

MINUTES OF THE MEETING HELD ON 16.10.2020 AT NCCR, COMMITTEE ROOM

The following members were present:

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| 1. | Dr.Tune Usha, Scientist-G, NCCR | Chairman |
| 2. | Dr. Dharani, Scientist-F, NIOT | Member |
| 3. | Dr. Pravakar Mishra, Scientist-F | Member |
| 4. | Shri.T.S.Krishna, Sr.A.O, NCCR | Member |
| 5. | Shri.T.P.Rangamaran, NCCR | Member |

In continuation to the earlier meeting the committee met on 22.05.2020 for finalizing the observations on the allegations made by Shri R. Kannan, erstwhile Field Assistant, CRAM project, Mandapam field office against office Dr.T.Shunmugaraj, Scientist F, NCCR to the National Human Rights Commission vide case no 5957/IN/2020 and the email to Secretary MoES dated 13/05/2020.

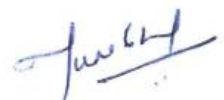

Accordingly, the Committee obtained the details of payments made towards boat hiring, hiring of vehicle and TA & DA claims of field staffs posted at Mandapam from the administration. The field data register and register for Ground truth observation studies for mapping of coral reef, sea grass and Mangroves were submitted by the Group Head Dr.T.Shunmugaraj, Scientist-F of CRAM project to Director NCCR. The committee examined all the reports submitted by the Officer and verified it against the boat/vehicle claim made from August 2018 to January 2020.

Mr.Kannan through emails to Secretary, MoES dated and director NCCR dated 13.05.2020 sought to appear in person before the committee and also provide proof to substantiate his allegations against the officer. Subsequently the committee asked Mr.Kannan to appear in person or through online on Monday 12th October at about 12.30hrs to provide his documents to the committee. Mr.Kannan appeared in person and submitted his grievances, documents and audio clips to the committee on the above mentioned date.

After careful scrutiny of the documents provided by the officer and the aggrieved party the committee made the following observations :

- Mr.Kannan had complained that the "Officer will not be present in office and would use his time in liquor shop and personal work"

The committee observed that the said officer posted at NCCR Chennai will go on tour periodically to Mandapam site to monitor the R & D activities being carried out there. The allegation of Sri. R. Kannan, on the officer about his whereabouts during office hours could not verified as no relevant material evidence was made available to the committee.



- Mr.Kannan had alleged that the said officer “was earning money from that contact by multiplication of receipts. We go to sea research for 4 – 5 days. He would multiply the data for 10 days and create duplicate receipt for those days”

The committee has examined the records pertaining to boat bills and vehicle bills from August 2018 to January 2020 with the Field Data Book (FDB) and Ground Truth Observation Studies for Mapping of coral reef, sea grass and mangroves (GTOS), submitted by the group head of CRAM Project, Dr. T. Shunmugaraj, Scientist-F through Director, NCCR vide note dt. 18/06/2020 (Copy Enclosed). The committee has gone through the entire records produced to it and on comparing the bills for boat hire and vehicle hire, the following observations are made:

- a) The bills pertaining to hiring of boats and vehicle have been certified by the Group Head, CRAM project.
- b) From May 2019 onwards payment were made directly to the boat/vehicle supplier bank account by NCCR office.
- c) The bills claimed for boat and vehicle hiring are matching with the dates in FDB/GTOS registers, except for the following dates, for which no entry is found in above said registers.
 - For 23.08.2019 both boat and vehicle claims were submitted, but no entry found in FDB / GTOS registers.
 - For 02.01.2020 and 27.01.2020 both boat and vehicle claims were submitted, but no entry found in FDB / GTOS registers.
 - For 08/01/2019 boat hiring claim was given, but as per the registers it was shown as 09/01/2019 (no claim made for 9.1.2019).


The committee also has verified all the TA/DA claimed by the Project Staff posted at Mandapam from 02/07/2019 to 26/12/2019 (the period for which TA/DA was claimed). It is found that the dates were matching with the dates on which field activities were undertaken as recorded in FDB/GOTS registers, except for one day

- For 23.08.2019 both boat and vehicle claims were submitted, but no entry found in FDB / GTOS registers.

Mr.Kannan also submitted copy of his daily work record of his activities in Mandapam from August to November 2019 and it was also verified with the actual claims made. However committee could not ascertain the authenticity of the record since it seemed like a personal work record of the concerned person.

- Sri. R. Kannan, had alleged that the officer “interfered in his personal affairs and ill treated me and tortured me and sent me out of the job”

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Mr.Kannan has submitted many clipping of audio recordings claiming to be the conversation between him and Dr. T. Shunmugaraj, Scientist-F, Group Head of CRAM Project. The committee observed that the conversations contains un-parliamentary and abusive words from a voice sounding similar to Officer. However, the authenticity of the audio recording could not be verified by the committee.

The Committee also verified the papers pertaining to the contractual appointment of Shri.R.Kannan Project Field Assistant. It is observed that Shri.R.Kannan Project Field Assistant was recruited on project contractual basis for the CRAM project for a period only upto 31.03.2020 and as such his tenure period ends in the aforementioned date. However, the committee observed that NCCR conducted a performance evaluation of all the project staffs during March, 2020 and based on evaluations and recommendations of the Group Head, the tenure of the project staff were extended for a further period of one year w.e.f 01.04.2020. The extension of the services of project staff was made by committee constituted by Director, NCCR and committee reviewed recommendations of the concerned Group Heads about the performance of their project staffs and the actual need, and submitted the final recommendations to Director, NCCR. In case of Shri.R.Kannan Project Field Assistant, the Group Head of CRAM project Dr.T.Shunmugaraj, Scientist-F has mentioned in the recommendation on the performance of Shri.R.Kannan "Not satisfied and not recommended for extension", based on which the review committee did not recommend extension. Shri.R.Kannan was therefore relieved on March 2020 without further extension as his contract period had ended and there was no recommendation from his Group Head for extension of his services.

Committee has gone through the representation of Shri.R.Kannan to Secretary, MoES vide mail dated 13.05.2020 and after careful scrutiny of records submitted to the committee and detailed deliberations during the meeting, the above observations were finalized.

Submitted to Director


(Shri.T.P.Rangamaran)


(Shri.T.S.Krishna)


(Dr. Pravakar Mishra)
16/5/20


(Dr. Dharani)


(Dr. Tune Usha)