the Hon'ble Supreme Court directed the Union of India, the State Governments and their instrumentalities to further ensure that regular recruitments are undertaken to fill those vacant sanctioned posts that require to be filled up, in cases where temporary employees or daily wagers are being employed. The process was to be set in motion within six months from the date of the judgment in **Umadevi**. Hon'ble Supreme Court emphasised that there should be **no further bypassing of the constitutional requirement and regularizing or making permanent, those not duly appointed as per the constitutional scheme.**

Regarding the heartburn caused to the those who toiled many years on the basis of temporary appointments and whose services could not be regularised the Court observed as follows:

> *"It may be true that he is not in a position to bargain - not at arm's length - since he might have been searching for some employment so as to eke out his livelihood and accepts whatever he gets. But on that ground alone, it would not be*

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appropriate to jettison the constitutional scheme of appointment and to take the view that a person who has temporarily or casually got employed should be directed to be continued permanently. By doing so, it will be creating another mode of public appointment which is not permissible."

When a person enters a temporary employment or gets engagement as a contractual or casual worker and the engagement is not based on a proper selection as recognized by the relevant rules or procedure, he is aware of the consequences of the appointment being temporary, casual or contractual in nature. Supreme Court further held that such a person cannot invoke the theory of legitimate expectation for being confirmed in the post when an appointment to the post could be made only by following a proper procedure for selection and in consultation with the Public Service Commission.

Hon'ble Supreme Court further observed thus:

"There are so many waiting for employment and an equal opportunity for competing for employment. It is in that context that the Constitution as one of its basic features has included Articles 14, 16 and 309 to ensure that public employment is given only in a fair and equitable manner by giving all those who are qualified, an opportunity to seek employment."

The Supreme Court further held in the decision that the Union of India, the State Governments and their instrumentalities should take steps to regularize as **a onetime measure**, the services of such irregularly appointed, who have worked for ten years or more in duly sanctioned posts but not under cover of orders of courts or of tribunals. The Court emphasised that further

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regular recruitments are undertaken to fill those vacant sanctioned posts that require to be filled up, in cases where temporary employees or daily wagers are being now employed. The Supreme Court finally in the judgment said that there should be **no further bypassing of the constitutional requirement and regularizing or making permanent**, those not duly appointed as per the constitutional scheme. Hon'ble Supreme Court in **State of U. P. v. Rekha Rani** AIR 2011 SC 1893 that a claim for regularisation of service cannot be allowed merely because some similarly situated had been granted relief.

The decision in **State of Karnataka v. Umadevi** was rendered on 10.4.2006. In **State of Karnataka v. M. L. Kesari** AIR 2010 SC 2587 Supreme Court held that the object behind the direction given in Secretary, **State of Karnataka v. Umadevi** AIR 2006 SC to the Government or its instrumentalities, to take steps to regularise the services of those irregularly appointed employees who had served for more than ten years without the benefit or protection of any interim orders of Courts or Tribunals, as a **one-time measure within six months from date of decision**, was two fold. First was to ensure that those who have put in more than ten years of continuous service without the protection of any interim orders of Courts or Tribunals, **before the decision in Secretary, State of Karnataka v. Umadevi** AIR 2006 SC 1806 was rendered, are considered for regularisation in view of their long service. Second is to ensure that the departments/instrumentalities do not **perpetuate the practice of employing persons on daily-wage/ad hoc/casual; for long periods and then periodically regularise them** on the ground that they have served for more than ten years, thereby defeating the constitutional or statutory provisions relating to recruitment and appointment.

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Therefore, it is clear that the direction in **Secretary, State of Karnataka v. Umadevi** was only as a **onetime measure** and that this practice of **employing persons on daily-wage/ad hoc/casual for long periods and then periodically regularise them** on the ground that they have served for more than ten years was **not** to be perpetuated by the departments/instrumentalities **any further.** This judgment was later followed in various decisions including **"State of Jharkhand Vs. Kamal Prasad" AIR 2014 SC (Supp) 390.** The administrative department may take a decision in accordance with the decisions of the Hon'ble Supreme Court cited supra.

B.G. Harindranath.
Law Secretary

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DR. K. M. ABRAHAM CFA, IAS
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

Phone
Office-Direct : 0471-2327586
0471-2518292
Res : 2349145
Fax : 0471-2326990

No.2661/Admn.C3/2016/Fin

February 9, 2017.

NOTE

Sub : Regularisation of Daily Waged employees – Judgement of Honble Supreme Court dated 10.04.2006 in Appeal (Civil) 3595-3612 of 1999 – State of Karnataka v/s Uma Devi.

Kindly recall the note dated 04.02.2016 where in it was requested to furnish the list of employees who have been regularised after 09.10.2006 in Government Departments and Government controlled organisations, in order to produce the same before the Hon'ble Supreme Court for obtaining special ratification of the Hon'ble Supreme Court. The Principle behind the Judgement of the Full Bench of the Hon'ble Supreme Court is that all forms of backdoor appointments into public institutions should be completely avoided. Unfortunately, several illegal regularisations of daily wage workers/ temporary employees have been done in Government after 09.10.2006 ie. the date of Judgement of Hon'ble Supreme Court. Therefore, Departments have to prepare a list of those employees who have been regularised after 09.10.2006 in Government Departments and Government controlled organisations for submission to the Hon'ble Supreme Court for obtaining special ratification of the Hon'ble Court, subject to Government Orders that may be awaited in this regard.

Additional Chief Secretary (Finance)

All Additional Chief Secretaries/Principal Secretaries/Secretaries/Special Secretaries.

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Supreme Court of India
Supreme Court of India
Secretary, State Of Karnataka And ... vs Umadevi And Others on 10 April, 2006
Author: P Balasubramanyan
Bench: Y.K. Sabharwal Mathur, C.K. Thakker, P.K. Balasubramanyan
CASE NO.:

Appeal (civil) 3595-3612 of 1999

PETITIONER:

Secretary, State of Karnataka and others

RESPONDENT:

Umadevi and others

DATE OF JUDGMENT: 10/04/2006

BENCH:

Y.K. SABHARWAL ARUN KUMAR G.P. MATHUR, C.K. THAKKER & P.K. BALASUBRAMANYAN

JUDGMENT:

J U D G M E N T

WITH

CIVIL APPEAL NO.1861-2063/2001, 3849/2001,

3520-3524/2002 and CIVIL APPEAL NO. 1968 of 2006

arising out of SLP(C)9103-9105 OF 2001

P.K. BALASUBRAMANYAN, J.

Leave granted in SLP(C) Nos.9103-9105 of 2001

1. Public employment in a sovereign socialist secular democratic republic, has to be as set down by the Constitution and the laws made thereunder. Our constitutional scheme envisages employment by the Government and its instrumentalities on the basis of a procedure established in that behalf. Equality of opportunity is the hallmark, and the Constitution has provided also for affirmative action to ensure that unequals are not treated equals. Thus, any public employment has to be in terms of the constitutional scheme.

2. A sovereign government, considering the economic situation in the country and the work to be got done, is not precluded from making temporary appointments or engaging workers on daily wages. Going by a law newly enacted, The National Rural Employment Guarantee Act, 2005, the object is to give employment to at least one member of a family for hundred days in an year, on paying wages as fixed under that Act. But, a regular process of recruitment or appointment has to be resorted to, when regular vacancies in posts, at a particular point of time, are to be filled up and the filling up of those vacancies cannot be done in a haphazard manner or based on patronage or other considerations. Regular appointment must be the rule.

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3. But, sometimes this process is not adhered to and the Constitutional scheme of public employment is by-passed. The Union, the States, their departments and instrumentalities have resorted to irregular appointments, especially in the lower rungs of the service, without reference to the duty to ensure a proper appointment procedure through the Public Service Commission or otherwise as per the rules adopted and to permit these irregular appointees or those appointed on contract or on daily wages, to continue year after year, thus, keeping out those who are qualified to apply for the post concerned and depriving them of an opportunity to compete for the post. It has also led to persons who get employed, without the following of a regular procedure or even through the backdoor or on daily wages, approaching Courts, seeking directions to make them permanent in their posts and to prevent regular recruitment to the concerned posts. Courts have not always kept the legal aspects in mind and have occasionally even stayed the regular process of employment being set in motion and in some cases, even directed that these illegal, irregular or improper entrants be absorbed into service. A class of employment which can only be called 'litigious employment', has risen like a phoenix seriously impairing the constitutional scheme. Such orders are passed apparently in exercise of the wide powers under Article 226 of the Constitution of India. Whether the wide powers under Article 226 of the Constitution is intended to be used for a purpose certain to defeat the concept of social justice and equal opportunity for all, subject to affirmative action in the matter of public employment as recognized by our Constitution, has to be seriously pondered over. It is time, that Courts desist from issuing orders preventing regular selection or recruitment at the instance of such persons and from issuing directions for continuance of those who have not secured regular appointments as per procedure established. The passing of orders for continuance, tends to defeat the very Constitutional scheme of public employment. It has to be emphasized that this is not the role envisaged for High Courts in the scheme of things and their wide powers under Article 226 of the Constitution of India are not intended to be used for the purpose of perpetuating illegalities, irregularities or improprieties or for scuttling the whole scheme of public employment. Its role as the sentinel and as the guardian of equal rights protection should not be forgotten.

4. This Court has also on occasions issued directions which could not be said to be consistent with the Constitutional scheme of public employment. Such directions are issued presumably on the basis of equitable considerations or individualization of justice. The question arises, equity to whom? Equity for the handful of people who have approached the Court with a claim, or equity for the teeming millions of this country seeking employment and seeking a fair opportunity for competing for employment? When one side of the coin is considered, the other side of the coin, has also to be considered and the way open to any court of law or justice, is to adhere to the law as laid down by the Constitution and not to make directions, which at times, even if do not run counter to the Constitutional scheme, certainly tend to water down the Constitutional requirements. It is this conflict that is reflected in these cases referred to the Constitution Bench.

5. The power of a State as an employer is more limited than that of a private employer inasmuch as it is subjected to constitutional limitations and cannot be exercised arbitrarily (See Basu's Shorter Constitution of India). Article 309 of the Constitution gives the Government the power to frame rules for the purpose of laying down the conditions of service and recruitment of persons to be appointed to public services and posts in connection with the affairs of the Union or any of the States. That Article contemplates the drawing up of a procedure and rules to regulate the recruitment and regulate the service conditions of appointees appointed to public posts. It is well acknowledged that because of this, the entire process of recruitment for services is controlled by detailed procedure which specify the necessary qualifications, the mode of appointment etc. If rules have been made under Article 309 of the Constitution, then the Government can make appointments only in accordance with the rules. The State is meant to be a model employer. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 was enacted to ensure equal opportunity for employment seekers. Though this Act may not oblige an employer to employ only those persons who have been sponsored by employment exchanges, it places an obligation on the employer to notify the vacancies that may arise in the various departments and for filling up of those vacancies, based on a procedure. Normally, statutory rules are framed under the authority of law governing employment. It is recognized that no government order, notification or circular can be substituted for the statutory rules framed under the authority of law. This is because, following any other course could be disastrous inasmuch as it will deprive the security of tenure and

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the right of equality conferred on civil servants under the Constitutional scheme. It may even amount to negating the accepted service jurisprudence. Therefore, when statutory rules are framed under Article 309 of the Constitution which are exhaustive, the only fair means to adopt is to make appointments based on the rules so framed.

6. These two sets of appeals reflect the cleavage of opinion in the High Court of Karnataka based on the difference in approach in two sets of decisions of this Court leading to a reference of these appeals to the Constitution Bench for decision. The conflict relates to the right, if any, of employees appointed by the State or by its instrumentalities on a temporary basis or on daily wages or casually, to approach the High Court for the issue of a writ of mandamus directing that they be made permanent in appropriate posts, the work of which they were otherwise doing. The claim is essentially based on the fact that they having continued in employment or engaged in the work for a significant length of time, they are entitled to be absorbed in the posts in which they had worked in the department concerned or the authority concerned. There are also more ambitious claims that even if they were not working against a sanctioned post, even if they do not possess the requisite qualification, even if they were not appointed in terms of the procedure prescribed for appointment, and had only recently been engaged, they are entitled to continue and should be directed to be absorbed.

7. In Civil Appeal Nos.3595-3612 of 1999 the respondents therein who were temporarily engaged on daily wages in the Commercial Taxes Department in some of the districts of the State of Karnataka claim that they worked in the department based on such engagement for more than 10 years and hence they are entitled to be made permanent employees of the department, entitled to all the benefits of regular employees. They were engaged for the first time in the years 1985-86 and in the teeth of orders not to make such appointments issued on 3.7.1984. Though the Director of Commercial Taxes recommended that they be absorbed, the Government did not accede to that recommendation. These respondents thereupon approached the Administrative Tribunal in the year 1997 with their claim. The Administrative Tribunal rejected their claim finding that they have not made out a right either to get wages equal to that of others regularly employed or for regularization. Thus, the applications filed were dismissed. The respondents approached the High Court of Karnataka challenging the decision of the Administrative Tribunal. It is seen that the High Court without really coming to grips with the question falling for decision in the light of the findings of the Administrative Tribunal and the decisions of this Court, proceeded to order that they are entitled to wages equal to the salary and allowances that are being paid to the regular employees of their cadre in government service with effect from the dates from which they were respectively appointed. It may be noted that this gave retrospective effect to the judgment of the High Court by more than 12 years. The High Court also issued a command to the State to consider their cases for regularization within a period of four months from the date of receipt of that order. The High Court seems to have proceeded on the basis that, whether they were appointed before 01.07.1984, a situation covered by the decision of this Court in Dharwad District Public Works Department vs. State of Karnataka (1990 (1) SCR 544) and the scheme framed pursuant to the direction thereunder, or subsequently, since they have worked for a period of 10 years, they were entitled to equal pay for equal work from the very inception of their engagement on daily wages and were also entitled to be considered for regularization in their posts.

8. Civil Appeal Nos.1861-2063 of 2001 reflects the other side of the coin. The appellant association with indefinite number of members approached the High Court with a writ petition under Article 226 of the Constitution of India challenging the order of the government directing cancellation of appointments of all casual workers/daily rated workers made after 01.07.1984 and further seeking a direction for the regularization of all the daily wagers engaged by the government of Karnataka and its local bodies. A learned Single Judge of the High Court disposed of the writ petition by granting permission to the petitioners before him, to approach their employers for absorption and regularization of their services and also for payment of their salaries on par with the regular workers, by making appropriate representations within the time fixed therein and directing the employers to consider the cases of the claimants for absorption and regularization in accordance with the observations made by the Supreme Court in similar cases. The State of Karnataka filed appeals against the decision of the learned Single Judge. A Division Bench of the High Court allowed the appeals. It held that the daily wage employees, employed or engaged either in government departments or

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other statutory bodies after 01.07.1984, were not entitled to the benefit of the scheme framed by this Court in Dharwad District Public Works Department case, referred to earlier. The High Court considered various orders and directions issued by the government interdicting such engagements or employment and the manner of entry of the various employees. Feeling aggrieved by the dismissal of their claim, the members of the associations have filed these appeals.

9. When these matters came up before a Bench of two Judges, the learned Judges referred the cases to a Bench of three Judges. The order of reference is reported in 2003 (9) SCALE 187. This Court noticed that in the matter of regularization of ad hoc employees, there were conflicting decisions by three Judge Benches of this Court and by two Judge Benches and hence the question required to be considered by a larger Bench. When the matters came up before a three Judge Bench, the Bench in turn felt that the matter required consideration by a Constitution Bench in view of the conflict and in the light of the arguments raised by the Additional Solicitor General. The order of reference is reported in 2003 (10) SCALE 388. It appears to be proper to quote that order of reference at this stage. It reads:

1. "Apart from the conflicting opinions

between the three Judges' Bench decisions

in Ashwani Kumar and Ors. Vs. State of

Bihar and Ors., reported in 1997 (2) SCC

1, State of Haryana and Ors vs., Piara

Singh and Ors. Reported in 1992 (4) SCC

118 and Dharwad Distt. P.W.D. Literate

Daily Wage Employees Association and

Ors. Vs. State of Karnataka and Ors.

Reported in 1990 (2) SCC 396, on the one

hand and State of Himachal Pradesh vs.

Suresh Kumar Verma and Anr., reported

in AIR 1996 SC 1565, State of Punjab vs.

Surinder Kumar and Ors. Reported in

AIR 1992 SC 1593, and B.N. Nagarajan

and Ors. Vs. State of Karnataka and Ors.,

reported in 1979 (4) SCC 507 on the other,

which has been brought out in one of the

judgments under appeal of Karnataka High

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Court in State of Karnataka vs. H. Ganesh Rao, decided on 1.6.2000, reported in 2001 (4) Karnataka Law Journal 466, learned Additional Solicitor General urged that the scheme for regularization is repugnant to Articles 16(4), 309, 320 and 335 of the Constitution of India and, therefore, these cases are required to be heard by a Bench of Five learned Judges (Constitution Bench).

2. On the other hand, Mr. M.C. Bhandare, learned senior counsel, appearing for the employees urged that such a scheme for regularization is consistent with the provision of Articles 14 and 21 of the Constitution.

3. Mr. V. Lakshmi Narayan, learned counsel, appearing in CC Nos.109-498 of 2003, has filed the G.O. dated 19.7.2002 and submitted that orders have already been implemented.

4. After having found that there is conflict of opinion between three Judges Bench decisions of this Court, we are of the view that these cases are required to be heard by a Bench of five learned Judges.

5. Let these matters be placed before Hon'ble

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the Chief Justice for appropriate orders."

We are, therefore, called upon to resolve this issue here. We have to lay down the law. We have to approach the question as a constitutional court should.

10. In addition to the equality clause represented by Article 14 of the Constitution, Article 16 has specifically provided for equality of opportunity in matters of public employment. Buttressing these fundamental rights, Article 309 provides that subject to the provisions of the Constitution, Acts of the legislature may regulate the recruitment and conditions of service of persons appointed to public services and posts in connection with the affairs of the Union or of a State. In view of the interpretation placed on Article 12 of the Constitution by this Court, obviously, these principles also govern the instrumentalities that come within the purview of Article 12 of the Constitution. With a view to make the procedure for selection fair, the Constitution by Article 315 has also created a Public Service Commission for the Union and Public Service Commissions for the States. Article 320 deals with the functions of Public Service Commissions and mandates consultation with the Commission on all matters relating to methods of recruitment to civil services and for civil posts and other related matters. As a part of the affirmative action recognized by Article 16 of the Constitution, Article 335 provides for special consideration in the matter of claims of the members of the scheduled castes and scheduled tribes for employment. The States have made Acts, Rules or Regulations for implementing the above constitutional guarantees and any recruitment to the service in the State or in the Union is governed by such Acts, Rules and Regulations. The Constitution does not envisage any employment outside this constitutional scheme and without following the requirements set down therein.

11. In spite of this scheme, there may be occasions when the sovereign State or its instrumentalities will have to employ persons, in posts which are temporary, on daily wages, as additional hands or taking them in without following the required procedure, to discharge the duties in respect of the posts that are sanctioned and that are required to be filled in terms of the relevant procedure established by the Constitution or for work in temporary posts or projects that are not needed permanently. This right of the Union or of the State Government cannot but be recognized and there is nothing in the Constitution which prohibits such engaging of persons temporarily or on daily wages, to meet the needs of the situation. But the fact that such engagements are resorted to, cannot be used to defeat the very scheme of public employment. Nor can a court say that the Union or the State Governments do not have the right to engage persons in various capacities for a duration or until the work in a particular project is completed. Once this right of the Government is recognized and the mandate of the constitutional requirement for public employment is respected, there cannot be much difficulty in coming to the conclusion that it is ordinarily not proper for courts whether acting under Article 226 of the Constitution or under Article 32 of the Constitution, to direct absorption in permanent employment of those who have been engaged without following a due process of selection as envisaged by the constitutional scheme.

12. What is sought to be pitted against this approach, is the so called equity arising out of giving of temporary employment or engagement on daily wages and the continuance of such persons in the engaged work for a certain length of time. Such considerations can have only a limited role to play, when every qualified citizen has a right to apply for appointment, the adoption of the concept of rule of law and the scheme of the Constitution for appointment to posts. It cannot also be forgotten that it is not the role of courts to ignore, encourage or approve appointments made or engagements given outside the constitutional scheme. In effect, orders based on such sentiments or approach would result in perpetuating illegalities and in the jettisoning of the scheme of public employment adopted by us while adopting the Constitution. The approving of such acts also results in depriving many of their opportunity to compete for public employment. We have, therefore, to consider the question objectively and based on the constitutional and statutory provisions. In this context, we have also to bear in mind the exposition of law by a Constitution Bench in State of Punjab Vs. Jagdip Singh & Ors. (1964 (4) SCR 964). It was held therein, "In our opinion, where a Government servant has no right to a post or to a particular status, though an authority under the Government acting beyond its competence had purported to give that person a status which it was not entitled to give, he will not in law be deemed to have

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been validly appointed to the post or given the particular status."

13. During the course of the arguments, various orders of courts either interim or final were brought to our notice. The purport of those orders more or less was the issue of directions for continuation or absorption without referring to the legal position obtaining. Learned counsel for the State of Karnataka submitted that chaos has been created by such orders without reference to legal principles and it is time that this Court settled the law once for all so that in case the court finds that such orders should not be made, the courts, especially, the High Courts would be precluded from issuing such directions or passing such orders. The submission of learned counsel for the respondents based on the various orders passed by the High Court or by the Government pursuant to the directions of Court also highlights the need for settling the law by this Court. The bypassing of the constitutional scheme cannot be perpetuated by the passing of orders without dealing with and deciding the validity of such orders on the touchstone of constitutionality. While approaching the questions falling for our decision, it is necessary to bear this in mind and to bring about certainty in the matter of public employment. The argument on behalf of some of the respondents is that this Court having once directed regularization in the Dharwad case (supra), all those appointed temporarily at any point of time would be entitled to be regularized since otherwise it would be discrimination between those similarly situated and in that view, all appointments made on daily wages, temporarily or contractually, must be directed to be regularized. Acceptance of this argument would mean that appointments made otherwise than by a regular process of selection would become the order of the day completely jettisoning the constitutional scheme of appointment. This argument also highlights the need for this Court to formally lay down the law on the question and ensure certainty in dealings relating to public employment. The very divergence in approach in this Court, the so-called equitable approach made in some, as against those decisions which have insisted on the rules being followed, also justifies a firm decision by this Court one way or the other. It is necessary to put an end to uncertainty and clarify the legal position emerging from the constitutional scheme, leaving the High Courts to follow necessarily, the law thus laid down.

14. Even at the threshold, it is necessary to keep in mind the distinction between regularization and conferment of permanence in service jurisprudence. In STATE OF MYSORE Vs. S.V. NARAYANAPPA [1967 (1) S.C.R. 128], this Court stated that it was a mis-conception to consider that regularization meant permanence. In R.N. NANJUNDAPPA Vs T. THIMMIAH & ANR. [(1972) 2 S.C.R. 799], this Court dealt with an argument that regularization would mean conferring the quality of permanence on the appointment. This Court stated:-

"Counsel on behalf of the respondent contended

that regularization would mean conferring the quality of permanence on the appointment, whereas counsel on

behalf of the State contended that regularization did not mean permanence but that it was a case of regularization of the rules under Article 309. Both the contentions are fallacious. If the appointment itself is in infraction of the rules or if it is in violation of the provisions of the Constitution, illegality cannot be regularized.

Ratification or regularization is possible of an act which is within the power and province of the authority, but there has been some non-compliance with procedure or manner which does not go to the root of the appointment. Regularization cannot be said to be a mode of

recruitment. To accede to such a proposition would be to introduce a new head of appointment in defiance of rules or it may have the effect of setting at naught the rules."

In B.N. Nagarajan & Ors. Vs. State of Karnataka & Ors. [(1979) 3 SCR 937], this court clearly held that the words "regular" or "regularization" do not connote permanence and cannot be construed so as to convey an idea of the nature of tenure of appointments. They are terms calculated to condone any procedural

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irregularities and are meant to cure only such defects as are attributable to methodology followed in making the appointments. This court emphasized that when rules framed under Article 309 of the Constitution of India are in force, no regularization is permissible in exercise of the executive powers of the Government under Article 162 of the Constitution in contravention of the rules. These decisions and the principles recognized therein have not been dissented to by this Court and on principle, we see no reason not to accept the proposition as enunciated in the above decisions. We have, therefore, to keep this distinction in mind and proceed on the basis that only something that is irregular for want of compliance with one of the elements in the process of selection which does not go to the root of the process, can be regularized and that it alone can be regularized and granting permanence of employment is a totally different concept and cannot be equated with regularization.

15. We have already indicated the constitutional scheme of public employment in this country, and the executive, or for that matter the Court, in appropriate cases, would have only the right to regularize an appointment made after following the due procedure, even though a non-fundamental element of that process or procedure has not been followed. This right of the executive and that of the court, would not extend to the executive or the court being in a position to direct that an appointment made in clear violation of the constitutional scheme, and the statutory rules made in that behalf, can be treated as permanent or can be directed to be treated as permanent.

16. Without keeping the above distinction in mind and without discussion of the law on the question or the effect of the directions on the constitutional scheme of appointment, this Court in Daily Rated Casual Labour Vs. Union of India & Ors. (1988 (1) SCR 598) directed the Government to frame a scheme for absorption of daily rated casual labourers continuously working in the Posts and Telegraphs Department for more than one year. This Court seems to have been swayed by the idea that India is a socialist republic and that implied the existence of certain important obligations which the State had to discharge. While it might be one thing to say that the daily rated workers, doing the identical work, had to be paid the wages that were being paid to those who are regularly appointed and are doing the same work, it would be quite a different thing to say that a socialist republic and its Executive, is bound to give permanence to all those who are employed as casual labourers or temporary hands and that too without a process of selection or without following the mandate of the Constitution and the laws made thereunder concerning public employment. The same approach was made in Bhagwati Prasad Vs. Delhi State Mineral Development Corporation (1989 Suppl. (2) SCR 513) where this Court directed regularization of daily rated workers in phases and in accordance with seniority.

17. One aspect arises. Obviously, the State is also controlled by economic considerations and financial implications of any public employment. The viability of the department or the instrumentality or of the project is also of equal concern for the State. The State works out the scheme taking into consideration the financial implications and the economic aspects. Can the court impose on the State a financial burden of this nature by insisting on regularization or permanence in employment, when those employed temporarily are not needed permanently or regularly? As an example, we can envisage a direction to give permanent employment to all those who are being temporarily or casually employed in a public sector undertaking. The burden may become so heavy by such a direction that the undertaking itself may collapse under its own weight. It is not as if this had not happened. So, the court ought not to impose a financial burden on the State by such directions, as such directions may turn counter- productive.

18. The Decision in Dharwad Distt. P.W.D. Literate Daily Wage Employees Association & ors. Vs. State of Karnataka & Ors. (1990 (1) SCR 544) dealt with a scheme framed by the State of Karnataka, though at the instance of the court. The scheme was essentially relating to the application of the concept of equal pay for equal work but it also provided for making permanent, or what it called regularization, without keeping the distinction in mind, of employees who had been appointed ad hoc, casually, temporarily or on daily wage basis. In other words, employees who had been appointed without following the procedure established by law for such appointments. This Court, at the threshold, stated that it should individualize justice to suit a given situation. With respect, it is not possible to accept the statement, unqualified as it appears to be. This Court is

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not only the constitutional court, it is also the highest court in the country, the final court of appeal. By virtue of Article 141 of the Constitution of India, what this Court lays down is the law of the land. Its decisions are binding on all the courts. Its main role is to interpret the constitutional and other statutory provisions bearing in mind the fundamental philosophy of the Constitution. We have given unto ourselves a system of governance by rule of law. The role of the Supreme Court is to render justice according to law. As one jurist put it, the Supreme Court is expected to decide questions of law for the country and not to decide individual cases without reference to such principles of law. Consistency is a virtue. Passing orders not consistent with its own decisions on law, is bound to send out confusing signals and usher in judicial chaos. Its role, therefore, is really to interpret the law and decide cases coming before it, according to law. Orders which are inconsistent with the legal conclusions arrived at by the court in the self same judgment not only create confusion but also tend to usher in arbitrariness highlighting the statement, that equity tends to vary with the Chancellor's foot.

19. In Dharwad case, this Court was actually dealing with the question of 'equal pay for equal work' and had directed the State of Karnataka to frame a scheme in that behalf. In paragraph 17 of the judgment, this Court stated that the precedents obliged the State of Karnataka to regularize the services of the casual or daily/monthly rated employees and to make them the same payment as regular employees were getting. Actually, this Court took note of the argument of counsel for the State that in reality and as a matter of statecraft, implementation of such a direction was an economic impossibility and at best only a scheme could be framed. Thus a scheme for absorption of casual/daily rated employees appointed on or before 1.7.1984 was framed and accepted. The economic consequences of its direction were taken note of by this Court in the following words.

"We are alive to the position that the scheme which we have finalized is not the ideal one but as we have already stated, it is the obligation of the court to individualize justice to suit a given situation in a set of facts that are placed before it. Under the scheme of the Constitution, the purse remains in the hands of the executive. The legislature of the State controls the Consolidated Fund out of which the expenditure to be incurred, in giving effect to the scheme, will have to be met. The flow into the Consolidated Fund depends upon the policy of

taxation depending perhaps on the capacity of the payer. Therefore, unduly burdening the State for implementing the constitutional obligation forthwith would create problems which the State may not be able to stand. We have, therefore, made our directions with judicious

restraint with the hope and trust that both parties would appreciate and understand the situation. The

instrumentality of the State must realize that it is charged with a big trust. The money that flows into the

Consolidated Fund and constitutes the resources of the State comes from the people and the welfare expenditure that is meted out goes from the same Fund back to the people. May be that in every situation the same tax payer is not the beneficiary. That is an incident of taxation and a necessary concomitant of living within a welfare

society."

With respect, it appears to us that the question whether the jettisoning of the constitutional scheme of appointment can be approved, was not considered or decided. The distinction emphasized in R.N. NANJUNDAPPA Vs T. THIMMIAH & ANR. (supra), was also not kept in mind. The Court appears to have been dealing with a scheme for 'equal pay for equal work' and in the process, without an actual discussion of the question, had approved a scheme put forward by the State, prepared obviously at the direction of the Court, to order permanent absorption of such daily rated workers. With respect to the learned judges, the decision cannot be said to lay down any law, that all those engaged on daily wages, casually, temporarily, or

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when no sanctioned post or vacancy existed and without following the rules of selection, should be absorbed or made permanent though not at a stretch, but gradually. If that were the ratio, with respect, we have to disagree with it.

20. We may now consider, State of Haryana Vs. Piara Singh and Others [1992) 3 SCR 826]. There, the court was considering the sustainability of certain directions issued by the High Court in the light of various orders passed by the State for the absorption of its ad hoc or temporary employees and daily wagers or casual labour. This Court started by saying:

"Ordinarily speaking, the creation and abolition of a post is the prerogative of the Executive. It is the Executive again that lays down the conditions of service subject, of course, to a law made by the appropriate legislature. This power to prescribe the conditions of service can be exercised either by making rules under the proviso to Article 309 of the Constitution or (in the absence of such rules) by issued rules/instructions in exercise of its executive power. The court comes into the picture only to ensure observance of fundamental rights, statutory provisions, rules and other instructions, if any governing the conditions of service"

This Court then referred to some of the earlier decisions of this Court while stating:

"The main concern of the court in such matters is to ensure the rule of law and to see that the Executive acts fairly and gives a fair deal to its employees consistent with the requirements of Articles 14 and 16. It also means that the State should not exploit its employees nor should it seek to take advantage of the helplessness and misery of either the unemployed persons or the

employees, as the case may be. As is often said, the State must be a model employer. It is for this reason, it is held that equal pay must be given for equal work, which is indeed one of the directive principles of the Constitution. it is for this very reason it is held that a person should not be kept in a temporary or ad hoc status for long. Where a temporary or ad hoc appointment is continued for long the court presumes that there is need and warrant for a regular post and accordingly directs regularization. While all the situations in which the court may act to ensure fairness cannot be detailed here, it is sufficient to indicate that the guiding principles are the ones stated above."

This Court then concluded in paragraphs 45 to 50:

"The normal rule, of course, is regular recruitment

through the prescribed agency but exigencies of

administration may sometimes call for an ad hoc or

temporary appointment to be made. In such a situation, effort should always be to replace such an ad

hoc/temporary employee by a regularly selected

employee as early as possible. Such a temporary

employee may also compete along with others for such regular selection/appointment. If he gets selected, well and good, but if he does not, he must give way to the regularly selected candidate. The appointment of the regularly selected candidate cannot be withheld or kept in abeyance for the sake of such an ad hoc/temporary

employee.

Secondly, an ad hoc or temporary employee should

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not be replaced by another ad hoc or temporary

employee; he must be replaced only by a regularly

selected employee. This is necessary to avoid arbitrary action on the part of the appointing authority.

Thirdly, even where an ad hoc or temporary

employment is necessitated on account of the exigencies of administration, he should ordinarily be drawn from the employment exchange unless it cannot brook delay in

which case the pressing cause must be stated on the file. If no candidate is available or is not sponsored by the employment exchange, some appropriate method

consistent with the requirements of Article 16 should be followed. In other words, there must be a notice

published in the appropriate manner calling for

applications and all those who apply in response thereto should be considered fairly.

An unqualified person ought to be appointed only

when qualified persons are not available through the above processes.

If for any reason, an ad hoc or temporary employee

is continued for a fairly long spell, the authorities must consider his case for regularization provided he is

eligible and qualified according to the rules and his service record is satisfactory and his appointment does not run counter to the reservation policy of the State "

With respect, why should the State be allowed to depart from the normal rule and indulge in temporary employment in permanent posts? This Court, in our view, is bound to insist on the State making regular and proper recruitments and is bound not to encourage or shut its eyes to the persistent transgression of the rules of regular recruitment. The direction to make permanent -- the distinction between regularization and making permanent, was not emphasized here -- can only encourage the State, the model employer, to flout its own rules and would confer undue benefits on a few at the cost of many waiting to compete. With respect, the direction made in paragraph 50 of Piara Singh (supra) are to some extent inconsistent with the conclusion in paragraph 45 therein. With great respect, it appears to us that the last of the directions clearly runs counter to the constitutional scheme of employment recognized in the earlier part of the decision. Really, it cannot be said that this decision has laid down the law that all ad hoc, temporary or casual employees engaged without following the regular recruitment procedure should be made permanent.

21. We shall now refer to the other decisions. In State of Punjab and others Vs. Surinder Kumar and others (1991 Suppl. (3) SCR 553), a three judge bench of this Court held that High Courts had no power, like the power available to the Supreme Court under Article 142 of the Constitution of India, and merely because the Supreme Court granted certain reliefs in exercise of its power under Article 142 of the Constitution of India, similar orders could not be issued by the High Courts. The bench pointed out that a decision is available as a precedent only if it decides a question of law. The temporary employees would not be entitled to rely in a Writ Petition they filed before the High Court upon an order of the Supreme Court which directs a temporary employee to be regularized in his service without assigning reasons and ask the High Court to pass an order of a similar nature. This Court noticed that the jurisdiction of the High Court while dealing with a Writ Petition

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was circumscribed by the limitations discussed and declared by judicial decisions and the High Court cannot transgress the limits on the basis of the whims or subjective sense of justice varying from judge to judge. Though the High Court is entitled to exercise its judicial discretion in deciding Writ Petitions or Civil Revision Applications coming before it, the discretion had to be confined in declining to entertain petitions and refusing to grant reliefs asked for by the petitioners on adequate considerations and it did not permit the High Court to grant relief on such a consideration alone. This Court set aside the directions given by the High Court for regularization of persons appointed temporarily to the post of lecturers. The Court also emphasized that specific terms on which appointments were made should be normally enforced. Of course, this decision is more on the absence of power in the High Court to pass orders against the constitutional scheme of appointment.

22. In Director, Institute of Management Development, U.P. Vs. Pushpa Srivastava (Smt.) (1992 (3) SCR 712), this Court held that since the appointment was on purely contractual and ad hoc basis on consolidated pay for a fixed period and terminable without notice, when the appointment came to an end by efflux of time, the appointee had no right to continue in the post and to claim regularization in service in the absence of any rule providing for regularization after the period of service. A limited relief of directing that the appointee be permitted on sympathetic consideration to be continued in service till the end of the concerned calendar year was issued. This Court noticed that when the appointment was purely on ad hoc and contractual basis for a limited period, on the expiry of the period, the right to remain in the post came to an end. This Court stated that the view they were taking was the only view possible and set aside the judgment of the High Court which had given relief to the appointee.

23. In Madhyamik Shiksha Parishad, U.P. Vs. Anil Kumar Mishra and Others [AIR 1994 SC 1638], a three judge bench of this Court held that ad hoc appointees/temporary employees engaged on ad hoc basis and paid on piece-rate basis for certain clerical work and discontinued on completion of their task, were not entitled to reinstatement or regularization of their services even if their working period ranged from one to two years. This decision indicates that if the engagement was made in a particular work or in connection with particular project, on completion of that work or of that project, those who were temporarily engaged or employed in that work or project could not claim any right to continue in service and the High Court cannot direct that they be continued or absorbed elsewhere.

24. In State of Himachal Pradesh Vs. Suresh Kumar Verma (1996 (1) SCR 972), a three Judge Bench of this Court held that a person appointed on daily wage basis was not an appointee to a post according to Rules. On his termination, on the project employing him coming to an end, the Court could not issue a direction to re-engage him in any other work or appoint him against existing vacancies. This Court said: "It is settled law that having made rules of recruitment to various services under the State or to a class of posts under the State, the State is bound to follow the same and to have the selection of the candidates made as per

recruitment rules and appointments shall be made

accordingly. From the date of discharging the duties attached to the post the incumbent becomes a member of the services. Appointment on daily wage basis is not an appointment to a post according to the Rules."

Their Lordships cautioned that if directions are given to re-engage such persons in any other work or appoint them against existing vacancies, "the judicial process would become another mode of recruitment dehors the rules."

25. In Ashwani Kumar and others Vs. State of Bihar and others (1996 Supp. (10) SCR 120), this Court was considering the validity of confirmation of the irregularly employed. It was stated: "So far as the question of confirmation of these

employees whose entry was illegal and void, is

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concerned, it is to be noted that question of confirmation or regularization of an irregularly appointed candidate would arise if the candidate concerned is appointed in an irregular manner or on ad hoc basis against an available vacancy which is already sanctioned. But if the initial entry itself is unauthorized and is not against any

sanctioned vacancy, question of regularizing the

incumbent on such a non-existing vacancy would never survive for consideration and even if such purported regularization or confirmation is given it would be an exercise in futility."

This Court further stated :

"In this connection it is pertinent to note that

question of regularization in any service including any government service may arise in two contingencies.

Firstly, if on any available clear vacancies which are of a long duration appointments are made on ad hoc basis or daily-wage basis by a competent authority and are

continued from time to time and if it is found that the incumbents concerned have continued to be employed for a long period of time with or without any artificial breaks, and their services are otherwise required by the institution which employs them, a time may come in the service career of such employees who are continued on ad hoc basis for a given substantial length of time to regularize them so that the employees concerned can give their best by being assured security of tenure. But this would require one precondition that the initial entry of such an employee must be made against an available

sanctioned vacancy by following the rules and

regulations governing such entry. The second type of situation in which the question of regularization may arise would be when the initial entry of the employee against an available vacancy is found to have suffered from some flaw in the procedural exercise though the person appointing is competent to effect such initial recruitment and has otherwise followed due procedure for such recruitment. A need may then arise in the light of the exigency of administrative requirement for

waiving such irregularity in the initial appointment by a competent authority and the irregular initial appointment may be regularized and security of tenure may be made available to the incumbent concerned. But even in such a case the initial entry must not be found to be totally illegal or in blatant disregard of all the established rules and regulations governing such recruitment."

The Court noticed that in that case all constitutional requirements were thrown to the wind while making the appointments. It was stated, "On the contrary all efforts were made to bypass the recruitment procedure known to law which resulted in clear violation of Articles 14 and 16(1) of the

Constitution of India, both at the initial stage as well as at the stage of confirmation of these illegal entrants. The so called regularizations and confirmations could not be relied on as shields to cover up initial illegal and void actions or to perpetuate the corrupt methods by which these 6000 initial entrants were drafted in the scheme."

26. It is not necessary to notice all the decisions of this Court on this aspect. By and large what emerges is that regular recruitment should be insisted upon, only in a contingency an ad hoc appointment can be made in a permanent vacancy, but the same should soon be followed by a regular recruitment and that appointments to non-available posts should not be taken note of for regularization. The cases directing regularization have

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mainly proceeded on the basis that having permitted the employee to work for some period, he should be absorbed, without really laying down any law to that effect, after discussing the constitutional scheme for public employment.

27. In A. Umarani Vs. Registrar, Cooperative Societies and Others (2004 (7) SCC 112), a three judge bench made a survey of the authorities and held that when appointments were made in contravention of mandatory provisions of the Act and statutory rules framed thereunder and by ignoring essential qualifications, the appointments would be illegal and cannot be regularized by the State. The State could not invoke its power under Article 162 of the Constitution to regularize such appointments. This Court also held that regularization is not and cannot be a mode of recruitment by any State within the meaning of Article 12 of the Constitution of India or any body or authority governed by a statutory Act or the Rules framed thereunder. Regularization furthermore cannot give permanence to an employee whose services are ad hoc in nature. It was also held that the fact that some persons had been working for a long time would not mean that they had acquired a right for regularization.

28. Incidentally, the Bench also referred to the nature of the orders to be passed in exercise of this Court's jurisdiction under Article 142 of the Constitution. This Court stated that jurisdiction under Article 142 of the Constitution could not be exercised on misplaced sympathy. This Court quoted with approval the observations of Farewell, L.J. in Latham vs. Richard Johnson & Nephew Ltd. (1913 (1) KB 398)"

"We must be very careful not to allow our

sympathy with the infant plaintiff to affect our judgment. Sentiment is a dangerous will o' the wisp to take as a guide in the search for legal principles."

This Court also quoted with approval the observations of this Court in Teri Oat Estates (P) Ltd. Vs. U.T., Chandigarh (2004 (2) SCC 130) to the effect:

"We have no doubt in our mind that sympathy or

sentiment by itself cannot be a ground for passing an order in relation whereto the appellants miserably fail to establish a legal right. It is further trite that despite an extraordinary constitutional jurisdiction contained in Article 142 of the Constitution of India, this Court ordinarily would not pass an order which would be in contravention of a statutory provision."

This decision kept in mind the distinction between 'regularization' and 'permanency' and laid down that regularization is not and cannot be the mode of recruitment by any State. It also held that regularization cannot give permanence to an employee whose services are ad hoc in nature.

29. It is not necessary to multiply authorities on this aspect. It is only necessary to refer to one or two of the recent decisions in this context. In State of U.P. vs. Niraj Awasthi and others (2006 (1) SCC 667) this Court after referring to a number of prior decisions held that there was no power in the State under Art. 162 of the Constitution of India to make appointments and even if there was any such power, no appointment could be made in contravention of statutory rules. This Court also held that past alleged regularisation or appointment does not connote entitlement to further regularization or appointment. It was further held that the High Court has no jurisdiction to frame a scheme by itself or direct the framing of a scheme for regularization. This view was reiterated in State of Karnataka vs. KGSD Canteen Employees Welfare Association (JT 2006 (1) SC 84).

30. In Union Public Service Commission Vs. Girish Jayanti Lal Vaghela & Others [2006 (2) SCALE 115], this Court answered the question, who was a Government servant and stated:-

"Article 16 which finds place in Part III of the

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Constitution relating to fundamental rights provides that there shall be equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State. The main object of Article 16 is to create a constitutional right to equality of opportunity and employment in public offices. The words "employment" or "appointment" cover not merely the initial

appointment but also other attributes of service like promotion and age of superannuation etc. The

appointment to any post under the State can only be

made after a proper advertisement has been made

inviting applications from eligible candidates and holding of selection by a body of experts or a specially

constituted committee whose members are fair and

impartial through a written examination or interview or some other rational criteria for judging the inter se merit of candidates who have applied in response to the

advertisement made. A regular appointment to a post under the State or Union cannot be made without issuing advertisement in the prescribed manner which may in

some cases include inviting applications from the

employment exchange where eligible candidates get their names registered. Any regular appointment made on a post under the State or Union without issuing

advertisement inviting applications from eligible

candidates and without holding a proper selection where all eligible candidates get a fair chance to compete would violate the guarantee enshrined under Article 16 of the Constitution (See B.S. Minhas Vs. Indian Statistical Institute and others AIR 1984 SC 363)."

31. There have been decisions which have taken the cue from the Dharwad (supra) case and given directions for regularization, absorption or making permanent, employees engaged or appointed without following the due process or the rules for appointment. The philosophy behind this approach is seen set out in the recent decision in The Workmen of Bhurkunda Colliery of M/s Central Coalfields Ltd. Vs. The Management of Bhurkunda Colliery of M/s Central Coalfields Ltd. (JT 2006 (2) SC 1), though the legality or validity of such an approach has not been independently examined. But on a survey of authorities, the predominant view is seen to be that such appointments did not confer any right on the appointees and that the Court cannot direct their absorption or regularization or re-engagement or making them permanent.

32. At this stage, it is relevant to notice two aspects. In Kesavananda Bharati Vs. State of Kerala (1973 Supp. S.C.R. 1), this Court held that Article 14, and Article 16, which was described as a facet of Article 14, is part of the basic structure of the Constitution of India. The position emerging from Kesavananada Bharati (supra) was summed up by Jagannatha Rao, J., speaking for a Bench of three Judges in Indira Sawhney Vs. Union of India (1999 Suppl. (5) S.C.R. 229). That decision also reiterated how neither the Parliament nor the Legislature could transgress the basic feature of the Constitution, namely, the principle of equality enshrined in Article 14 of which Article 16 (1) is a facet. This Court stated, " The preamble to the Constitution of India

emphasises the principle of equality as basic to our constitution. In Keshavananda Bharati v. State of Kerala, it was ruled that even constitutional amendments which offended the basic structure of the Constitution would be ultra vires the basic structure. Sikri, CJ. laid stress on the basic features enumerated in the preamble to the

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Constitution and said that there were other basic features too which could be gathered from the Constitutional

scheme (para 506 A of SCC). Equality was one of the

basic features referred to in the Preamble to our

Constitution. Shelat and Grover, JJ. also referred to the basic rights referred to in the Preamble. They specifically referred to equality (paras 520 and 535A of SCC). Hegde & Shelat, JJ. also referred to the Preamble (paras 648, 652). Ray, J. (as he then was) also did so (para 886). Jaganmohan Reddy, J. too referred to the Preamble and the equality doctrine (para 1159). Khanna, J. accepted this position (para 1471). Mathew, J. referred to equality as a basic feature(para 1621). Dwivedi, J. (paras 1882, 1883) and Chandrachud, J.(as he then was) (see para

2086) accepted this position.

What we mean to say is that Parliament and the

legislatures in this Country cannot transgress the basic feature of the Constitution, namely, the principle of equality enshrined in Article 14 of which Article 16(1) is a facet."

33. In the earlier decision in Indra Sawhney Vs. Union of India [1992 Supp. (2) S.C.R. 454), B.P. Jeevan Reddy, J. speaking for the majority, while acknowledging that equality and equal opportunity is a basic feature of our Constitution, has explained the exultant position of Articles 14 and 16 of the Constitution of India in the scheme of things. His Lordship stated:-

"6. The significance attached by the founding fathers to the right to equality is evident not only from the fact that they employed both the expressions 'equality before the law' and 'equal protection of the laws' in Article 14 but proceeded further to state the same rule in positive and affirmative terms in Articles 15 to

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7. Inasmuch as public employment always gave a certain status and power --- it has always been the repository of State power ---besides the means of livelihood, special care was taken to declare equality of opportunity in the matter of public employment by Article 16. Clause (1), expressly declares that in the matter of public

employment or appointment to any office under the state, citizens of this country shall have equal opportunity while clause (2) declares that no citizen shall be

discriminated in the said matter on the grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them. At the same time, care was taken to, declare in clause (4) that nothing in the said Article shall prevent the state from making any provision for reservation of appointments or posts in favour of any backward class of citizen which in the opinion of the state, is not adequately represented in the services under the state .."

(See paragraphs 6 and 7 at pages 544 and 545)

These binding decisions are clear imperatives that adherence to Articles 14 and 16 of the Constitution is a must in the process of public employment.

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34. While answering an objection to the locus standi of the Writ Petitioners in challenging the repeated issue of an ordinance by the Governor of Bihar, the exalted position of rule of law in the scheme of things was emphasized, Chief Justice Bhagwati, speaking on behalf of the Constitution Bench in Dr. D.C. Wadhwa & Ors. Vs. State of Bihar & Ors. (1987 (1) S.C.R. 798) stated:

"The rule of law constitutes the core of our Constitution of India and it is the essence of the rule of law that the exercise of the power by the State whether it be the Legislature or the Executive or any other authority

should be within the constitutional limitations and if any practice is adopted by the Executive which is in flagrant and systematic violation of its constitutional limitations, petitioner No. 1 as a member of the public would have sufficient interest to challenge such practice by filing a writ petition and it would be the constitutional duty of this Court to entertain the writ petition and adjudicate upon the validity of such practice."

Thus, it is clear that adherence to the rule of equality in public employment is a basic feature of our Constitution and since the rule of law is the core of our Constitution, a Court would certainly be disabled from passing an order upholding a violation of Article 14 or in ordering the overlooking of the need to comply with the requirements of Article 14 read with Article 16 of the Constitution. Therefore, consistent with the scheme for public employment, this Court while laying down the law, has necessarily to hold that unless the appointment is in terms of the relevant rules and after a proper competition among qualified persons, the same would not confer any right on the appointee. If it is a contractual appointment, the appointment comes to an end at the end of the contract, if it were an engagement or appointment on daily wages or casual basis, the same would come to an end when it is discontinued. Similarly, a temporary employee could not claim to be made permanent on the expiry of his term of appointment. It has also to be clarified that merely because a temporary employee or a casual wage worker is continued for a time beyond the term of his appointment, he would not be entitled to be absorbed in regular service or made permanent, merely on the strength of such continuance, if the original appointment was not made by following a due process of selection as envisaged by the relevant rules. It is not open to the court to prevent regular recruitment at the instance of temporary employees whose period of employment has come to an end or of ad hoc employees who by the very nature of their appointment, do not acquire any right. High Courts acting under Article 226 of the Constitution of India, should not ordinarily issue directions for absorption, regularization, or permanent continuance unless the recruitment itself was made regularly and in terms of the constitutional scheme. Merely because, an employee had continued under cover of an order of Court, which we have described as 'litigious employment' in the earlier part of the judgment, he would not be entitled to any right to be absorbed or made permanent in the service. In fact, in such cases, the High Court may not be justified in issuing interim directions, since, after all, if ultimately the employee approaching it is found entitled to relief, it may be possible for it to mould the relief in such a manner that ultimately no prejudice will be caused to him, whereas an interim direction to continue his employment would hold up the regular procedure for selection or impose on the State the burden of paying an employee who is really not required. The courts must be careful in ensuring that they do not interfere unduly with the economic arrangement of its affairs by the State or its instrumentalities or lend themselves the instruments to facilitate the bypassing of the constitutional and statutory mandates.

35. The concept of 'equal pay for equal work' is different from the concept of conferring permanency on those who have been appointed on ad hoc basis, temporary basis, or based on no process of selection as envisaged by the Rules. This Court has in various decisions applied the principle of equal pay for equal work and has laid down the parameters for the application of that principle. The decisions are rested on the concept of equality enshrined in our Constitution in the light of the directive principles in that behalf. But the acceptance of that principle cannot lead to a position where the court could direct that appointments made without following the due procedure established by law, be deemed permanent or issue directions to treat them as permanent. Doing so, would be negation of the principle of equality of opportunity. The power to make an order as is necessary for doing complete justice in any cause or matter pending before this Court, would not normally be used for giving the go-by to the procedure established by law in the matter of public employment.

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Take the situation arising in the cases before us from the State of Karnataka. Therein, after the Dharwad decision, the Government had issued repeated directions and mandatory orders that no temporary or ad hoc employment or engagement be given. Some of the authorities and departments had ignored those directions or defied those directions and had continued to give employment, specifically interdicted by the orders issued by the executive. Some of the appointing officers have even been punished for their defiance. It would not be just or proper to pass an order in exercise of jurisdiction under Article 226 or 32 of the Constitution or in exercise of power under Article 142 of the Constitution of India permitting those persons engaged, to be absorbed or to be made permanent, based on their appointments or engagements. Complete justice would be justice according to law and though it would be open to this Court to mould the relief, this Court would not grant a relief which would amount to perpetuating an illegality.

36. While directing that appointments, temporary or casual, be regularized or made permanent, courts are swayed by the fact that the concerned person has worked for some time and in some cases for a considerable length of time. It is not as if the person who accepts an engagement either temporary or casual in nature, is not aware of the nature of his employment. He accepts the employment with eyes open. It may be true that he is not in a position to bargain -- not at arms length -- since he might have been searching for some employment so as to eke out his livelihood and accepts whatever he gets. But on that ground alone, it would not be appropriate to jettison the constitutional scheme of appointment and to take the view that a person who has temporarily or casually got employed should be directed to be continued permanently. By doing so, it will be creating another mode of public appointment which is not permissible. If the court were to void a contractual employment of this nature on the ground that the parties were not having equal bargaining power, that too would not enable the court to grant any relief to that employee. A total embargo on such casual or temporary employment is not possible, given the exigencies of administration and if imposed, would only mean that some people who at least get employment temporarily, contractually or casually, would not be getting even that employment when securing of such employment brings at least some succor to them. After all, innumerable citizens of our vast country are in search of employment and one is not compelled to accept a casual or temporary employment if one is not inclined to go in for such an employment. It is in that context that one has to proceed on the basis that the employment was accepted fully knowing the nature of it and the consequences flowing from it. In other words, even while accepting the employment, the person concerned knows the nature of his employment. It is not an appointment to a post in the real sense of the term. The claim acquired by him in the post in which he is temporarily employed or the interest in that post cannot be considered to be of such a magnitude as to enable the giving up of the procedure established, for making regular appointments to available posts in the services of the State. The argument that since one has been working for some time in the post, it will not be just to discontinue him, even though he was aware of the nature of the employment when he first took it up, is not one that would enable the jettisoning of the procedure established by law for public employment and would have to fail when tested on the touchstone of constitutionality and equality of opportunity enshrined in Article 14 of the Constitution of India.

37. Learned Senior Counsel for some of the respondents argued that on the basis of the doctrine of legitimate expectation, the employees, especially of the Commercial Taxes Department, should be directed to be regularized since the decisions in Dharwad (supra), Piara Singh (supra), Jacob, and Gujarat Agricultural University and the like, have given rise to an expectation in them that their services would also be regularized. The doctrine can be invoked if the decisions of the Administrative Authority affect the person by depriving him of some benefit or advantage which either (i) he had in the past been permitted by the decision-maker to enjoy and which he can legitimately expect to be permitted to continue to do until there have been communicated to him some rational grounds for withdrawing it on which he has been given an opportunity to comment; or (ii) he has received assurance from the decision-maker that they will not be withdrawn without giving him first an opportunity of advancing reasons for contending that they should not be withdrawn {See Lord Diplock in Council of Civil Service Unions V. Minister for the Civil Service (1985 Appeal Cases 374), National Buildings Construction Corpn. Vs. S. Raghunathan, (1998 (7) SCC 66) and Dr. Chanchal Goyal Vs. State of Rajasthan (2003 (3) SCC 485). There is no case that any assurance was given by the Government or the concerned department while making the appointment on daily wages that the status conferred on him will

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not be withdrawn until some rational reason comes into existence for withdrawing it. The very engagement was against the constitutional scheme. Though, the Commissioner of the Commercial Taxes Department sought to get the appointments made permanent, there is no case that at the time of appointment any promise was held out. No such promise could also have been held out in view of the circulars and directives issued by the Government after the Dharwad decision. Though, there is a case that the State had made regularizations in the past of similarly situated employees, the fact remains that such regularizations were done only pursuant to judicial directions, either of the Administrative Tribunal or of the High Court and in some case by this Court. Moreover, the invocation of the doctrine of legitimate expectation cannot enable the employees to claim that they must be made permanent or they must be regularized in the service though they had not been selected in terms of the rules for appointment. The fact that in certain cases the court had directed regularization of the employees involved in those cases cannot be made use of to found a claim based on legitimate expectation. The argument if accepted would also run counter to the constitutional mandate. The argument in that behalf has therefore to be rejected.

38. When a person enters a temporary employment or gets engagement as a contractual or casual worker and the engagement is not based on a proper selection as recognized by the relevant rules or procedure, he is aware of the consequences of the appointment being temporary, casual or contractual in nature. Such a person cannot invoke the theory of legitimate expectation for being confirmed in the post when an appointment to the post could be made only by following a proper procedure for selection and in concerned cases, in consultation with the Public Service Commission. Therefore, the theory of legitimate expectation cannot be successfully advanced by temporary, contractual or casual employees. It cannot also be held that the State has held out any promise while engaging these persons either to continue them where they are or to make them permanent. The State cannot constitutionally make such a promise. It is also obvious that the theory cannot be invoked to seek a positive relief of being made permanent in the post.

39. It was then contended that the rights of the employees thus appointed, under Articles 14 and 16 of the Constitution, are violated. It is stated that the State has treated the employees unfairly by employing them on less than minimum wages and extracting work from them for a pretty long period in comparison with those directly recruited who are getting more wages or salaries for doing similar work. The employees before us were engaged on daily wages in the concerned department on a wage that was made known to them. There is no case that the wage agreed upon was not being paid. Those who are working on daily wages formed a class by themselves, they cannot claim that they are discriminated as against those who have been regularly recruited on the basis of the relevant rules. No right can be founded on an employment on daily wages to claim that such employee should be treated on a par with a regularly recruited candidate, and made permanent in employment, even assuming that the principle could be invoked for claiming equal wages for equal work. There is no fundamental right in those who have been employed on daily wages or temporarily or on contractual basis, to claim that they have a right to be absorbed in service. As has been held by this Court, they cannot be said to be holders of a post, since, a regular appointment could be made only by making appointments consistent with the requirements of Articles 14 and 16 of the Constitution. The right to be treated equally with the other employees employed on daily wages, cannot be extended to a claim for equal treatment with those who were regularly employed. That would be treating unequals as equals. It cannot also be relied on to claim a right to be absorbed in service even though they have never been selected in terms of the relevant recruitment rules. The arguments based on Articles 14 and 16 of the Constitution are therefore overruled.

40. It is contended that the State action in not regularizing the employees was not fair within the framework of the rule of law. The rule of law compels the State to make appointments as envisaged by the Constitution and in the manner we have indicated earlier. In most of these cases, no doubt, the employees had worked for some length of time but this has also been brought about by the pendency of proceedings in Tribunals and courts initiated at the instance of the employees. Moreover, accepting an argument of this nature would mean that the State would be permitted to perpetuate an illegality in the matter of public employment and that would be a negation of the constitutional scheme adopted by us, the people of India. It is therefore not possible to accept

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the argument that there must be a direction to make permanent all the persons employed on daily wages. When the court is approached for relief by way of a writ, the court has necessarily to ask itself whether the person before it had any legal right to be enforced. Considered in the light of the very clear constitutional scheme, it cannot be said that the employees have been able to establish a legal right to be made permanent even though they have never been appointed in terms of the relevant rules or in adherence of Articles 14 and 16 of the Constitution.

41. It is argued that in a country like India where there is so much poverty and unemployment and there is no equality of bargaining power, the action of the State in not making the employees permanent, would be violative of Article 21 of the Constitution. But the very argument indicates that there are so many waiting for employment and an equal opportunity for competing for employment and it is in that context that the Constitution as one of its basic features, has included Articles 14, 16 and 309 so as to ensure that public employment is given only in a fair and equitable manner by giving all those who are qualified, an opportunity to seek employment. In the guise of upholding rights under Article 21 of the Constitution of India, a set of persons cannot be preferred over a vast majority of people waiting for an opportunity to compete for State employment. The acceptance of the argument on behalf of the respondents would really negate the rights of the others conferred by Article 21 of the Constitution, assuming that we are in a position to hold that the right to employment is also a right coming within the purview of Article 21 of the Constitution. The argument that Article 23 of the Constitution is breached because the employment on daily wages amounts to forced labour, cannot be accepted. After all, the employees accepted the employment at their own volition and with eyes open as to the nature of their employment. The Governments also revised the minimum wages payable from time to time in the light of all relevant circumstances. It also appears to us that importing of these theories to defeat the basic requirement of public employment would defeat the constitutional scheme and the constitutional goal of equality.

42. The argument that the right to life protected by Article 21 of the Constitution of India would include the right to employment cannot also be accepted at this juncture. The law is dynamic and our Constitution is a living document. May be at some future point of time, the right to employment can also be brought in under the concept of right to life or even included as a fundamental right. The new statute is perhaps a beginning. As things now stand, the acceptance of such a plea at the instance of the employees before us would lead to the consequence of depriving a large number of other aspirants of an opportunity to compete for the post or employment. Their right to employment, if it is a part of right to life, would stand denuded by the preferring of those who have got in casually or those who have come through the back door. The obligation cast on the State under Article 39(a) of the Constitution of India is to ensure that all citizens equally have the right to adequate means of livelihood. It will be more consistent with that policy if the courts recognize that an appointment to a post in government service or in the service of its instrumentalities, can only be by way of a proper selection in the manner recognized by the relevant legislation in the context of the relevant provisions of the Constitution. In the name of individualizing justice, it is also not possible to shut our eyes to the constitutional scheme and the right of the numerous as against the few who are before the court. The Directive Principles of State Policy have also to be reconciled with the rights available to the citizen under Part III of the Constitution and the obligation of the State to one and all and not to a particular group of citizens. We, therefore, overrule the argument based on Article 21 of the Constitution.

43. Normally, what is sought for by such temporary employees when they approach the court, is the issue of a writ of mandamus directing the employer, the State or its instrumentalities, to absorb them in permanent service or to allow them to continue. In this context, the question arises whether a mandamus could be issued in favour of such persons. At this juncture, it will be proper to refer to the decision of the Constitution Bench of this Court in Dr. Rai Shivendra Bahadur Vs. The Governing Body of the Nalanda College [(1962) Supp. 2 SCR 144]. That case arose out of a refusal to promote the writ petitioner therein as the Principal of a college. This Court held that in order that a mandamus may issue to compel the authorities to do something, it must be shown that the statute imposes a legal duty on the authority and the aggrieved party had a legal right under the statute or rule to enforce it. This classical position continues and a mandamus could not be issued in favour of

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the employees directing the government to make them permanent since the employees cannot show that they have an enforceable legal right to be permanently absorbed or that the State has a legal duty to make them permanent.

44. One aspect needs to be clarified. There may be cases where irregular appointments (not illegal appointments) as explained in S.V. NARAYANAPPA (supra), R.N. NANJUNDAPPA (supra), and B.N. NAGARAJAN (supra), and referred to in paragraph 15 above, of duly qualified persons in duly sanctioned vacant posts might have been made and the employees have continued to work for ten years or more but without the intervention of orders of courts or of tribunals. The question of regularization of the services of such employees may have to be considered on merits in the light of the principles settled by this Court in the cases above referred to and in the light of this judgment. In that context, the Union of India, the State Governments and their instrumentalities should take steps to regularize as a one time measure, the services of such irregularly appointed, who have worked for ten years or more in duly sanctioned posts but not under cover of orders of courts or of tribunals and should further ensure that regular recruitments are undertaken to fill those vacant sanctioned posts that require to be filled up, in cases where temporary employees or daily wagers are being now employed. The process must be set in motion within six months from this date. We also clarify that regularization, if any already made, but not subjudice, need not be reopened based on this judgment, but there should be no further by-passing of the constitutional requirement and regularizing or making permanent, those not duly appointed as per the constitutional scheme.

45. It is also clarified that those decisions which run counter to the principle settled in this decision, or in which directions running counter to what we have held herein, will stand denuded of their status as precedents.

46. In cases relating to service in the commercial taxes department, the High Court has directed that those engaged on daily wages, be paid wages equal to the salary and allowances that are being paid to the regular employees of their cadre in government service, with effect from the dates from which they were respectively appointed. The objection taken was to the direction for payment from the dates of engagement. We find that the High Court had clearly gone wrong in directing that these employees be paid salary equal to the salary and allowances that are being paid to the regular employees of their cadre in government service, with effect from the dates from which they were respectively engaged or appointed. It was not open to the High Court to impose such an obligation on the State when the very question before the High Court in the case was whether these employees were entitled to have equal pay for equal work so called and were entitled to any other benefit. They had also been engaged in the teeth of directions not to do so. We are, therefore, of the view that, at best, the Division Bench of the High Court should have directed that wages equal to the salary that are being paid to regular employees be paid to these daily wage employees with effect from the date of its judgment. Hence, that part of the direction of the Division Bench is modified and it is directed that these daily wage earners be paid wages equal to the salary at the lowest grade of employees of their cadre in the Commercial Taxes Department in government service, from the date of the judgment of the Division Bench of the High Court. Since, they are only daily wage earners, there would be no question of other allowances being paid to them. In view of our conclusion, that Courts are not expected to issue directions for making such persons permanent in service, we set aside that part of the direction of the High Court directing the Government to consider their cases for regularization. We also notice that the High Court has not adverted to the aspect as to whether it was regularization or it was giving permanency that was being directed by the High Court. In such a situation, the direction in that regard will stand deleted and the appeals filed by the State would stand allowed to that extent. If sanctioned posts are vacant (they are said to be vacant) the State will take immediate steps for filling those posts by a regular process of selection. But when regular recruitment is undertaken, the respondents in C.A. No. 3595-3612 and those in the Commercial Taxes Department similarly situated, will be allowed to compete, waiving the age restriction imposed for the recruitment and giving some weightage for their having been engaged for work in the Department for a significant period of time. That would be the extent of the exercise of power by this Court under Article 142 of the Constitution to do justice to them.

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47. Coming to Civil Appeal Nos. 1861-2063 of 2001, in view of our conclusion on the questions referred to, no relief can be granted, that too to an indeterminate number of members of the association. These appointments or engagements were also made in the teeth of directions of the Government not to make such appointments and it is impermissible to recognize such appointments made in the teeth of directions issued by the Government in that regard. We have also held that they are not legally entitled to any such relief. Granting of the relief claimed would mean paying a premium for defiance and insubordination by those concerned who engaged these persons against the interdict in that behalf. Thus, on the whole, the appellants in these appeals are found to be not entitled to any relief. These appeals have, therefore, to be dismissed.

48. C.A. Nos. 3520-24 of 2002 have also to be allowed since the decision of the Zilla Parishads to make permanent the employees cannot be accepted as legal. Nor can the employees be directed to be treated as employees of the Government, in the circumstances. The direction of the High Court is found unsustainable.

49. In the result, Civil Appeal Nos. 3595-3612 of 1999, Civil Appeal No. 3849 of 2001, Civil Appeal Nos. 3520-3524 of 2002 and Civil appeal arising out of Special Leave Petition (Civil) Nos. 9103-9105 of 2001 are allowed subject to the direction issued under Article 142 of the Constitution in paragraph 46 and the general directions contained in paragraph 44 of the judgment and Civil Appeal Nos. 1861-2063 of 2001 are dismissed. There will be no order as to costs.

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GOVERNMENT OF KERALA

Abstract

Cultural Affairs Department - C-DIT - Formation of a Core Group - Sanctioned - Orders issued.

CULTURAL AFFAIRS (A) DEPARTMENT

G.O.(MS) No. 14/90/CAD Dated, Thiruvananthapuram, 11-5-1990

Read: 1. G.O.(MS) No. 32/88/CAD dated 14-12-1988
2. Letter No. C-DIT/RE/89/3/2 dated 17-3-1989 from Director, C-DIT
3. Letter No. C-DIT/90/RE/6 dated 18-1-1990 from the Registrar, C-DIT.

O R D E R

The Kerala State Film Development Corporation has sponsored a Society by name "the Centre for Development of Imaging Technology (in short C-DIT) as per the G.O. read above and it was registered under the Societies Registration Act and C-DIT started functioning with effect from 15-12-1988. The main objectives of C-DIT are to establish a modern scientific research and development centre in film and television technology, indigenisation of the hardware needs, production of video-films, training in the use of film and video equipments and organise courses in film, video production techniques and image aesthetics. The Administrative control of C-DIT is vested in a Governing Body consisting of 37 eminent personalities in different fields in the Country.

2. The Registrar, C-DIT vide his letter referred second above has requested for the sanction of a core group initially consisting of Joint Director, Registrar, Deputy Director (Projects), Deputy Director (Production), Deputy Director (TAAS) and Scientific Officer (C-DECOM) in order to implement the various projects undertaken by them. He has also reported that the Scale of Pay suggested for the above posts are in conformity with similar posts in CSIR, ISRO etc.

3. After examining the matter in detail, Government are pleased to accord sanction for the creation of a core group for C-DIT with the following posts as detailed below:

Name of the Post	Scale of Pay	No. of posts
1. Joint Director	Rs. 3000-100-3500-125-5000	1
2. Registrar	Rs. 2200-75-2800-EB-100-4000	1
3. Deputy Director (Projects)	Rs. 2200-75-2800-EB-100-4000	1
4. Deputy Director (Production)	Rs. 2200-75-2800-EB-100-4000	1
5. Deputy Director (TAAS).	Rs. 2200-75-2800-EB-100-4000	
6. Scientific Officer (C-DECOM)	Rs. 2000-60-2300-EB-75-3200-100-3500	1
	Total	6

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4. Government also order that the fixation of pay and service conditions of the above posts, and the posts to be created for C-DIT will be governed by the guidelines issued in G.O.(MS)No. 30/87 dated 6-12-1987 of the Science, Technology and Environment (A) Department.

'By Order of the Governor'

T.N. JAYACHANDRAN
Commissioner & Secretary to Governme

To

The Director, C-DIT, Chithranjali Studio Complex, Thiruvallom, Thiruvananthapuram.
The Finance Department (vide U.O.No.13088/PUC2/90/Fin. dated 20-3-1990)
The Accountant General (Audit)/Accounts, Thiruvananth (This issues with the concurrence of Finance Depa
The Managing Director, Kerala State Film Development Corporation, Thiruvananthapuram
The Stock File

Copy to: The General Administration (SC) (vide Agenda item No. 2578 dated 9-5-1990)
" The Private Secretary to Chief Minister
" The Private Secretary to Minister (C&F)
" Cultural Affairs (B3) Seat

Forwarded/By Order

V.V. Poore

SECTION OFFICER

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