



GOVERNMENT OF KERALA

Abstract

Local Self Government Department – Integration of the State Institute of Rural Development (SIRD) into the Kerala Institute of Local Administration (KILA)- scheme of integration approved -orders issued.

LOCAL SELF GOVERNMENT (IB) DEPARTMENT

G.O. (MS) No.103 /2017/LSGD

Dated, Thiruvananthapuram 24.05.2017.

Read:- 1. G.O. (Ms) 7/88/RDD dated, 18-02-1988.

2. G.O. (MS) No. 134/91/LAD dated 30-04-1991
3. G.O. (MS) No. 47/2014/LSGD dated 22-02-2014
4. G.O. (Rt) No. 2463/2016/LSGD dated 17-08-2016
5. G.O. (MS) No. 184/2016/LSGD, dated 29/11/2016
6. G.O. (Rt) No. 3522/2016/LSGD, dated 27/12/2016
7. G.O.(MS) No. 57/2017/LSGD dated 16.03.2017.

ORDER

The Kerala Local Government Service Delivery Project (KLGSDP), as per institutional strengthening of SIRD under capacity building component, has engaged M/S. Deloitte [a Consultancy Firm] to study the institutional aspects of SIRD and to submit a report for institutional strengthening. In this context, series of deliberations have been made at different levels and such deliberations encountered the need for merging SIRD with KILA; in view of institutional convergence and effectiveness. The inputs during Deloitte's field meetings were that the training programmes overlap between SIRD and KILA. Prof. Alagh Committee Report also emphasized that KILA and SIRD need to be brought under a single umbrella. The Organisation Development Study Report by IRMA in 2011 observed that "It is clear from the study of SIRD and KILA that there is a strong overlap between the goals and mandates of KILA and SIRD. The overlap becomes even more apparent when seen in the context of the huge strides made by Kerala in devolution to local governments including devolution of funds, functions and functionaries." The Local Government Commission recommended for a

network of training institutions dealing with various subjects may be developed with KILA as the hub so that training activities can be holistic.

2. In the Governor's speech addressing the Kerala Legislative Assembly on 24th June 2016, it was highlighted that

“43. Kerala Institute of Local Administration (KILA) has now acquired the status of a National Institution of Excellence in Local Governance, particularly Panchayati Raj. In order to strengthen it and expand its capability, the State Institute of Rural Development will be merged with KILA.”

3. As such, as per Government Order read as 6th paper above, in principle approval has been given for the integration of SIRD and KILA and as per Government Order read as 8th paper above, orders have been issued integrating Attappady Hills Area Development Society-Centre for Comprehensive Participatory Resource Management (AHADS-CCPRM) into KILA to form a unified entity under the Umbrella of KILA.

4. The rationale for integration of the institutes is based on a study of the vision, mission, and objectives of the institutes - which shows that they have a largely common purpose and serve a common trainee base in Rural Development and Local Self Government. The Government intends to ensure optimum utilisation of resources and bring about efficiency and effectiveness in research and training. Hence Government are pleased to order the scheme of integration.

The Vision and Mission of the integrated entity, shall be as follows:

Vision

- To become an institute of international repute for capacity building and training in Local Governance, Rural Development, and Poverty Alleviation.
- To become a Centre of Excellence in Local Governance and Rural Development through initiatives such as policy advocacy, research, training, awareness building, documentation and facilitation.

Mission:

- To bring about development through sustainable solutions at the grass-root level that are developed through continuous and relevant policy oriented research, strategic partnerships and innovation.
- In the context of the sustainable solutions developed at the grass-root level, build capacity and an enabling environment by bringing together domain experts, technology, policy advocacy and continuous improvement in training.

- Empower local governments to discharge their mandate service delivery, and responsibilities to meet the growing aspirations of the people of Kerala.

In effecting the integration, the following shall be ensured:

- SIRD's core strength (of Rural Development) and AHADS-CCPRM's core strength (of Participatory Resource Management) to be maintained as an offering in the integrated entity.
- KILA's MoA to be amended to accommodate SIRD's and AHADS-CCPRM's objectives.
- KILA's Governing Council and Executive Council (and other related committees) to be modified, so as to enable SIRD and AHADS-CCPRM to deliver their respective mandates.
- KILA's existing organisational structure to be modified to accommodate SIRD's and AHADS-CCPRM's structure and functions appropriately.

5. The details of the scheme of integration are appended .

By Order of Governor

T.K. JOSE

Principal Secretary to Government

To

The Director of Panchayats, Thiruvananthapuram
The Director of Urban Affairs, Thiruvananthapuram
The Commissioner for Rural Development, Thiruvananthapuram
The Director, Kerala Institute of Local Administration, Thrissur
The Regional Director, KILA-CHRD
The Executive Director, AHADS-CCPRM
The Executive Director, Information Kerala Mission
The Information & Public Relations Officer (Web & New Media)
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram
The Accountant General (A&E), Kerala, Thiruvananthapuram
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Section Officer

1: Integrated Governance Framework

There are two levels of Governance at SIRD, KILA, and AHADS-CCPRM, as per the table shown below.

Level of Governing Body	SIRD	KILA	AHADS-CCPRM
Level 1	Board of Governors	Governing Council	Governing Body
Level 2	Executive Committee	Executive Council	Executive Committee

Level 1: Governing Council of the Integrated Entity

Body Representing	As-is Level 1 Members			Governing Council of the integrated entity (KILA)
	SIRD	KILA	AHADS-CCPRM	
Owner / Promoter (Govt. of Kerala)	Minister for Rural Development	Minister for Local Self Government	Chief Minister, Minister, Rural Development Department	Minister (LSGD) (Chairperson)
		Chief Secretary		Chief Secretary (Vice Chairperson)
	Principal Secretary, LSGD	Principal Secretary, LSGD Secretary, LSGD	Principal Secretary, LSGD (Convenor)	Principal Secretary, LSGD (Convenor)
	Secretary – Finance, Government of Kerala	Secretary – Finance, Government of Kerala	Representative of Finance Dept. not below the rank of Joint Secretary	Secretary to Government, Finance Department, Government of Kerala
	Commissioner for Rural Development		Commissioner for Rural Development	Commissioner for Rural Development
	Director IMG	Director of Panchayats, Director of Urban Affairs		Director of Panchayats, Director of Urban Affairs

Body Representing	As-is Level 1 Members			Governing Council of the integrated entity (KILA)
	SIRD	KILA	AHADS-CCPRM	
	District Collector Kollam	Secretary to Government, Planning and Economic Affairs Dept.		Secretary to Government, Planning and Economic Affairs Dept.
			<p>Representative of the Planning Department, not below the rank of Additional Secretary</p> <p>Representative of the SC/ST Development Department, not below the rank of Additional Secretary</p> <p>Representative of the Forest Department, not below the rank of Chief Conservator</p> <p>Representative of the Home Dept. not below IG of Police</p>	
Owner / Promoter (Govt. of India)	Representative from MoRD, GoI	JS (Training), MoRD, GoI	-	Representative from Ministry of Rural Development & Ministry of Panchayati Raj, Government of India
Organisation	Director, SIRD	Director of KILA	Executive Director, AHADS -CCPRM	Director, KILA
Independent Representatives - Area Experts	Representative of NIRD	Director, Centre for Panchayati Raj, NIRD, Hyderabad.		Representative from NIRD&PR

Body Representing	As-is Level 1 Members			Governing Council of the integrated entity (KILA)
	SIRD	KILA	AHADS-CCPRM	
	-	-	Expert on Tribal Affairs Expert on Rural Development	-
	-	-	Representative of the Indian Institute of Social Sciences	-
	-	-	Director of Research, Kerala Agricultural University	-
	-	-	Director, Centre for Water Resource Development and Management	-
	-	-	Director, Kerala Forest Research Institute	-
	-	-	Director of research, Kerala Veterinary and Animal Sciences University	-
	-	-	Expert on Human Resource Management	-
			Director General, NIRD	
			Director General, IMG	
			Director, CDS	
Other stakeholders	-	General Secretary, All India Panchayat Parishad	President of District Panchayat Presidents' Association, Kerala	Representative from Kerala Grama Panchayat Presidents, Association.

Body Representing	As-is Level 1 Members			Governing Council of the integrated entity (KILA)
	SIRD	KILA	AHADS-CCPRM	
		President, Kerala Grama Panchayat Association. President, Block Panchayat Association	President of Block Panchayat Presidents' Association, Kerala President of Grama Panchayat Presidents' Association, Kerala	Representative from Block Panchayat Association
-	-	Chairman, Chamber of Municipal Chairmen	Representative of Kerala Press academy	Chairman, Chamber of Municipal Chairmen
-	-	Member of Parliament	One Parliament Member from Kerala	Member of Parliament
-	-	Member of Legislative Assembly	One member of Kerala Legislative Assembly	Member of Legislative Assembly
-	-	Vice Chancellor - Kerala Agricultural University	Executive Director, Kudumbashree	-
-	-	Director - Centre for Development Studies	Director, Tribal Development	-
-	-	-	Representative of KITCO	-
-	-	-	Representative of the State Lead Bank	-

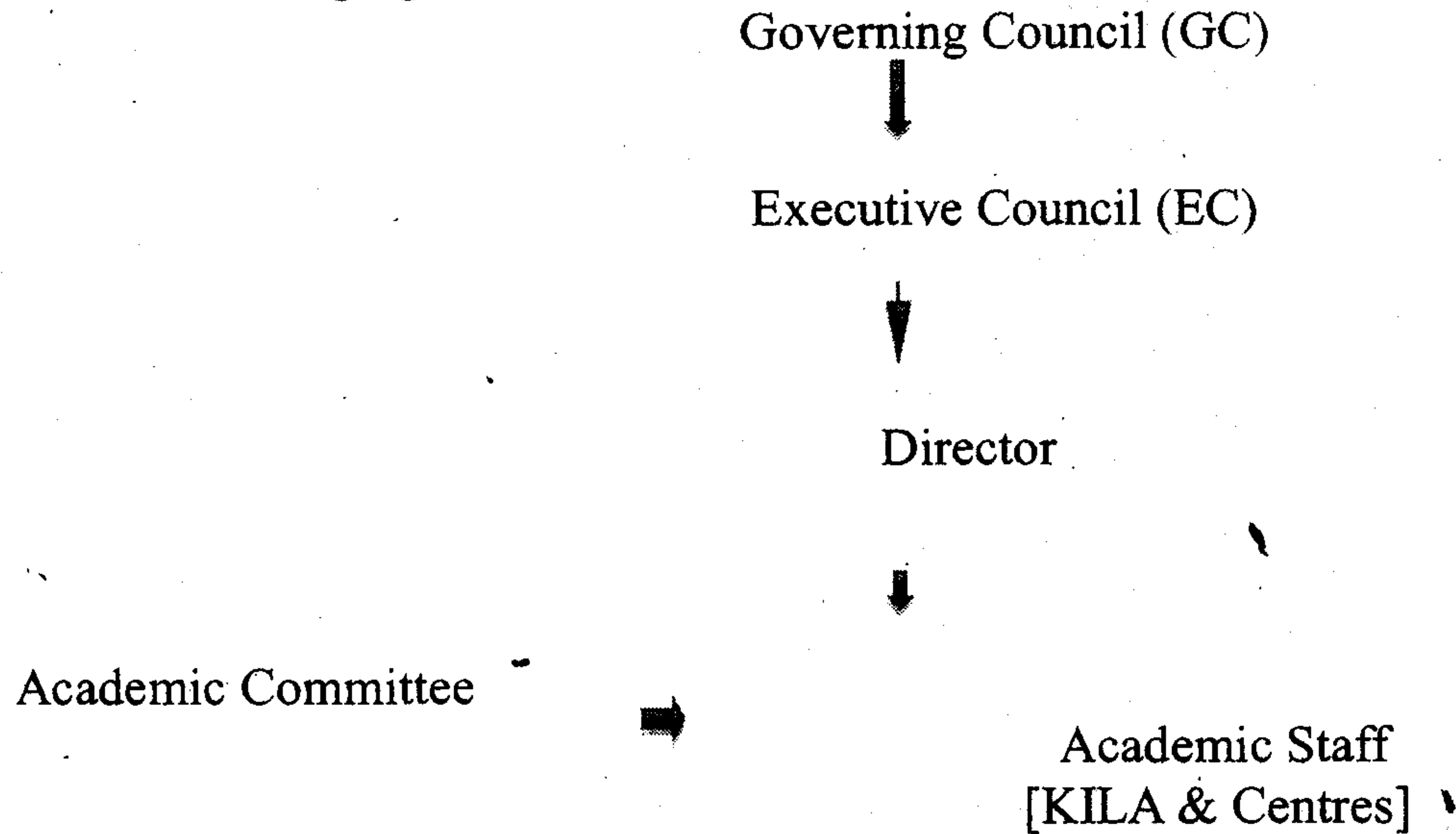
Level 2: Executive Council of the Integrated Entity

Body Representing	As-is Level 2 Members			Executive Committee of the integrated entity
	SIRD	KILA	AHADS-CCPRM	
Owner / Promoter (Govt. of Kerala)		Principal Secretary (LSGD)	Principal Secretary, LSGD	Principal Secretary (LSGD) (Chairman)
	<ul style="list-style-type: none"> ▪ Additional Commissioner for Rural Development ▪ Additional Secretary, Development Dept. ▪ Additional Development Commissioner ▪ 			Secretary (LSGD)
			Commissioner for Rural Development	Commissioner for Rural Development
	Secretary to Government, Finance or his nominee	Secretary to Government, Finance or his nominee	Representative of Finance Department, not below the rank of Joint Secretary to Govt.	Secretary to Government, Finance Department or his nominee
	-	-	Representative of the SC/ST Development Department not below the Joint Secretary rank	-

Body Representing	As-is Level 2 Members			Executive Committee of the integrated entity
	SIRD	KILA	AHADS-CCPRM	
	Three members of the Board to be nominated by the Government		Representative of the Planning Department, not below the Joint Secretary rank	
Organisation	-	Director of KILA	Executive Director, AHADS CCPRM	Director of KILA (Convenor)
Other stakeholders		Director of Panchayats	Executive Director Kudumbashree	Director of Panchayats
	-	Director of Urban Affairs	Representative of the Forest Department, not below the rank of Conservator of Forests	Director of Urban Affairs
	-	-	-	

2: Integrated Administrative Framework (Organisation Structure of Integrated Entity)

i. With the merging of SIRD with KILA, the organogram of KILA will be as below.



ii. With the merging of SIRD with KILA, the post of Secretary, SIRD, will be reverted to the organisation where he /she has lien, i.e. Commissionarate of Rural Development.

ii. The SIRD will be one of the centres of KILA, viz. 'KILA-Centre for Human Resource Development'.

Currently, SIRD has academic control over the 3 Extension Training Centres in Kottarakara (Kollam District), Mannuthy (Thrissur District), and Thaliparamba (Kannur District). The existing control of SIRD over the ETCs shall, going forward, rest with KILA. The ETCs, upon which SIRD have academic control, will also be the centres of KILA, as below:

a. KILA-Centre for Socio-Economic Development, Kottarakkara for ETC, Kottarakkara.

b. KILA-Centre for Organic Farming & Waste Management, Taliparambu for ETC
Thaliparambu

c. KILA-Centre for Good Governance, Thrissur for ETC Manuthy

iv. The AHDAS-CCPRM, which is already declared as Regional Centre of KILA, will also be one of the centres of KILA, entitled as 'KILA-Centre for Tribal Development & Natural Resource Management', Agaly.

3: Integrated Human Resource Framework

The current Human Resource strength (regular posts only) of SIRD, KILA, and AHADS-CCPRM can be summarised into three categories, as shown below:

Head of Institute refers to the post of Director (SIRD), Director (KILA) and Executive Director- AHADS-CCPRM.

Academic staff refers to the Faculty in both institutes. This includes Professor, Associate Professor, Assistant Professor, Librarian, Research Assistant and Lecturer.

Administrative staff refers to all other staff (on permanent role and on contract) not included in the two categories above.

#	Category of Post	As-is Posts			Organisational setup in the new Entity
		SIRD	KILA	AHADS-CCPRM	
1	Head of Institute	Director	Director	• Executive Director	<ul style="list-style-type: none"> • Director – KILA • Regional Directors.
2	Academic Staff	Lecturer	Professor Associate Professor Assistant Professor Librarian Research Assistant		<ul style="list-style-type: none"> • The Absorption of the Posts of Lecturer (regular) in SIRD into the integrated entity will be decided based on the study of CMD. • Lecturers in SIRD (on Contract/deputation) shall continue to be Lecturers on contract/deputation basis in KILA– till the end of the existing contract/deputation.
3	Non Academic Staff	Secretary Office Manager Finance Assistant Assistants Confidential Assistant	Registrar Deputy Director Finance and Accounts Officer Internal Auditor	• Deputy Director	<ul style="list-style-type: none"> • Absorption of the Non-Academic posts of SIRD [regular employed] into the integrated entity will be decided based on the study of CMD

4: Academic Integration

Academic Council of the integrated entity shall decide the Academic Calendar and related academic activities of the integrated entity.

Faculty shall be shared across Institutes to serve the expanded service offerings.

The integrated entity shall utilize the e-Governance platform of KILA.

5: Finance and Accounts

- SIRD's existing financial support from the Government of Kerala and Government of India shall continue and these funds shall be parked in the accounts of KILA, and maintained by the Head of Institute of the integrated entity of KILA. The funds shall be in-turn transferred, as per the modus operandi decided by the EC of KILA, to the Centres through proper channel for rendering the programmes.
- There shall be single account in the name of KILA and a single audit.

6: Infrastructure/Assets

- All movable and immovable assets of SIRD are to be integrated with KILA as a single entity. The asset registers of all centres to be merged with KILA's.

7: Implementation Plan

Sl.	Key Activities	Timelines	Responsibility
1	Submission of Audited books of accounts of SIRD to KILA and update KILA's accounts.	In progress	Regional Director – KILA: CHRD & Director - KILA
2	Board of Governors and Executive Committee of SIRD to resolve to merge SIRD with KILA.	resolved on 20/09/2016	SIRD Convenor
3	Governing Council and Executive Council of KILA to resolve to integrate SIRD into KILA.	Already done	KILA Convenor

4	Government of Kerala issue a letter to the Registrar of Societies for merger of SIRD into KILA.	15 days	Principal Secretary, LSGD
5	Assets and liabilities of SIRD to be taken over by KILA.	10 days from the date of Government Order	KILA Director
6	Re-constitute Governing Council and Executive Council (and other related committees) of the integrated entity.	30 days	KILA Convenor
7	Amend the MoA, AoA of KILA to accommodate the objectives of integrated SIRD.	30 days	KILA Convenor
8	Inform Government of India on the decision of merger of SIRD with KILA and channeling the SIRD funds to KILA going forward.	15 days	Principal Secretary, LSGD
9	Detail the new organization structure for the integrated entity; define its manpower requirements; re-draft the rules/ regulations/ policies as applicable.	30 days	KILA Director with the support of Expert Firm

[Handwritten Signature]

#	Category of Post	As-is Posts			Organisational setup in the new Entity
		SIRD	KILA	AHADS-CCPRM	
		Typist AVT cum Roneo Operator Driver Office Attendant Night Watchman Gardner Part Time Sweeper Hostel Manager Cook Kitchen Helper Hostel Boy Mess Cleaner Hostel Cleaner	Assistant Director Section Officer Chief Security Officer Computer Programmer DTP Operator Xerox Operator PS to Director Clerk Driver Senior Grade Overseer (Electrical) Electrician cum AV Assistant Plumber Receptionist Asst. Librarian Library Attendant Caretaker Despatcher Khalasi Sweeper Part Time Sweeper		<ul style="list-style-type: none"> Existing employees on deputation/contract to SIRD shall continue until the end of their deputation/contract or until they choose to return to their parent organisation. Filling of such vacancies shall be based on the decision of the GC of new entity.

Note:

1. The retirement age of the existing permanent staff of SIRD in Non-Academic Positions (Sl. 3) will be decided based on the study of CMD
2. All future recruitments into KILA shall be done as per KILA's norms only.
3. Post of Secretary-SIRD, to be reverted and retained in the RD.