

The Coconut Development Board Employees (Conditions of Service) Regulations, 2003

S.O.1318(E) dated the 18th November 2003 - In exercise of the powers conferred by Sub-section (1) read with clause (b) of Sub-section (2) of Section 20 of the Coconut Development Board Act, 1979 (5 of 1979), the Coconut Development Board, with the previous sanction of the Central Government, hereby makes the following Regulations, namely:-

1. Short title, commencement and application:-

(1) These Regulations may be called the Coconut Development Board Employees (Conditions of Service) Regulations, 2003.

(2) They shall come into force on the date of their publication in the Official Gazette.

(3) They shall apply to all the employees of the Board, except the Chairman and other officers appointed by the Central Government under clause (a) of sub-section (4) of Section 4 and sub-sections (2) and (4) of Section 7 of the Coconut Development Board Act, 1979 (5 of 1979), and the persons employed by the Board on contract basis or on deputation, in respect of whom matters are regulated by the contract or by the terms of deputation, as the case may be.

2. Definitions:- In these Regulations, unless the context otherwise requires:-

- (a) “Act” means the Coconut Development Board Act, 1979 (5 of 1979);
- (b) “Appointing Authority”, in relation to an employee of the Board, means the authority empowered to make appointments or promotions in respect of various categories of posts referred to in Rules 16 and 19 of the Coconut Development Board Rules, 1981;

(c) “Board” means the Coconut Development Board established under Section 4;

(d) “Chairman” means the Chairman of the Board;

(e) “Committee” means a Committee appointed by the Board under Section 9;

(f) “employee of the Board” means any person in the service of the Board as shown in column (2) of Schedule I, other than the Chairman and the Officers appointed under clause (a) of sub-section (4) of Section 4 and sub-section (2) and (4) of Section 7;

(g) “pay” means the pay as defined in the Rules applicable to the Central Government servants of corresponding scale of pay as given in column (3) of Schedule I;

(h) “post” means a post as specified in the Coconut Development Board Recruitment Regulations, 1984, as amended from time to time.

(i) “Schedule” means the Schedule annexed to these Regulations.

(j) “Secretary” means the Secretary of the Board.

(k) “Section” means a Section of the Act.

3. Employees of the Board:- The nature and categories of employees of the Board and the scales of pay thereof shall be as specified in the Coconut Development Board Recruitment Regulations, 1984.

4. Pay, allowances and other conditions of service of employees:- (1) The scale of pay of the employees of the Board shall be as specified in the Coconut Development Board Recruitment Regulations, 1984.

(2) The rules and orders for the time being in force, applicable to the offices and employees, holding posts of corresponding scales of pay under the Central Government, shall regulate the conditions of service in respect of probation, temporary service, seniority, confirmation, lien, termination of service, pay and allowances, house rent allowance, transport allowance, joining time, joining time pay, gratuity, age of superannuation, pensionary benefits, encashment of leave, medical facilities, leave travel concession, children's educational allowance, bonus, and other conditions of service of the employees of the Board. **Provided that the pensionary benefits, if any, payable to the persons appointed after the date of commencement of these Regulations shall be regulated as per the instructions issued by the Ministry of Finance from time to time in respect of autonomous bodies under the Central Government.**

5. Leave Rules:- (1) The leave to the employees shall be regulated in accordance with the Central Civil Service (Leave) Rules, 1972, as amended from time to time and the instructions or orders issued by the Central Government in this regard.

(2) The authorities competent to grant various kinds of leave shall be as per Schedule I.

6. Posting and Transfers:- (1) The postings and transfers of all employees shall be made by the Chairman, who may, delegate this power to any other officer subject to such conditions as he thinks fit.

(2) All employees shall be liable to serve anywhere in India.

(3) The Chairman or any other officer duly authorized by him may, in public interest, transfer any employee from any post in any one unit to any other equivalent post in another unit or transfer any employee in one unit to another unit along with the post.

7. Deputation:- (1) The employees of the Board may be sent on deputation to other organizations with the prior approval of the Chairman.

(2) The terms and conditions of deputation of such employees shall be determined in accordance with the rules of the Central Government as amended from time to time.

8. Travelling Allowance:- Travelling allowance shall be admissible to every employee of the Board who is required to proceed on tour, or on transfer in connection with his official duties at the same rates as are admissible to the Central Government servants of the corresponding scale of pay.

9. Conduct, Discipline, Appeal and Review:-

(1) In all matters relating to discipline, appeal and review in respect of the employees of the Board, the Central Civil Services (Classification, Control and Appeal) Rules, 1965 as applicable to Central Government employees of corresponding grade shall apply.

(2) The authority to impose penalties for the purpose of discipline and appeal in respect of various categories of employees of the Board shall be specified in Schedule II.

(3) In all matters relating to conduct in respect of the employees of the Board, the Central Civil Service (Conduct) Rules, 1964 as applicable to Central Government employees of corresponding grade shall apply.

10. Interpretation:- If any doubt or difficulty arises in interpreting these Regulations, or in giving effect to them, the Board or the Chairman may, in consultation with the Central Government, issue general instructions for the purpose of removing such difficulty.

11. Power to relax:- Where the Board is of the opinion that it is necessary or expedient to do so, it may, in consultation with the Central Government, by order and for reasons to be recorded in writing, relax any of the provisions of these regulations with respect to any class or category of persons.

12. Matter with respect to which no provision has been made:- Matters relating to the conditions of service of employees of the Board with respect to which no provisions has been made in these Regulations, shall be referred to the Central Government for its decision.

13. Saving:- The Coconut Development Board Employees (Conditions of Service) Regulations, 2003 shall be without prejudice to the validity of anything previously done or omitted to be done

or action taken by the Board under the provisions of the Coconut Development Board Rules, 1981 and the Coconut Development Board Regulations, 1982 in respect of the employees of the Board, in accordance with such Rules, Regulations, orders or instructions as were applicable to the employees of the Central Government of the corresponding grades or status stationed at those places.

SCHEDULE - I
[See Regulation 5(2)]

Sl. No.	Category	Casual Leave/ Restricted Holiday	Earned Leave/ Half Pay Leave/ Commutated Leave/ Maternity/Paternity Leave and Quarantine Leave	Extraordinary/ Special Casual Leave/ Study Leave/ Leave not due/ Special Disability Leave/Hospital Leave
(1)	(2)	(3)	(4)	(5)
1. Headquarters				
(i)	Group 'A'	Chairman	Chairman	Chairman
(ii)	Group 'B'	Secretary	Secretary	Chairman
(iii)	Group 'C'	Section Heads	Secretary	Chairman
(iv)	Group 'D'	Section Heads	Secretary	Chairman
2. Regional Offices				
(i)	Group 'A'	Chairman	Chairman	Chairman
(ii)	Group 'B'	Director	Director	Chairman
(iii)	Group 'C'	Director	Director	Chairman
(iv)	Group 'D'	Director	Director	Chairman
3. State Centres				
(i)	Group 'A'	Chairman	Chairman	Chairman
(ii)	Group 'B'	Deputy Director	Deputy Director	Chairman
(iii)	Group 'C'	Deputy Director	Deputy Director	Chairman
(iv)	Group 'D'	Deputy Director	Deputy Director	Chairman
4. Demonstration-cum-Seed Production Farms				
(i)	Group 'A'	Director, Regional Office under whom the Farm is functioning	Director, Regional Office under whom the Farm is functioning	Chairman
(ii)	Group 'B'	Director, Regional Office, Deputy Director, State Centre under whom the Farm is functioning	Director, Regional Office under whom the Farm is functioning	Chairman
(iii)	Group 'C'	Senior Farm Manager/ Farm Manager	Deputy Director State Centre controlling the Farm	Chairman
(iv)	Group 'D'	Senior Farm Manager/ Farm Manager	Deputy Director State Centre controlling the Farm	Chairman

Note: In the event of absence of Chairman for a continuous period of 15 days and above, the powers for granting leave exercisable by him shall be exercised by the Chief Coconut Development Officer.

SCHEDULE - II

[See Regulation 9(2)]

Competent Authorities for the purpose of Discipline and Appeal

Category of employees	Appointing authority	Authority competent to impose penalties and penalties which it may impose	Appellate authority	Revision
(1)	(2)	(3)	(4)	(5)
Group 'A'	Board	Board - all penalties	Secretary, Department of Agriculture and Cooperation	Minister incharge of Agriculture and Cooperation
		Chairman - Minor penalties [(I) to (iv) of Rule 11 of the Central Civil Services (Classification Control and Appeal) Rules, 1965]	Board	Secretary, Department of Agriculture and Cooperation
Group 'B'	Board	Board - all penalties	Secretary, Department of Agriculture and Cooperation	Minister incharge of Agriculture and Cooperation
		Chairman - Minor penalties [(I) to (iv) of Rule 11 of the Central Civil Services (Classification Control and Appeal) Rules, 1965]	Board	Secretary, Department of Agriculture and Cooperation
Group 'C'	Chairman	Chairman - all penalties	Board	Secretary, Department of Agriculture and Cooperation
		Secretary, Coconut Development Board - Minor penalties [(I) to (iv) of Rule 11 of the Central Civil Services (Classification Control and Appeal) Rules, 1965]	Chairman	Board
Group 'D'	Chairman	Chairman - all penalties	Board	Secretary, Department of Agriculture and Cooperation
		Secretary, Coconut Development Board - Minor penalties [(I) to (iv) of Rule 11 of the Central Civil Services (Classification Control and Appeal) Rules, 1965]	Chairman	Board

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H.P. SINGH, Chairman, Coconut Development Board