

**NATIONAL CENTRE FOR BIOLOGICAL SCIENCES**  
**Tata Institute of Fundamental Research**

**Minutes of the 18<sup>th</sup> Faculty meeting held in the Seminar Room (S11) at  
11 : 30 a.m. on Wednesday, December 20, 2000**

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The following were present :

Prof. Jayant B. Udgaonkar (Chairman)  
Dr. Upinder S. Bhalla  
Dr. Sumantra Chattarji  
Prof. Gaiti Hasan  
Prof. Sudhir Krishna  
Dr Satyajit Mayor  
Dr. Manjari Mazumdar  
Prof. M.M. Panicker  
Dr. Apurva Sarin  
Dr. G.V. Shivashankar  
Prof. O. Siddiqi  
Dr. R. Sowdhamini  
Prof. K. VijayRaghavan  
Ms. N.N. Shantha

Prof. M.K. Mathew, Prof. Madan Rao and Prof. Veronica Rodrigues could not attend the meeting.

The meeting was preceded by presentation of work by Dr. Satyajit Mayor.

**Agenda Item No. 1.**

**Recruitment of scientific and technical personnel**

Prof. Jayant Udgaonkar briefed the members that in the past few months various committee constituted have given their recommendations for hiring the scientific and technical staff

A committee consisted of Drs. Mathew, Mayor and Panicker has recommended the following 6 posts

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|--------------------------------|---|
| 1. Lab Managers :              | 1 Scientific Officer and 1 Scientific Assistant |
| 2. Animal House Facility       | 1 Scientific Officer                            |
| 3. Microchemical Facility      | 1 Scientific Assistant                          |
| 4. Spectroscopy and Microscopy | 1 Scientific Officer and 1 scientific Assistant |

The computer committee has recommended 4 posts for effective long term running of computer facilities (1 Engineer D, 1 Engineer C and two technical Assistants on fixed term basis.

For the mechanical workshop, a committee comprising Drs. Shivshankar, Bhalla and Chattarji has recommended one Tradesman/Technical

Dr. Satyajit Mayor explained the responsibilities of the Laboratory Manager and recommendations of the committee. Prof. Sudhir Krishna enquired whether there is any possibility offering this post to the current existing staff. Prof. Jayant Udgaonkar said they have to show the initiative and improve in their present work and should try to acquire higher qualifications.

Prof. O. Siddiqi is of the opinion that in the first level we should not discuss based on the individuals. We should see what type of facility we should have in the near future and while recruiting we should assess whether we need engineering staff for doing repairs or they should be trained in any other special facilities. At the senior level the persons should be on long run basis and must take overall supervisory responsibility and especially for some functions we need staff on permanent basis. The faculty should take responsibility and should assess carefully what type of persons they need. Once we set up, the requirement at the top whether we need two or three need to be discussed functionwise. Someone from faculty should coordinate as a team.

Prof. K. VijayRaghavan informed DAE has sanctioned 40 posts out of which 16 posts are under scientific/technical category. Formal approval from the Director, TIFR is awaited.

Prof. Jayant Udgaonkar said for the sanctioned posts under lower level, we should at first advertise for fixed terms posts. If the selected candidates show more enthusiasm in their work, they can be given continuing position. If necessary, while releasing the advertisement, it is better to mention that the selected candidates will be made permanent if their work is satisfactory.

It was decided to circulate the recommendations of the committees constituted for the technical/scientific posts.

**Agenda Item No. 2.**

**Other items**

Both Prof. Gaiti Hasan and Dr. Apurva Sarin raised objection about the new additional format revised by the Purchase Section for single tendering since it will take lot of time to fill the form. The form has been revised without issuing any office order. Prof. VijayRaghavan suggested to know the reason why it has been revised and the decision can be taken once the new Purchase Officer joins NCBS in the second week of Janaury.

The meeting concluded at 1.30 p.m.

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Jayant B. Udgaonkar

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Upinder S. Bhalla

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Sumantra Chattarji

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Gaiti Hasan

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Sudhir Krishna

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Satyajit Mayor