

Employee Grievance Redressal Mechanism

- (a) Pursuant to Section 40 of the Regional Centre for Biotechnology Act 2016, an employee grievance redressal mechanism namely, the Employee Grievance Redressal Committee shall be constituted by the Executive Director, to promote practices and processes that shall ensure healthy employer-employee relationship and expeditious disposal of employee grievances in the Regional Centre;
- (b) Such Employee Grievance Redressal Committee shall be constituted with the following composition, namely:-
 - (i) a Professor of the Regional Centre..... Chairperson;
 - (ii) an employee from the accounts sectionMember;
 - (iii)an employee from the personnel sectionMember; and
 - (iv)the Controller of Administration of the Regional Centre.....Member-Secretary.
- (c) The Chairperson and Members referred to in clause (b), shall be nominated by the Executive Director and the term of the such Chairperson and Members shall be for a period of 2 years from the respective dates in which they enter upon their offices;
- (d) Such committee shall go into the cases of alleged injustice to the employee and other grievance of an individual nature in the Regional Centre;
- (e) Such committee shall seek such information from the concerned in the Regional Centre, if needed, to arrive at a decision;
- (f) Such committee shall give oral hearing to the aggrieved employee of the Regional Centre, if needed; and
- (g) Such committee shall make appropriate recommendations to the concerned competent authority in response to the grievance of the employee of the Regional Centre.