

INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAVAN : NEW DELHI

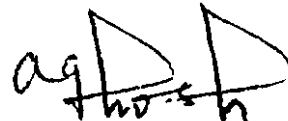
No.22-17/97-Estt.III

Dated the 6th Jan., 2000

Subject : Rules and guidelines of ICAR Staff Welfare Fund out of the consultancy, contract Research, contract services and intellectual property activities of Institutes as per Dr. Johi Committee Report.

A copy of the Rules and Guidelines of Staff Welfare Fund approved by the Council on the above mentioned subject is enclosed for your information and immediate necessary action. This new Staff Welfare Fund Scheme approved by the Council on the subject is required to be implemented in accordance with the rules and guidelines enclosed herewith. A compliance report with regard to the implementation of this scheme may please be sent at the earliest. A copy of this may also be given at your end to the Secretary (Staff Side) of your Institute's Joint Staff Council.

Please acknowledge receipt:



(A.C. GHOSH)
UNDER SECRETARY (ADMN.)

Encl. : As stated

Distribution :

1. All the ^{Sub-Directors} Directors/Project Directors of Institutes, NRCS, PDs under the Council.
2. All the SMD's at the ICAR Hqrs.
3. Secretary (Staff Side), CJSC, Sh. V.K. Sharma, IARI, New Delhi.
4. S.O. (Estt.III Section), KB for necessary action in respect of ICAR Hqrs.
5. All notice Boards.

ICAR STAFF WELFARE FUND SCHEME

1. Title and date of effect of the scheme

- i) The name of the Scheme will be "ICAR Staff Welfare Fund Scheme".
- ii) The scheme shall be operated at the ICAR Hq's and the Research Institutes / Project Directorates / Bureaux / NRCs of ICAR.
- iii) The scheme shall come into force w.e.f. 1st November, 1999.

2. Definitions

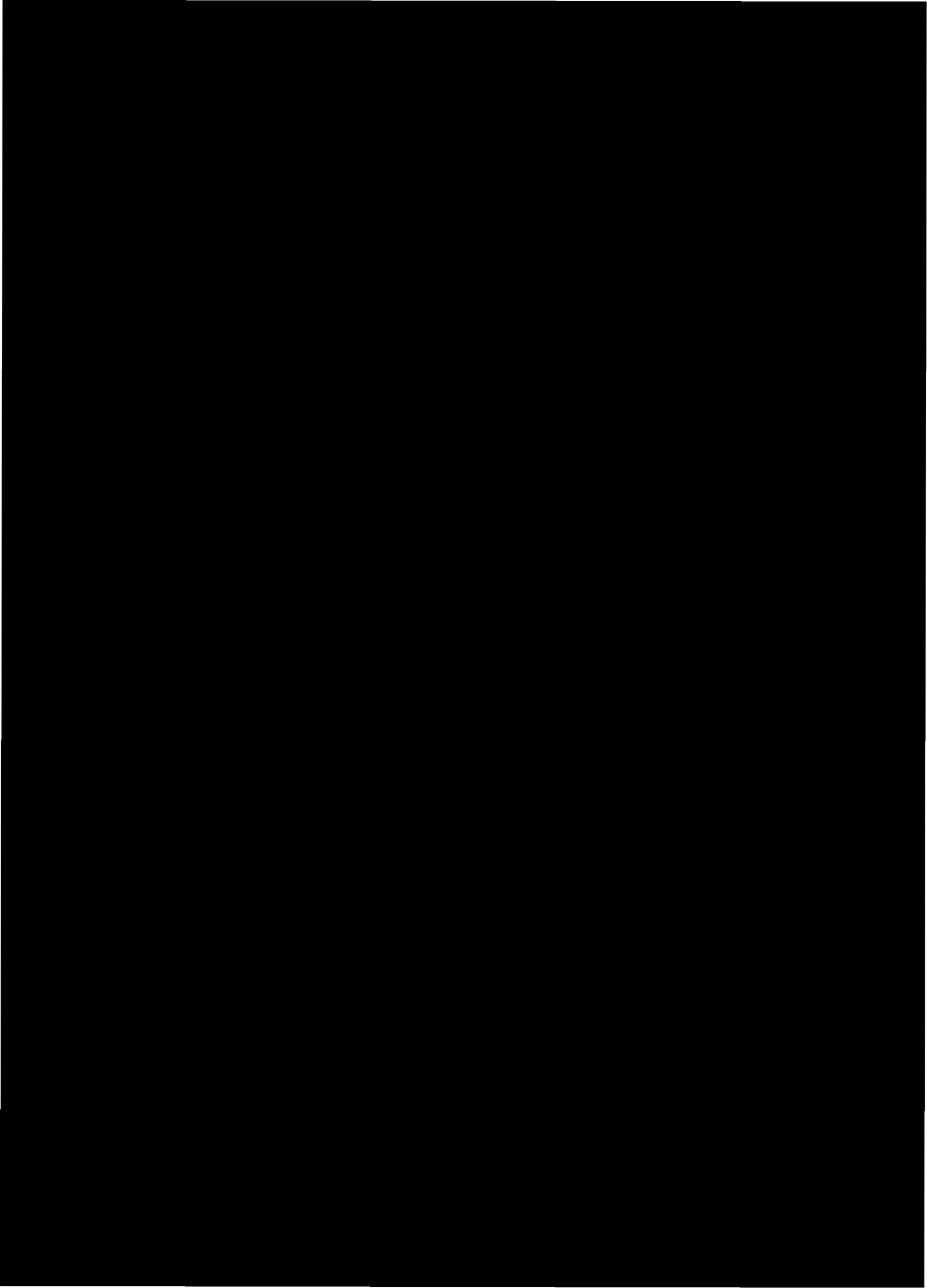
Unless there is anything repugnant to the subject or the context:

- a) 'Welfare Fund' means the Fund created hereunder these rules out of a share of the proceeds realised from Contract research, contract service and licensing of intellectual property under the ICAR System.
- b) 'Scheme' means ICAR staff welfare fund scheme at the ICAR Hq's and its Institutes / Project Directorates / Bureaux / NRC's.
- c) 'Family' means the husband / wife / dependant children including step children / legally adopted children and parents wholly dependent upon the employee.

3. Objects of the Scheme

The staff welfare fund shall be used for :

- i) Upgrading / creating canteen facilities;
- ii) Creating / maintaining recreation facilities including promotion of sports and games, cultural activities and support to creche facilities for the staff;
- iii) Contribution to ailing and poor staff member's or those in real distress or misfortune due to suffering permanent disability or pre-mature retirement due to incapacitation / prolonged sickness / ill health;
- iv) succour to the families of staff who die in harness leaving the family in indigent conditions;



The Chairman and Members of the Managing Committee shall hold office for a period of two years from the date of their nomination.

9. **Meetings of the Managing Committee and its Quorum**

The managing Committee shall meet as frequently as necessary in the exigencies of the operation of the Fund, but atleast once in every three months. Presence of any three members atleast in addition to the Chairman shall complete the quorum of the Managing Committee. No act or proceedings of the Managing Committee shall be invalidated merely because of the reason of existence of any vacancy among its members or of any defect in its constitution.

10. **Functions of the Managing Committee**

All powers for the administration of the Welfare Fund in accordance to these rules shall be vested in the Managing Committee. Without prejudice to this general provision, the functions of the Managing Committee shall be as follows :

- a) To control, supervise and monitor the operation of the Welfare Fund;
- b) To consider requests for grant of financial assistance under the scheme and to sanction payment in accordance with the objectives of the scheme.
- c) Consider and approve the annual accounts statement of the fund;
- d) Any other functions as deemed necessary in the interest of the operation of the Fund.

All applications for assistance under the fund shall be submitted to the Member Secretary of the Managing Committee who shall process and cause the same to be presented before the Managing Committee for its decision in a timeframe, manner and with the information and particulars as shall be required by the Managing Committee.

11. **Interpretation of the Rules**

In regard to interpretation of any provision or rules of this scheme, the decision of the DG, ICAR shall be final.