

F. No. A-12018/1/2025-Admn
O/o the Pr. Scientific Adviser to the Govt. of India

Room No. 328, Maulana Azad Road
Vigyan Bhawan Annexe
New Delhi, the 6th January, 2025

CIRCULAR

Subject: Review of existing Scientists, Group 'A' Posts Recruitment Rules (RRs), 2018 of the Office of the Principal Scientific Adviser to the Government of India (O/o PSA to Gol)-reg.

The undersigned is directed to say that as per DoP&T's O.M. No. AB-14017/61/2008-Estt. (RR) dated 13.10.2015, the proposal for framing/ amendment of Recruitment Rules (RRs) is to be uploaded on the website of respective Ministries/ Departments for 30 days for inviting comments from the stakeholders.

2. Accordingly, the revised draft RRs for Scientists, Group 'A' posts in the O/o PSA to Gol is attached (Annex-I) for information of stakeholders. Copies of the existing RRs (Annex-II) and DoP&T's O.M. dated 13.03.2024 (Annex-III) on the "Revised Flexible Complementing Scheme for Scientists" are also attached for reference.

3. The stakeholders may furnish their comments, if any, to the undersigned [email: v.srivastava92@nic.in] within a period of 30 days from the date of its uploading on website. In case, no comments are received till then, the Office will proceed further for taking necessary action for amendment of the aforementioned draft RRs.


(Vikas Srivastava)

Deputy Secretary to Govt. of India

Encl. As above

To,

1. All stakeholders through website (<https://www.psa.gov.in>)
2. Technical Team with a request to upload on the website of the O/o PSA to GoI

OFFICE OF THE PRINCIPAL SCIENTIFIC ADVISER TO THE GOVERNMENT OF INDIA

NOTIFICATION

New Delhi, the

G.S.R. – In exercise of the powers conferred by the proviso to the Article 309 of the Constitution, the President makes the following rules regulating the method of recruitment to the posts of Scientists in the Office of the Principal Scientific Adviser to the Government of India, namely:-

1. **Short title and commencement**

(a) These rules shall be called the Office of the Principal Scientific Adviser to the Government of India, Scientists, Group 'A' Posts Recruitment Rules,
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(b) They shall come into force on the date of their publication in the Official Gazette.

2. **Definitions** – In these rules, unless the context otherwise requires, -

(a) **“Candidate”** means the person who is eligible for consideration for any post specified in the Schedule-I;

(b) **“Central Government”** means the Government of India, Office of the Principal Scientific Adviser to the Government of India (O/o PSA to GoI);

(c) **“Competent Authority”** means authority specified by the Central Government as such, from time to time;

(d) **“Controlling Authority”** means the Scientific Secretary, in the O/o PSA to GoI;

(e) **“Revised Flexible Complementing Scheme for Scientists”** means the Scheme as notified by the Department of Personnel and Training vide O.M. No. AB-14017/41/2013-PP(RR), dated the 13th March, 2024;

(f) **“Office”** means the O/o PSA to GoI;

(g) **“Post”** means a post of Scientist as specified under the rule 3;

(h) **“Schedule”** means a Schedule appended to these rules;

(i) **“Scientists and Engineers”** are persons who –

a) are recruited as such and continue to hold a scientific post as defined below; and

- b) possesses academic qualification of at least Master's Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/Computational and Information/Agricultural Sciences from a recognised University or Institute;

OR

Bachelor's Degree in Engineering/ Technology/ Biotechnology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute.

(j) **“Scientific Post”** is the one where the incumbent of which is a ‘Scientist or Engineer’ defined as above in a scientific institution/ organization declared as ‘Scientific Department’ by following due procedure and is engaged in creating new scientific knowledge or innovative engineering, technological or medical techniques or which is involved predominantly in professional research work and development.

3. Number of posts, classification and level in pay matrix

(i) The number of posts, their classification and level in the pay matrix attached thereto shall be as specified in the following Table, namely:-

Sl. No.	Name of post	Classification	Number of posts	Level in pay matrix
1.	Scientist ‘D’	General Central Service, Group	7	Level 12 in the pay matrix (Rs. 78,800-2,09,200).
2.	Scientist ‘E’	‘A’ Gazetted, Non-	2	Level 13 in the pay matrix (Rs. 1,23,100-2,15,900).
3.	Scientist ‘F’	Ministerial, Scientific and Technical	2	Level 13A in the pay matrix (Rs. 1,31,100-2,16,600)
4.	Scientist ‘G’		3	Level 14 in the pay matrix (Rs. 1,44,200-2,18,200).

(ii) In-situ promotion under the Revised Flexible Complementing Scheme shall be personal to the officer concerned and shall not result in a specific vacancy in the lower grade on that account.

(iii) The post currently held by the concerned officer shall be upgraded and shall be personal to him for the duration of his holding the in-situ promotion post.

(iv) The vacancy that may be created owing to superannuation, resignation or death of the officer shall result in the post reverting to the original position.

4. **Method of recruitment**

- i. The recruitment for posts of Scientists 'D' to Scientists 'G' shall be made either by direct recruitment or on deputation as specified in **Schedule I**.
- ii. The posts shall be exempted from the purview of the Union Public Service Commission.
- iii. The method of recruitment for each post or in each case shall be decided by the Central Government from time-to-time.
- iv. Particular discipline or field of essential educational qualification and experience for each post or in each case shall be decided by the Central Government, keeping in view the availability of Scientists in different fields and the further requirement of Scientists in a particular field.

5. **Promotion** - Promotions of the Scientists shall be governed by the provisions of the Revised Flexible Complementing Scheme as specified in the **Schedule II**.

6. **Annual Confidential Reports or Annual Performance Appraisal Reports and Annual Work Reports** - Annual Confidential Reports or Annual Performance Appraisal Reports, along with Annual Work Reports of the Scientists, shall be recorded in accordance with the instructions, time schedules and the formats prescribed by the Central Government or the Department of Personnel and Training from time-to-time.

7. **Probation**

(i) Every Scientist appointed to the service by direct recruitment shall be on probation for a period of one year:

Provided that the Cadre Controlling Authority may extend the period of probation in accordance with the instructions issued by the Central Government from time-to-time in this regard:

Provided further that any decision for the extension of the probation period shall be taken ordinarily within eight weeks after the expiry of the previous probation period and communicated in writing to the concerned officer, together with the reasons for so doing within the said period.

(ii) On completion of the period of probation or any extension thereof, a Scientist shall, if considered fit for permanent appointment, be retained in his appointment on regular basis and be confirmed against the available substantive vacancy.

(iii) If, during the period of probation or any extension thereof, as the case may be, the Central Government is of the opinion that a Scientist is not fit for permanent appointment, the Central Government may discharge the Scientist.

(iv) During the period of probation, or any extension thereof, a Scientist may be required by the Central Government to undergo such course of training and instruction and to pass examination and test (including examination in Hindi) as the Central Government may deem fit, as a condition to the satisfactory completion of the probation period.

(v) As regards other matters relating to probation, the members of the services shall be governed by the instructions issued by the Central Government, in this regard, from time-to-time.

8. **Confirmation** - Confirmation of a Scientist appointed through direct recruitment shall be done by the Central Government on the recommendations of a Departmental Confirmation Committee, the composition of which shall be as follows, namely:-

(i) For Scientists 'D', 'E', and 'F'

1.	Scientific Secretary, O/o PSA to GoI	Chairperson
2.	Two Members of the level of Joint Secretary to the Government of India from Scientific Ministries or Departments	Members

(ii) For Scientist 'G'

1.	Scientific Secretary, O/o PSA to GoI	Chairperson
2.	Two Members of the level of Additional Secretary to the Government of India from Scientific Ministries or Departments	Members

9. **Appointing authority**- In the case of Scientists 'D', 'E', 'F' and 'G', the appointing authority shall be the Competent Authority and the approval of the Appointments Committee of the Cabinet (ACC) shall be mandatory in the case of appointment or in-situ promotion to the post at Level 14 in the pay matrix (Rs.1,44,200-2,18,200) or above, as on date.

10. **Disqualification** - No person, -
- (a) who has entered into or contracted a marriage with a person having a spouse living; or
 - (b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post:

Provided that the Central Government may, if satisfied that such a marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

11. **Liability to serve in Defence Services** -Any person appointed to any of the said posts shall, if so required, be liable to serve in any of the Defence Services or posts connected with the defence of India, for a period of not more than four years, including the period spent on training, if any:

Provided, that the services of such a person shall not be required,-

- (a) after the expiry of ten years from the date of appointment;
- (b) ordinarily to serve after attaining the age of forty years.

12. **Liability of Scientists to serve in India and outside India** - Scientists appointed to any of the said posts shall be liable to serve anywhere in India and outside India.

13. **Training courses**

(i) Scientists appointed to any of the said posts shall be liable to undergo such training, as detailed on courses of instruction in India or abroad, as the Central Government may decide from time-to-time.

(ii) An officer detailed for training on course, the duration of which is six months or more, or an officer detailed for training outside India or with private firms or factories in India, irrespective of the duration of the training, shall be liable to refund, in full, the cost of the training, if, for any reason during the training or within a period of three years after the completion of such training, the officer chooses to discontinue the service.

14. **Power to relax** - Where the Central Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be

recorded in writing and in consultation with the Department of Personnel and Training, relax any of the provision of these rules with respect to any class or category of persons.

15. **Saving** - Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, ex-Servicemen and other special categories of persons in accordance with the orders issued by the Central Government, from time-to-time, in this regard.

SCHEDULE – I

[See Rule 4(3)]

Recruitment to the posts of Scientist ‘D’ to Scientist ‘G’

1. (A) Recruitment for the post of Scientist ‘D’ on Direct Recruitment (DR) basis

(a) Essential Qualifications:

- (i) Possesses academic qualification of at least master’s Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/Computational and Information/Agricultural Sciences from a recognised University or Institute;

OR

Bachelor’s Degree in Engineering/ Technology/ Biotechnology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute.

- (ii) Experience of eight years in Scientific & Technological organisations or Research and Development in Industrial and Academic Institutions or both.

(b) Desirable Qualifications:

Doctorate Degree in Natural Sciences or Agricultural Sciences or Master's Degree in Engineering or Technology or Medicine from a recognised University or Institute.

Note 1: The experience specified shall be the experience acquired by the candidate in Research and Development in an Industrial or Academic Institution or Science and Technology organisation, after obtaining the essential educational qualifications required for the post, however, the exact nature of experience in the required area shall be decided by the Competent Authority and indicated in the advertisement or circular for the relevant post.

Note 2: The qualification is relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3: The qualification(s) regarding experience is or are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or

Scheduled Tribes if, at any stage of selection, the Competent Authority is of the opinion that sufficient number of candidates from these communities, possessing the requisite experience, are not likely to be available to fill-up the vacancies reserved for them.

(B) Recruitment for the post of Scientist 'D' by deputation (including short-term contract)

Scientists or Technologists working in the Central Government or State Governments or Union territory Administrations or Central Government or State Government Undertakings or Universities or Recognised Research Institutions or Semi-Government or Statutory or Autonomous Organisations in India or abroad,-

- (a) (i) holding analogous posts on regular basis; or
- (ii) with four years' service in the grade rendered after appointment thereto on regular basis in level 11 in the pay matrix (Rs.67,700-2,08,700/-) or equivalent; and
- (b) possessing the Essential and Desirable qualifications prescribed for direct recruits under sub paragraph (A).

Note 1: The period of deputation (including short-term contract), including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not exceed three years, which may be extended for further periods, as per the norms of the Department of Personnel and Training, with the concurrence of the lending organisation and with the approval of the Competent Authority.

Note 2: Deputationists shall not be eligible for consideration for in-situ promotions.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years as on the closing date of receipt of applications.

Note 4: Scientists from the Central Government or the State Governments or Union territory Administrations may be eligible for absorption.

2. (A) Recruitment for the post of Scientist 'E' on Direct Recruitment (DR) basis

(a) Essential Qualifications:

- (i) Possesses academic qualification of at least Master's Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/Computational and Information/Agricultural Sciences from a recognised University or Institute;

OR

Bachelor's Degree in Engineering/ Technology/ Biotechnology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute.

- (ii) Experience of ten years in Science & Technology organisations or Research and Development in Industrial and Academic Institutions or both.

(b) Desirable Qualifications:

Doctorate research in Natural Sciences or Agricultural Sciences or Doctorate Degree in Engineering or Technology or Medicine from a recognised University or Institute.

Note 1: The experience specified shall be the experience acquired by the candidate in Research and Development in an Industrial or Academic Institution or Science and Technology organisation, after obtaining the essential educational qualifications required for the post, however, the exact nature of experience in the required area shall be decided by the Competent Authority and indicated in the advertisement or circular for the relevant post.

Note 2: The qualification is relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3: The qualification(s) regarding experience is or are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes if, at any stage of selection, the Competent Authority is of the opinion that sufficient number of candidates from these communities, possessing the requisite experience, are not likely to be available to fill-up the vacancies reserved for them.

(B) Recruitment for the post of Scientist 'E' by deputation (including short-term contract)

Scientists or Technologists working in the Central Government or State Governments or Union territory Administrations or Central Government or State Government Undertakings or Universities or Recognised Research Institutions or Semi-Government or Statutory or Autonomous Organisations in India or abroad,-

- (a) (i) holding analogous posts on regular basis; or
- (ii) with four years' service in the grade rendered after appointment thereto on regular basis in level 12 in the pay matrix (Rs.78,800-2,09,200/-) or equivalent; and
- (b) possessing the Essential and Desirable qualifications prescribed for direct recruits under sub paragraph (A).

Note 1: The period of deputation (including short-term contract), including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not exceed three years, which may be extended for further periods, as per the norms of the Department of Personnel and Training, with the concurrence of the lending organisation and with the approval of the Competent Authority.

Note 2: The departmental candidates in the feeder category, who are in the direct line of in-situ promotion under the Revised Flexible Complementing Scheme, shall not be eligible for consideration for appointment on deputation, except for the ex-cadre post for which they are not the feeder grade officers, and similarly, deputationists shall not be eligible for consideration for in-situ promotions.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years as on the closing date of receipt of applications.

Note 4: Scientists from the Central Government or the State Governments or Union territory Administrations may be eligible for absorption.

3. (A) Recruitment for the post of Scientist 'F' on Direct Recruitment (DR) basis

(a) Essential Qualifications:

- (i) Possesses academic qualification of at least Master's Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/Computational and Information/Agricultural Sciences from a recognised University or Institute;

OR

Bachelor's Degree in Engineering/ Technology/ Biotechnology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute.

- (ii) Experience of twelve years in Science & Technology organisations or Research and Development in Industrial and Academic Institutions or both, out of which at least six years should be in a managerial capacity for Science and Technology programme planning, development and coordination, or policy initiatives or formulation or both.

(b) Desirable Qualifications:

Doctorate research in Natural Sciences or Agricultural Sciences or Doctorate Degree in Engineering or Technology or Medicine from a recognised University or Institute.

Note 1: The experience specified shall be the experience acquired by the candidate in Research and Development in an Industrial or Academic Institution or Science and Technology organisation, after obtaining the essential educational qualifications required for the post, however, the exact nature of experience in the required area shall be decided by the Competent Authority and indicated in the advertisement or circular for the relevant post.

Note 2: The qualification is relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3: The qualification(s) regarding experience is or are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes if, at any stage of selection, the Competent Authority is of the opinion that sufficient number of candidates from these communities,

possessing the requisite experience, are not likely to be available to fill-up the vacancies reserved for them.

(B) Recruitment for the post of Scientist 'F' by deputation (including short-term contract)

Scientists or Technologists working in the Central Government or State Governments or Union territory Administrations or Central Government or State Government Undertakings or Universities or Recognised Research Institutions or Semi-Government or Statutory or Autonomous Organisations in India or abroad,-

- (a) (i) holding analogous posts on regular basis; or
- (ii) with five years' service in the grade rendered after appointment thereto on regular basis in level 13 in the pay matrix (Rs.1,23,100-2,15,900/-) or equivalent; and
- (b) possessing the Essential and Desirable qualifications prescribed for direct recruits under sub paragraph (A).

Note 1: The period of deputation (including short-term contract), including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not exceed three years, which may be extended for further periods, as per the norms of the Department of Personnel and Training, with the concurrence of the lending organisation and with the approval of the Competent Authority.

Note 2: The departmental candidates in the feeder category, who are in the direct line of in-situ promotion under the Revised Flexible Complementing Scheme, shall not be eligible for consideration for appointment on deputation, except for the ex-cadre post for which they are not the feeder grade officers, and similarly, deputationists shall not be eligible for consideration for in-situ promotions.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years as on the closing date of receipt of applications.

Note 4: Scientists from the Central Government or the State Governments or Union territory Administrations may be eligible for absorption.

4. (A) Recruitment for the post of Scientist 'G' on Direct Recruitment (DR) basis

(a) Essential Qualifications:

- (i) Possesses academic qualification of at least Master's Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/Computational and Information/Agricultural Sciences from a recognised University or Institute;

OR

Bachelor's Degree in Engineering/ Technology/ Biotechnology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute.

- (ii) Experience of fifteen years in Science & Technology organisations or Research and Development in Industrial and Academic Institutions or both, out of which at least seven years should be in,-
- a) administering, planning, development or coordination of Science and Technology programmes;
 - b) experience of evolving, managing and directing major programmes under any branch of Science and Technology;
 - c) proven record of policy initiatives for the Science and Technology Sector;
 - d) proven record of leading a team.

(b) Desirable Qualifications:

Post Doctorate research in Natural Sciences or Agricultural Sciences or Doctorate Degree in Engineering or Technology or Medicine from a recognised University or Institute.

Note 1: The experience specified shall be the experience acquired by the candidate in Research and Development in an Industrial or Academic Institution or Science and Technology organisation, after obtaining the essential educational qualifications required for the post, however, the exact nature of experience in the required area shall be decided by the Competent Authority and indicated in the advertisement or circular for the relevant post.

Note 2: The qualification is relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3: The qualification(s) regarding experience is or are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes if, at any stage of selection, the Competent Authority is of the opinion that sufficient number of candidates from these communities, possessing the requisite experience, are not likely to be available to fill-up the vacancies reserved for them.

(B) Recruitment for the post of Scientist 'G' by deputation (including short-term contract)

Scientists or Technologists working in the Central Government or State Governments or Union territory Administrations or Central Government or State Government Undertakings or Universities or Recognised Research Institutions or Semi-Government or Statutory or Autonomous Organisations in India or abroad,-

- (a) (i) holding analogous posts on regular basis; or
- (ii) with five years' service in the grade rendered after appointment thereto on regular basis in level 13A in the pay matrix (Rs.1,31,100-2,16,600/-) or equivalent; and
- (b) possessing the Essential and Desirable qualifications prescribed for direct recruits under sub paragraph (A).

Note 1: The period of deputation (including short-term contract), including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not exceed three years, which may be extended for further periods, as per the norms of the Department of Personnel and Training, with the concurrence of the lending organisation and with the approval of the Competent Authority.

Note 2: The departmental candidates in the feeder category, who are in the direct line of in-situ promotion under the Revised Flexible Complementing Scheme, shall not be eligible for consideration for appointment on deputation, except for the ex-cadre post for which they are not the feeder grade officers, and similarly, deputationists shall not be eligible for consideration for in-situ promotions.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years as on the closing date of receipt of applications.

Note 4: Scientists from the Central Government or the State Governments or Union territory Administrations may be eligible for absorption.

5. The upper age-limit for direct recruitment in each category of posts shall be as under:

Sl.No.	Name of post	Upper age-limit for direct recruitment (except for departmental candidates)
1.	Scientist 'D'	40 years
2.	Scientist 'E'	45 years
3.	Scientist 'F'	50 years
4.	Scientist 'G'	55 years

Note 1: *Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government from time-to-time.*

Note 2: The crucial date for determining the age-limit shall be the closing date for the receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).

6. Screening and selection process for all posts [applicable for both direct recruitment and on deputation (including short-term contract/absorption)]

Composition of Committees

Posts	Screening-cum-Shortlisting Committee	Selection Committee
Scientist 'D'	1. An officer not below the rank of Scientist 'G' or Joint Secretary - Chairperson 2. A nominee of the D/o Atomic Energy or D/o Space or Defence Research & Development Organization in the rank of Scientist 'G' - Member 3. An officer not below level 14 with administrative background - Member	1. Scientific Secretary, O/o PSA - Chairperson 2. Two external experts who shall be officer not below the rank of Joint Secretary, nominated by Scientific Secretary, O/o PSA - Members 3. Scientist 'G' in O/o PSA - Member

Scientist 'E'	-do-	-do-
Scientist 'F'	<ol style="list-style-type: none"> 1. A Scientist who shall not be below the rank of Scientist 'G' - Chairperson 2. A nominee of the D/o Atomic Energy or D/o Space or Defence Research & Development Organization in the rank of Scientist 'G' – Member 3. An officer not below level 14 with administrative background, nominated by Scientific Secretary, O/o PSA - Member 	<ol style="list-style-type: none"> 1. Scientific Secretary, O/o PSA- Chairperson 2. Two Secretaries of other Scientific Departments (or their representatives who are not below the rank of Joint Secretary), nominated by Scientific Secretary, O/o PSA – Members 3. Two eminent Scientists not below the rank of Joint Secretary specialised in the field of scientific activity, nominated by Scientific Secretary, O/o PSA – Members 4. Joint Secretary rank officer nominated by D/o Personnel & Training - Member
Scientist 'G'	<ol style="list-style-type: none"> 1. A Scientist who shall not be below the rank of Scientist 'H' - Chairperson 2. A nominee of the D/o Atomic Energy or D/o Space or Defence Research & Development Organization in the rank of Scientist 'H' or above – Member 3. An officer not below level 14, nominated by Scientific Secretary, O/o PSA - Member 	<ol style="list-style-type: none"> 1. PSA to GoI- Chairperson 2. Scientific Secretary, O/o PSA - Member 3. Two Secretaries of other Scientific Departments, nominated by PSA to GoI – Members 4. An eminent Scientist not below the rank of Additional Secretary specialised in the field of scientific activity, nominated by PSA to GoI – Member 5. Additional Secretary rank officer nominated by D/o Personnel & Training – Member

SCHEDULE - II

[See Rule 5]

Promotion through Revised Flexible Complementing Scheme

The Revised Flexible Complementing Scheme (hereinafter referred to as 'Scheme') shall replace the existing MFCS in force in scientific Ministries/Departments/Organizations of the Government of India and in the Personnel Policy for Group-A S&T Officers of Ministry of Electronics and Information Technology (MeitY) for making promotions to scientific posts in Level-11 to Level-14 in the Pay Matrix, w.e.f. 01.07.2024.

2. These posts are also filled at levels higher than the entry grade in O/o PSA to GoI. Henceforth, O/o PSA to GoI shall first consider filling up the vacancies in higher levels from the Scientists in the feeder grade who are recommended for promotion to the next higher grade under the scheme. If the number of Scientists recommended for consideration of promotion to the next grade under the scheme are more than the number of vacancies available in the promotion grade, then to that extent the number of posts be automatically upgraded to the promotion grade subject to the condition that the combined sanctioned strength of all the grades shall remain the same. Vacancies arising due to attrition shall normally revert to the entry level grade of the respective Scientific/Technical category. However, based on functional needs and with the approval of Competent Authority, some of these vacancies may be filled by the method of recruitment prescribed in the RRs, for the posts above entry level, based on the level of the vacancy and commensurate with the higher qualifications and skills of individual candidates within the overall sanctioned strength.

3. For the purpose of determining eligibility for promotion/upgradation under the Scheme, definition of scientific posts shall be as specified under the Rule 2(j).

4. An Inter-Ministerial Committee (IMC) chaired by Secretary, DoPT with Secretary, DST as Member and Scientific Secretary, O/o PSA to GoI as the co-opted Member, shall consider any issue of interpretation regarding Educational Qualifications or inclusion of new disciplines in the Scheme. The decision of the Committee shall be final. The IMC may also invite Experts to assist the Committee in taking a decision on the proposal of any Ministry/Department.

5. (a) The posts covered under the Scheme shall carry the following uniform Levels in the pay matrix, designation and the minimum residency period linked to performance:

Level in pay-matrix	Designation	Minimum Residency Period linked to Performance
Level -13	Scientist E	4 years as Scientist D
Level -13A	Scientist F	5 years as Scientist E
Level -14	Scientist G	5 years as Scientist F

(b) Exceptionally Meritorious Category: Based on assessment parameters and the recommendation by the Internal Screening Committee [refer to point 9(A)], not more than 10 per cent of the Scientists may be granted relaxation in the residency period by the Departmental Peer Review Committee [refer to point 9(B)] for all levels, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career.

6. Treatment of period of Leave towards minimum residency period/period spent on deputation for promotion/upgradation under the Scheme: The following types of leave availed by an eligible scientist/period spent on deputation shall be counted towards minimum residency period required to be put in by the Scientists in the lower grade for consideration of promotion/upgradation under the Scheme:-

- a) The period spent on deputation/Foreign Service to another scientific post, which helps a Scientist to acquire scientific experience in a diverse set up.
- b) Period of Study Leave/any other Leave taken for academic accomplishments to improve scientific knowledge.
- c) Maternity Leave sanctioned as per Leave Rules.
- d) Leave of a maximum period of one year sanctioned in continuation of maternity leave as per Leave Rules.
- e) Earned Leave for a total period not exceeding 180 days (for 3 year residency period), 210 days (for 4 year residency period), 240 days (for 5 year residency period) sanctioned as per Leave Rules.
- f) Child Care Leave sanctioned as per Rules

7. The period spent on deputation/foreign service to a non-scientific post and the period of leave including leave on medical grounds, EOL etc. availed on personal grounds shall not count towards the minimum residency period.

8. The Annual Work Report (AWR) format to capture scientific content of work performed has been designed and enclosed as **Annexure-I**. The AWR (Part A) would be filled up by the officer reported upon along with the Annual Performance Appraisal Report (APAR) format enclosed as **Annexure-II**. Both AWR and APAR would be filled mandatorily on an annual basis.

9. There shall be two level of assessment under the Scheme namely Level-1 Screening (Internal Screening Committee) and Level-2 Screening (Assessment Board/Department Peer Review Committee). Composition of the Committees shall be as specified in the **Schedule III**.

A. Level 1 Screening (Internal Screening Committee)

The Internal Screening Committee would report on the scientific content of work done by the scientists/engineers who meet the benchmark of 'Very Good' for Sc. 'D' and above. The Internal Screening Committee would submit their recommendation in Part C of the AWR reporting format, along with comparable parameters for consideration in Level-2 Screening.

B. Level 2 Screening (Assessment Board/Departmental Peer Review Committee)

(i) The Assessment Board shall undertake Level-2 screening for assessment of scientists and furnish their recommendation for promotion/upgradation from Scientist D and Scientist E. The Board would have the characteristic of independent peer group for the assessment of the scientific content of the work. Greater emphasis would be placed on achievement as evaluated by an independent peer group rather than on seniority only. The Board shall document specifically through one page summary, the specific content of the work done.

(ii) The Departmental Peer Review Committee (DPRC) shall undertake level 2 screening for assessment of scientists and furnish their recommendation for promotion/upgradation for Scientist 'F'. The proposals involving relaxation/assessment in residency period in respect of exceptionally meritorious Scientists for consideration of promotion/upgradation from Scientist D upto Scientist G shall also be considered by DPRC. The DPRC shall document specifically through one page summary, the specific content of the work done.

(iii) The Assessment Board/DPRC should specifically certify that the Scientists recommended met with all the criteria for promotion/upgradation under the Scheme.

(iv) Field experience in research and development and/or experience in implementation of such scientific projects is compulsory for promotion/upgradation of scientists recruited to the posts in the O/o PSA to GoI to higher grades under the Scheme. Field experience of at least two years and five years respectively will be essential for promotion/upgradation to Scientist F and Scientist G grades, respectively. The criteria for field experience for different scientific activities have been elaborated under Scientific Activities and Services in **Annexure-III**.

10. The assessment would be done twice in a year. Cases of those Scientists who have completed or will complete the minimum residency period as on the cut-off dates of assessment viz. 1st January or 1st July, as the case may be, and have earned or will earn number of annual ACRs/APARs equal to or more than the number of years of minimum residency period for the period preceding the cut off dates of assessment, shall be considered for assessment under the Scheme.

11. Candidates who do not qualify either in Level-1 screening or Level-2 screening shall be re-assessed only after one year when they earn at least one more APAR and AWR. Such re-assessment would again entail Level-1 and Level-2 Screening and not commence from the stage where the Scientist failed to qualify.

12. The date of promotion/upgradation of Scientists recommended for promotion/upgradation to the next higher grade under the Scheme shall be the date on which the Competent Authority approves the promotion/upgradation. Officers on leave or on deputation outside the organisation can be given promotion only with effect from the date they rejoin or return to the parent cadre.

13. There shall be no retrospective promotion/upgradation.

14. The assessment process under the Scheme for promotion/upgradation to the next grade would be conducted only thrice, and thereafter, the scientist would be covered under Modified ACP scheme (MACP) as approved for Central government civilian employees. The Scientist who has been granted any grade under MACP can be considered for next grade according to the eligibility and other provisions of the Scheme. Some illustrations are given below for clarity:

Illustration-1: A scientist 'B' is considered but does not get promotion/upgradation under the Scheme. He/She would be entitled to

grade of Scientist. 'C', 'D' and 'E' on completion of 10/20/30 years of service subject to provisions of MACP notified vide OM No. 35034/3/2015-Estt. (D) dated 22.10.2019, as amended from time to time

Illustration-2: A Scientist 'B' gets promotion/upgradation to Scientist C under the Scheme in second chance after 4 years. After prescribed residency, he/she does not qualify under the Scheme for three successive years for upgradation to Sc. D. After completion of ten years in the grade of Scientist 'C' i.e. after 14 years of service he is upgraded to Scientist 'D' under the Scheme, subject to provisions of MACP notified vide OM No. 35034/3/2015-Estt. (D) dated 22.10.2019. After prescribed residency of 4 years in Scientist D, he would again be considered for promotion/upgradation to Scientist 'E' under the Scheme. In case he does not qualify for three successive years, he would be upgraded to Scientist 'E' after completion of 10 years in the grade of Scientist 'D' i.e. after 24 years of service. Further promotion/upgradation to Scientist 'F' and Scientist 'G' would only be under the Scheme as the Scientist would have got three upgradations and no further upgradation under MACPS would be permissible.

Illustration-3: If a Scientist gets three promotions/upgradations under the scheme, there would be no claim for any further upgradation under MACP Scheme as the MACP Scheme only allows three financial upgradations in minimum level on completion of 10, 20 and 30 years of service respectively.

15. Scientists/Technical experts doing management/ administrative work in the Ministries should not be considered for under the Scheme, they should only be given benefit of upgradation under MACP.

SCHEDULE – III

[See Schedule II (point 9)]

A. Composition of the Internal Screening Committee:

Sl. No.	Posts	Composition of Internal Screening Committee
1.	For promotion from the post of Scientist 'D' to the post of Scientist 'E'	An officer not below the rank of Scientist 'G' or Joint Secretary - Chairperson
		A nominee of the D/o Atomic Energy or D/o Space or Defence Research & Development Organization in the rank of Scientist 'G' - Member
		An officer not below level 14 with administrative background - Member
2.	For promotion from the post of Scientist 'E' to the post of Scientist 'F'	A Scientist who shall not be below the rank of Scientist 'G' - Chairperson
		A nominee of the D/o Atomic Energy or D/o Space or Defence Research & Development Organization in the rank of Scientist 'G' - Member
		An officer not below level 14 with administrative background, nominated by Scientific Secretary, O/o PSA - Member
3.	For promotion from the post of Scientist 'F' to the post of Scientist 'G'	A Scientist who shall not be below the rank of Scientist 'H' - Chairperson
		A nominee of the D/o Atomic Energy or D/o Space or Defence Research & Development Organization in the rank of Scientist 'H' or above - Member
		An officer not below level 14, nominated by Scientific Secretary, O/o PSA - Member

B. Composition of the Assessment Board:

Sl. No.	Posts	Composition of Assessment Board
1.	For promotion to the posts of Scientist 'E' and Scientist 'F'	Scientific Secretary, O/o PSA to GoI - Chairperson
		Two Secretaries of other Scientific Ministries or Departments or their representatives who are at least one level above the post to which in-situ promotion under Revised Flexible Complementing Scheme is to be made- Members
		Two eminent Scientists specializing in the field of scientific activity, in the rank of Scientist 'F' or above, to be nominated by the Competent Authority or the Controlling Authority- Members

		Joint Secretary, Department of Personnel & Training- Member

C. Composition of the Departmental Peer Review Committee (DPRC):

Sl. No.	Post	Composition of Departmental Peer Review Committee
1.	For promotion to the post of Scientist 'G'	Scientific Secretary, O/o PSA to GoI- Chairperson
		Two Secretaries of other Scientific Ministries or Departments- Members
		Two eminent Scientists specializing in the field of scientific activity, in the rank of Scientist 'G' or above, to be nominated by the Competent Authority or the Controlling Authority- Members
		Additional Secretary, Department of Personnel and Training- Member

ANNUAL WORK REPORT

Self-Assessment by the officer reported upon

1. Name :

2. Designation :

3. Area of S&T function :

Part A

4. One page summary of the scientific and technical elements in the work done during the financial years:

4.a. New initiative taken:

4.b. S&T content of the work done:

4.c. Innovation content of the work done:

5. Brief Description of evaluation parameters related to the officer's work function as given in the Appendix:

Assessment of work output

(Out of the five broad parameters given at Appendix, the Officer may choose at least twenty sub parameters of 5 marks each for 100 marks in total relevant to the work function of the officer).

Sl.No.	Brief Description of the parameter on which the Officer has to be evaluated	Achievement made there to by the Officer concerned (maximum 50 words each for each sub parameters)
1.	Parameter: _____ Sub Parameter a. b. c. . .	
2.	Parameter: _____ Sub Parameter a. b. c. . .	
3.	Parameter: _____ Sub Parameter a. b. c. . .	
4.	Parameter: _____ Sub Parameter a. b. . .	

5.	Parameter: _____ Sub Parameter a. b. . .	
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(Signature of the officer reported upon)

Name:

Designation:

Part-B

ASSESSMENT BY THE REPORTING AUTHORITY

1. Do you agree with the evaluation parameters suggested by the Officer?

2. Short summary of the innovative content of the work done

3. Please also indicate the exceptional contribution of the Officer for which he can be considered under exceptionally meritorious category.

4. Overall assessment of the scientific work

SL No.	Parameters	Marks given By the reporting authority
1		
2		
3		
4		
5		
	Total Marks Obtained	

Signature of the Reporting Officer

Name:

Designation:

Part 'C'

Internal Screening Committee Report

(This Report has to be prepared by the Level-I Screening Committee after the completion of the residency period for reporting the same to the Assessment Committee)

1. Innovative component of the work done during the residency period vis-à-vis work function of the officer:

2. Major achievements (100 words) by the officer during the residency period:

3. Extra ordinary achievements made to be considered under exceptionally meritorious category:

4. New initiative taken in order to achieve the goal/ target of the schemes/programs handled:

5. Over all grading of the officer (1 to 10 scale):

6. Relative Assessment with Peers:

(Top 10%) (10-33%) (33% and below)

Signatures of the Committee Members

Appendix to Annexure-I

Parameters* for Evaluation (Officer reported can choose at least twenty sub parameters given below) in consultation with the Reporting Officer

1. S&T Management/S&T Policy Product/Scientific and Technological Aspects
<ul style="list-style-type: none">• Extra and Intra mural R&D projects handled/executed/monitored• Scientific Notes/Reports/database created/managed/handled• S&T scheme or projects handled/launched/implemented/facilitated/managed• S&T manuals/brochures/technology status report prepared• S&T cooperation with other countries facilitated• Signing of domestic/international MOU facilitated• SFC/EFC/Cabinet Notes/Projects/Schemes prepared• Technology Intelligence/foresight/assessment reports prepared• Drafting/review of National/International standards for products/process• Preparation of field report/observational data etc.• Output/Outcomes of Research Projects generated• Management of Scientific Resources
2. Knowledge Product
<ul style="list-style-type: none">• Publications and invited lectures• Patent/IPR documentation/copyrights/designs• Output/Outcome Analysis for strategic S&T planning• Development/Improvement of new/existing laboratory analytical method• Development/Improvement of new/existing mathematical/statistical/dynamical models• Preparation of data/meta data standards• Development of Algorithms for IT solutions• Development of convergent technology solutions• Design and documentation of application software• Preparation of technology status report
3. S&T Economic Product
<ul style="list-style-type: none">• Technology Developed/Facilitated• Technology transferred/licenced/commercialised• Consultancy projects carried out/income generated/EMR Grants receipt• Licensing Fee/Income catalysed/facilitated• Start-ups created• Incubation Facilities created• Technical services/Calibration implemented/facilitated• Maintenance and upgradation of observational and Computational networks• Capacity building

<ul style="list-style-type: none"> • Delivery of statutory/promotional services to industry • Cost cutting Measures Implemented
<p>4. Capacity building and Promotion of S&T</p> <ul style="list-style-type: none"> • HRD schemes managed/handled • Skill Development/Rural Development Programme implemented • Technology field demonstration/entrepreneurship training carried out • Science education/knowledge dissemination • Training course designed and developed including capacity building • PhD/MTech/MSc Students guided/trained
<p>5. S&T Services and Outreach activities</p> <ul style="list-style-type: none"> • Outreach materials of R&D outputs disseminated • Artisanal training/Skill Development Initiatives taken • Grass root S&T related actions Technology adapted for local needs • Participation in Field survey, data collection, scientific exploration • Laboratory Accreditation, Good Laboratory Practice • Inspection Survey, R&D Service • Weather, Climate, Ocean, Seismological and Cryospheric services • Environmental impact appraisals, Natural wealth and Hazard Assessment • Testing and calibration service carried out • Energy/environment audit carried out • Design/development of regulatory framework • Software/hardware/electronic products deployed/developed • Good Manufacturing Practices • Projects planning/monitoring/evaluation • Maintenance and enhancement of e-Governance Projects • Design, development and hosting of portals, web applications and websites for information/dissemination • Management and prevention of security threats/vulnerabilities in Cyber Space • Monitoring systems for implementation of Government Schemes and dissemination to public using ICT Tools

*Any other parameter not included above but included as S&T Output/Indicator in **Annex** titled as "Criteria for identifying S&T Agencies/Organisations for implementation of Revised Flexible Complementing Scheme"

CRITERIA FOR IDENTIFYING S&T AGENCIES/ORGANISATIONS FOR IMPLEMENTATION OF REVISED FLEXIBLE COMPLEMENTING SCHEME IN GOVERNMENT OF INDIA

Type of S&T Output Product	S&T Output indicators	10X Outputs/Scientist
Knowledge Product Link	Publication on SCI Journals Publication in referred journals Publications in proceedings Books and Monographs Patents/Copyrights/Designs Invited Scientific Lectures Scientific Study Reports	
Technology Product Link	Process Know-how Product know-how Design know-how Technology status reports Technology intelligence reports Technology foresight reports Technology assessment reports	
Economic Product Link	Contract Research Income Consultancy Service Income Royalty Income Competitive research grants gained Technology licensing fees earned R&D Service income realized Scientific Publications Sold	
S&T Management Product Link	Extra & Infra mural R&D projects Managed S&T management reports for external use IPR Documentation Monitoring and closure reports S&T Output-Input correlations S&T data base reports Strategy planning Documents S&T mission implementation Cabinet Note, EFC/SFC Notes Prepared for S&T schemes	
S&T Services Product Link	Testing services Laboratory Accreditation Good Laboratory Practice Inspection S&T Survey	

	<p>R&D Service: Energy/Environmental Audit</p> <p>R&D Service: Environmental impact appraisals</p> <p>Natural wealth and Hazard Assessment.</p> <p>S&T information services- Analysis</p> <p>Bibliometric and Scientometric Analysis</p> <p>Preparation of Technical Manuals</p> <p>Derivation of Scientific / Technical Codes</p> <p>S&T outputs from Workshops/Seminars</p>	
<p>S&T Human Resource</p> <p>Product Link</p>	<p>Master's level education</p> <p>Doctoral level training</p> <p>Post doctoral training</p> <p>S&T management courses</p> <p>Specialized man power for R&D sector</p> <p>Science education/knowledge dissemination</p> <p>Training on advanced technical and Analytical methodologies</p>	
<p>Societal Outreach of S&T Outputs</p>	<p>Technology field demonstrations</p> <p>Design of outreach materials</p> <p>Dissemination of R&D outputs</p> <p>Artisanal training/Skill Development initiatives</p> <p>Grass root S&T related actions</p> <p>Technology adaptation for local needs</p> <p>Convergent technology solutions delivered</p>	
<p>S&T Policy</p> <p>Product Links</p>	<p>Drafting of Technical standards</p> <p>R&D investment policy framework</p> <p>National policy frame work for innovation systems</p> <p>Design of policies for stimulation of R&D</p> <p>National policy frame work for technology systems</p> <p>Design and development of regulatory frame works</p> <p>Evidence gathering for policy building</p> <p>Global bench marks for technology systems</p>	
<p>S&T Cooperation</p> <p>Products</p>	<p>PPP Products for S&T sector</p> <p>National competitiveness assessment for bilateral cooperation</p>	

	Technology Assessment for diplomacy Technology Assessment for international synergies Technology Assessment for acquisition Academy-research partnership built Technical Work Programmes drafted for S&T Cooperation	
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Criteria Recommended:

- i) Agencies/Organizations seeking qualification as S&T Organization/agency for implementing Revised FCS must:
 - a. Generate at least 3 out of 9 knowledge products
 - b. Select about 20 S&T output indicators from the list provided
- ii) In case any other S&T output indicators need to be included as a criterion, a Standing Advisory Committee involving Secretary, DST maybe constituted.
- iii) It is recommended that S&T Institutions/Organizations seeking implementation of Revised FCS are able to quantify collective outputs from the selected list of S&T output indicators for a group of 10 S&T professional/Officer for their own internal assessment.

**GOVERNMENT OF INDIA
OFFICE OF PSA TO GOVT. OF INDIA
REVISED ANNUAL PERFORMANCE AND APPRAISAL REPORT
PART-I**

**(The information should be furnished by the Administration/Custodian)
(Identification Information)**

- 1. Name of the Employee:**
- 2. Designation:**
- 3. Employee ID:**
- 4. Date of Birth:**
- 5. Section or Group:**
- 6. Area of specialization:**
- 7. Date of joining to the post:**
- 8. E-mail ID:**
- 9. Mobile No.:**
- 10. Year of the Report:**

11. Educational Attainments

<i>Qualification</i>	<i>Year</i>	<i>Univ/Instt</i>	<i>remarks</i>

12. Employment Details (PDF positions held may be included here)

Grade/post	Lab/Institute	Duration From-To	Remarks

13. Any qualification acquired during the year of Report:

Qualification	Year	Univ/Instt	remarks

14. Any training undergone during the year of Report:

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15. Any leave availed during the year of Report:

Sl.No.	Nature of Leave	Period	No. of Days
1.	Maternity leave		
2.	EL		
3.	Study leave		
4.	CCL		

Part-2

To be filled in by the Scientist reported upon

(Please read carefully the instructions before filling the entries)

1. Brief description of duties

--

2. Please specify the programs/ projects assigned to you and your achievement there to in 100 words

Brief description about the program/projects/ Field study	Your Achievement thereto in 100 words

--	--

3. Please state briefly about major publications/ reports/ Technology transferred/ patents filed/ projects managed/ social outreach activities/ manpower trained not exceeding in 100 words

--

4. Specific contribution made to different mission of the Government like Atma Nirbhar Bharat, Make in India, Swachh Bharat etc., in bullets (50 words)

--

5. Please brief about the work done/ utilization of GeM portal for procurement of goods and services

6. Please state whether annual return on immovable property for the preceding calendar year was filed within the prescribed date i.e. 31st January of the year following the calendar years. If not, the date of filing the return should be given

Signature of Scientist Reporting Upon

Date:

Part-3

Numerical grading is to be awarded by reporting and reviewing authority which should be on a scale of 1-10 where 1 refers to the lowest grade and 10 to the highest.

(Please read carefully the guidelines before filling entries)

(A) Assessment of work output (weightage to this Section would be 40%)

	Reporting Authority	Reviewing Authority (Refer Para 2 of Part 5)	Initial of Reviewing Authority
(i) Accomplishment of planned work/ work allotted as per subject allotted			
(ii) Scientific & Technical Achievements			
(iii) Quality of output			
(iv) Analytical ability			
(v) Accomplishment of exceptional work/ unforeseen tasks performed			
Overall Grading on "Work Output"			

B. Assessment of personal attributes (weightage to this Section would be 30%)

	Reporting Authority	Reviewing Authority (Refer Para 2 of Part 5)	Initial of Reviewing Authority
(i) Attitude to work			
(ii) Sense of Responsibility			
(iii) Maintenance of Discipline			
(iv) Communication skills			

(v) Leadership Qualities			
(vi) Capacity to work in team spirit			
(vii) Capacity to adhere to time-schedule			
(viii) Inter-personal relations			
(ix) Overall bearing and personality			
Overall Grading on 'Personal Attributes'			

(C) Assessment of functional competency (weightage to this Section would be 30%)

	Reporting Authority	Reviewing Authority (Refer Para 2 of Part 5)	Initial of Reviewing Authority
(i) Scientific Capability			
(ii) S&T Foresight and vision			
(iii) Decision making ability			
(iv) Organizing ability			
(v) Ability to motivate and groom subordinates			
(vi) New Initiative			
Overall Grading on 'Functional Competency'			

GENERAL

PART – 4

1. Relation with the public (wherever applicable)

(Please comment on the Scientist's accessibility to the public and responsiveness to their needs)

--

2. Training

(Please give recommendations for training with a view to further improving the effectiveness and capabilities of the Scientist)

3. State of Health

4. Integrity

(Please comment on the integrity of the Scientist)

5. Pen Picture by Reporting Officer (in about 100 words) on the overall qualities of the Scientist including area of strengths and lesser strength extraordinary achievements, scientific & technical achievements (refer 3 of Part 2) and attitude towards weaker section

6. Overall numerical grading on the basis of weight age given in Section A, B and C in Part-3 of the Report

--

Place

Date

Signature of Reporting Officer

Name in Block Letter _____
Designation _____
During the period of report _____

PART – 5

1. Remarks of the Reviewing officer

Length of Service under the Reviewing officer

--

2. Do you agree with the assessment made by the reporting officer with respect to the work output and the various attributes in part-3 & part-4? Do you agree with the assessment of reporting officer? In case you do not agree with any of the numerical assessments of attributes please record your assessment on the column provided for you in that section and initial your entries)

Yes	No
-----	----

3. In case of disagreement please specify the reason is there anything you with the modify or add

--

4. Pen Picture by Reviewing Officer, please comment (in about 100 words) on the overall qualities of the Scientist including area of strengths and lesser strength scientific and technical achievements and his attitude towards weaker section

--

--

5. Overall numerical grading on the basis of weightage given in Section-A, Section-B and Section-C in Part-3 of the Report

Place

Date

Signature of Reporting Officer
Name in Block Letter _____
Designation _____
During the period of report _____

Guidelines regarding filling up of APAR with numerical grading

- (i) The columns in the APAR should be filled in with due care and attention and after devoting adequate time.
- (ii) It is expected that any grading of 1 or 2 (against work output or attributes or overall grade) would be adequately justified in the picture by way of specific failures and similarly, and grade of 9 or 10 would be justified with respect to specific accomplishments. Grades of 1-2 or 9- 10 are expected to be rare occurrences and hence the need to justify them. In awarding a numerical grade the reporting and reviewing authorities should rate the Scientist against a larger population of his/her peers that may be currently working under them.
- (iii) APARs graded between 8 & 10 will be rated as "Outstanding" and will be given a score of 9 for the purpose of calculating average scores for promotion/upgradation under the Scheme.
- (iv) APARs graded between 6 and short of 8 will be rated as "Very good" and will be given a score of 7
- (v) APARs graded between 4 and short of 6 will be rated as "Good" and will be given a score of 5
- (vi) APARs graded below 4 will be given a score of "Zero"

SCIENTIFIC ACTIVITIES AND SERVICES

- 1. Fundamental/basic research:** Original investigation to gain new scientific knowledge, not necessarily directed towards any specific practical aim or application; Working in scientific laboratories/ institutes, period spent on doctoral/post-doctoral degrees in basic research after joining an organization, etc. would constitute field experience for the purpose of the Scheme.
- 2. Applied Research:** Original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective; Working in scientific laboratories/ institutes, period spent on doctoral/ post-doctoral degrees in applied research after joining an organization etc. would constitute field experience for the purpose of the Scheme.
- 3. Experimental Development:** Application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services; 'field experience' would depend on the work profile of the Department. The defining factor would be that the work is not of routine use of scientific knowledge but involves application of scientific knowledge for creation of new/innovative systems, practices, models.
- 4. S&T activities** which are directly linked to R&D in terms of promoting the scientific activities and services. Working in R & D laboratories and institutions, scientific projects being operated in mission mode, working on international collaboration R & D projects etc. would constitute the field experience under the Scheme.
- 5. Formulating Schemes/projects& implementation** requiring application of Scientific/Technical/Technological knowledge, monitoring of their performance; and delivery of services to the industry would constitute field experience for the purpose of the Scheme.



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (i)

PART II—Section 3—Sub-section (i)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 27]

नई दिल्ली, सोमवार, जनवरी 14, 2019/पौष 24, 1940

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NEW DELHI, MONDAY, JANUARY 14, 2019/PAUSHA 24, 1940

भारत सरकार के प्रमुख वैज्ञानिक सलाहकार का कार्यालय

अधिसूचना

नई दिल्ली, 28 दिसम्बर, 2018

सा.का.नि. 27(अ).—राष्ट्रपति, संविधान के अनुच्छेद 309 के परंतुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, भारत सरकार के प्रमुख वैज्ञानिक सलाहकार के कार्यालय में वैज्ञानिक पदों पर भर्ती की पद्धति का विनियम करने के लिए निम्नलिखित नियम बनाते हैं, अर्थात् :—

1. संक्षिप्त नाम और प्रारंभ—(1) इन नियमों का संक्षिप्त नाम भारत सरकार के प्रमुख वैज्ञानिक सलाहकार का कार्यालय, वैज्ञानिक, समूह 'क' पद भर्ती नियम, 2018 है।

(2) ये राजपत्र में उनके प्रकाशन की तारीख से प्रवृत्त होंगे।

2. परिभाषाएं—इन नियमों से संदर्भ से जब तक अन्यथा अपेक्षित न हो :—

(क) "अभ्यर्थी" से ऐसा व्यक्ति अभिप्रेत है, जो अनुसूची 1 में विनिर्दिष्ट किसी पद पर विचार किए जाने का पात्र हो ;

(ख) "केंद्रीय सरकार" से भारत सरकार, भारत सरकार के प्रमुख वैज्ञानिक सलाहकार का कार्यालय अभिप्रेत है ;

(ग) "सक्षम प्राधिकारी" से भारत सरकार के प्रमुख वैज्ञानिक सलाहकार या समय-समय पर केंद्रीय सरकार द्वारा विनिर्दिष्ट प्राधिकारी अभिप्रेत है ;

(घ) "नियंत्रक प्राधिकारी" से भारत सरकार के प्रमुख वैज्ञानिक सलाहकार का वैज्ञानिक सचिव अभिप्रेत है ;

(ङ) "संशोधित लचीला पूरक योजना" से कार्मिक और प्रशिक्षण विभाग के कार्यालय ज्ञापन सं. एबी 14017/37/2008 स्था (आरआर) तारीख 10 सितंबर, 2010 द्वारा अधिसूचित योजना अभिप्रेत है ;

(च) "कार्यालय" से भारत सरकार के प्रमुख वैज्ञानिक सलाहकार का कार्यालय अभिप्रेत है ;

(छ) "पद" से नियम 3 के अधीन यथा विनिर्दिष्ट वैज्ञानिक का पद अभिप्रेत है ;

(ज) "अनुसूची" से इन नियमों से संलग्न अनुसूची अभिप्रेत है ;

(झ) "वैज्ञानिक या इंजीनियर" से वह व्यक्ति अभिप्रेत है, जो—

(क) किसी मान्यताप्राप्त विश्वविद्यालय या संस्थान या समतुल्य से प्राकृतिक या कृषि विज्ञान में मास्टर डिग्री या इंजीनियरी में स्नातक डिग्री की शैक्षणिक अर्हता रखता हो ;

(ख) वैज्ञानिक पद धारण करता हो ;

(ज) "वैज्ञानिक पद" से वह पद अभिप्रेत है, जिसमें कोई वैज्ञानिक पदधारी या कोई इंजीनियर वैज्ञानिक विभाग या संगठन के रूप में घोषित वैज्ञानिक संस्था या संगठन में कार्य कर रहा हो और जो वैज्ञानिक ज्ञान या नवपरिवर्तन इंजीनियरी या प्रौद्योगिकी तकनीक सृजन कर रहा हो या जो प्रयुक्त व्यवसायिक अनुसंधान कार्य और विकास में शामिल है ;

3. पद संख्या, वर्गीकरण और वेतन मैट्रिक्स में स्तर—(1) पद संख्या, उनका वर्गीकरण और संबंधित वेतन मैट्रिक्स में स्तर, निम्नलिखित सारणी में विनिर्दिष्ट है, अर्थात् :--

क्रम सं.	पद का नाम	वर्गीकरण	पद की संख्या	वेतन मैट्रिक्स में स्तर
1.	वैज्ञानिक 'डी'	सामान्य केंद्रीय सेवा, समूह 'क' राजपत्रित, अननुसचिवीय, वैज्ञानिक और तकनीकी	7*	वेतन मैट्रिक्स में स्तर 12 (78,800-2,09,200)
2.	वैज्ञानिक 'ई'	सामान्य केंद्रीय सेवा, समूह 'क' राजपत्रित, अननुसचिवीय, वैज्ञानिक और तकनीकी	2*	वेतन मैट्रिक्स में स्तर 13 (1,23,100-2,15,900)
3.	वैज्ञानिक 'एफ'	सामान्य केंद्रीय सेवा, समूह 'क' राजपत्रित, अननुसचिवीय, वैज्ञानिक और तकनीकी	2*	वेतन मैट्रिक्स में स्तर 13ए (1,31,100-2,16,600)
4.	वैज्ञानिक 'जी'	सामान्य केंद्रीय सेवा, समूह 'क' राजपत्रित, अननुसचिवीय, वैज्ञानिक और तकनीकी	3*	वेतन मैट्रिक्स में स्तर 14 (1,44,200-2,18,200)

(* कार्यभार के आधार पर परिवर्तन किया जा सकता है)

(2) वैज्ञानिक 'डी' से 'जी' तक स्वीकृत पदों की कुल संख्या 14 है :

परंतु संशोधित लचीला पूरक योजना के अधीन स्वस्थाने पदोन्नति के कारण इस स्तर के पदों के बीच पूर्ण विनिमेयता इस शर्त के साथ होगा कि वैज्ञानिक 'डी' से 'जी' के पदों की कुल संख्या का योग करने पर कुल स्वीकृत 14 पदों की संख्या से अधिक न हो ।

(3) संशोधित लचीला पूरक योजना के अधीन स्वस्थाने पदोन्नति संबंधित अधिकारी की व्यक्तिगत होगी और अवर श्रेणी में विनिर्दिष्ट रिक्ति का परिणाम नहीं होगी ।

(4) संबंधित अधिकारी द्वारा धारित वर्तमान पद का उन्नयन होगा और स्वस्थाने पदोन्नति पद उसके धारण करने की अवधि के दौरान उसका व्यक्तिगत होगा ।

(5) अधिकारी की अधिवर्षिता, त्यागपत्र या मृत्यु के कारण हुई रिक्ति के परिणामस्वरूप पद मूल स्थिति में प्रत्यावर्तित हो जाएगा ।

4. भर्ती की पद्धति—(1) वैज्ञानिक 'डी' से 'जी' के पद चयन पद होंगे ।

(2) पद संघ लोक सेवा आयोग के कार्यक्षेत्र से छूट प्राप्त होंगे ।

(3) वैज्ञानिक 'डी' से 'जी' के पद पर भर्ती या तो संशोधित लचीला पूरक योजना के अधीन स्वस्थाने पदोन्नति द्वारा या अनुसूची-1 में विनिर्दिष्ट सीधी भर्ती या प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) या आमेलन द्वारा की जाएगी ।

(4) प्रत्येक पद के लिए या प्रत्येक दशा में भर्ती की पद्धति समय-समय पर केंद्रीय सरकार द्वारा निर्धारित की जाएगी ।

(5) प्रत्येक पद के लिए या प्रत्येक दशा में विशिष्ट अनुशासन या आवश्यक शैक्षणिक अर्हता का क्षेत्र या अनुभव समय-समय पर केंद्रीय सरकार द्वारा विभिन्न क्षेत्रों में वैज्ञानिकों की उपलब्धता और विशिष्ट क्षेत्र में वैज्ञानिकों की आगे आवश्यकता को ध्यान रखते हुए निर्धारित की जाएगी ।

5. प्रोन्नति—(1) वैज्ञानिकों की पदोन्नति अनुसूची 2 में यथा विनिर्दिष्ट संशोधित लचीलापूर्वक योजना के उपबंधों द्वारा शासित होगी।

6. वार्षिक गोपनीय रिपोर्ट या वार्षिक कार्यनिष्पादन मूल्यांकन रिपोर्ट और वार्षिक कार्य रिपोर्ट—वैज्ञानिकों की वार्षिक गोपनीय रिपोर्ट या वार्षिक कार्यनिष्पादन मूल्यांकन रिपोर्ट वार्षिक कार्य स्थिति के साथ समय-समय पर केंद्रीय सरकार या कार्मिक और प्रशिक्षण विभाग द्वारा विहित समय अनुसूची और प्ररूप में निर्देशों के अनुसरण में रिकार्ड की जाएगी।

7. परिवीक्षा—(1) सीधी भर्ती द्वारा सेवा में नियुक्त किया गया प्रत्येक वैज्ञानिक दो वर्ष की अवधि के लिए परिवीक्षा पर होगा :

परंतु काडर नियंत्रक प्राधिकारी समय-समय पर इस संबंध में केंद्रीय सरकार द्वारा जारी किए गए निर्देशों के अनुसरण में परिवीक्षा की अवधि का विस्तार कर सकता है :

परंतु यह और कि परिवीक्षा अवधि के विस्तार करने का कोई निर्णय साधारणतः पूर्ववर्ती परिवीक्षा अवधि के बीत जाने के पश्चात् आठ सप्ताह के भीतर लिया जाएगा और उक्त अवधि के भीतर ऐसा करने के कारण संबंधित अधिकारी को लिखित में संसूचित किए जाएंगे।

(2) कोई वैज्ञानिक परिवीक्षा अवधि के पूरा होने पर या उसके किसी विस्तार पर यदि स्थायी नियुक्ति के योग्य समझा जाता है तथा नियमित आधार पर उस नियुक्ति में बना रहने दिया जाएगा और उपलब्ध मूल रिक्ति के लिए पुष्टि की जाएगी।

(3) यदि परिवीक्षा की अवधि के दौरान या उसके किसी विस्तार पर जैसी भी स्थिति हो, केंद्रीय सरकार की यह राय है कि वैज्ञानिक स्थायी नियुक्ति के योग्य नहीं है जब जैसी की स्थिति से केंद्रीय सरकार सेवा में उसकी नियुक्ति से पूर्व उसके द्वारा धारित पद से वैज्ञानिक को प्रभावोत्तक या प्रत्यावर्तित कर सकेगी।

(4) परिवीक्षा की अवधि के दौरान या उसके किसी विस्तार पर किसी वैज्ञानिक के लिए अपेक्षित है कि केंद्रीय सरकार द्वारा किसी प्रशिक्षण के दौरान और निर्देश के अधीन परिवीक्षा अवधि के पूर्ण संतोषजनक शर्त के रूप में परीक्षा या परीक्षण (जिसके अंतर्गत हिन्दी में परीक्षा भी शामिल है), उत्तीर्ण करे जैसा केंद्रीय सरकार उचित समझे।

(5) परिवीक्षा संबंधी अन्य मामलों के संबंध में सेवा के सदस्य इस संबंध में समय-समय पर केंद्रीय सरकार द्वारा जारी किए गए निर्देशों द्वारा शासित होंगे।

8. स्थायीकरण—सीधी भर्ती के माध्यम से नियुक्त किए गए किसी वैज्ञानिक का स्थायीकरण केंद्रीय सरकार द्वारा विभागीय स्थायीकरण समिति की सिफारिश पर किया जाएगा, जिसका संघटन निम्नानुसार होगा, अर्थात् :-

I. वैज्ञानिक 'डी', 'ई' और 'एफ'

- | | |
|---|-----------|
| 1. वैज्ञानिक सचिव, भारत सरकार के प्रमुख
वैज्ञानिक सलाहकार | - अध्यक्ष |
| 2. वैज्ञानिक मंत्रालयों और विभागों से संयुक्त सचिव
भारत सरकार स्तर के दो सदस्य | - सदस्य |

II. वैज्ञानिक 'जी'

- | | |
|---|-----------|
| 1. वैज्ञानिक सचिव, भारत सरकार के प्रमुख
वैज्ञानिक सलाहकार | - अध्यक्ष |
| 2. वैज्ञानिक मंत्रालयों और विभागों से अपर सचिव
भारत सरकार स्तर के दो सदस्य | - सदस्य |

9. नियुक्ति प्राधिकारी—वैज्ञानिक 'डी', 'ई', 'एफ' से 'जी' के मामले में नियुक्ति प्राधिकारी सक्षम प्राधिकारी होगा और कैबिनेट की नियुक्ति समिति (एसीसी) का अनुमोदन नियुक्ति या स्वस्थाने पदोन्नति उस तारीख से वेतन मैट्रिक्स (1,44,200-2,18,000 रुपए) में स्तर 14 या अधिक के पद अनिवार्य होगा।

10. निरहता—वह व्यक्ति—

- (क) जिसने ऐसे व्यक्ति से, जिसका पति या जिसकी पत्नी जीवित है, विवाह किया है या विवाह की संविदा की है ; या
(ख) जिसने अपने पति या अपनी पत्नी के जीवित रहते हुए किसी व्यक्ति से विवाह किया है या विवाह की संविदा की है,

परंतु यदि केंद्रीय सरकार आश्वस्त हो जाती है कि ऐसा विवाह उस व्यक्ति और विवाह के अन्य पक्षकार को लागू स्वीय विधि के अधीन अनुज्ञेय है और ऐसा करने के लिए अन्य आधार हैं तो वह किसी व्यक्ति को इस नियम के प्रवर्तन से छूट दे सकेगी।

11. रक्षा सेवाओं में सेवा करने का दायित्व—उक्त किसी पद नियुक्त किसी व्यक्ति के लिए यह अपेक्षित है कि किसी रक्षा सेवा में या भारत की रक्षा से संबंधित पदों पर चार वर्षों से अनधिक अवधि के लिए जिसमें प्रशिक्षण की अवधि भी शामिल सेवा करना का दायी होगा :

परंतु ऐसे किसी व्यक्ति के लिए सेवा अपेक्षित नहीं होगी—

(क) जिसने नियुक्ति की तारीख से 10 वर्ष पूर्ण कर लिए हो ;

(ख) साधारणतया सेवा करने के दौरान 45 वर्ष की आयु पूर्ण कर ली हो।

12. भारत में और भारत से बाहर सेवा करने का वैज्ञानिक का दायित्व—उक्त किसी पद पर नियुक्ति वैज्ञानिक भारत में या भारत के बाहर कहीं भी सेवा करने के लिए दायी होगा।

13. प्रशिक्षण पाठ्यक्रम—(1) उक्त किसी पद पर नियुक्त वैज्ञानिक ऐसे प्रशिक्षण के लिए दायी होगा जिसके भारत या विदेश में शिक्षण के पाठ्यक्रम के ब्यौरे समय-समय पर केंद्रीय सरकार द्वारा निर्धारित किए जाएंगे।

(2) पाठ्यक्रम में समय-समय पर केंद्रीय सरकार द्वारा विनिर्दिष्ट मानकों के अनुसार हिन्दी का कार्यसाधक ज्ञान भी शामिल होगा।

(3) किसी अधिकारी की प्रशिक्षण अवधि छह मास या अधिक है या किसी अधिकारी का प्रशिक्षण भारत के बाहर है या प्रशिक्षण अवधि पर विचार किए बिना भारत में प्राइवेट फर्म या फैक्ट्री में है यदि किसी कारण से प्रशिक्षण के दौरान या ऐसा प्रशिक्षण के पूरे करने के पश्चात् 3 वर्ष के भीतर अधिकारी सेवा को बंद करता है तो प्रशिक्षण की पूरा लागत वापस करने का दायी होगा।

14. शिथिल करने की शक्ति—जहां केंद्रीय सरकार की यह राय है कि ऐसा करना आवश्यक या समीचीन है, वहां वह उसके लिए जो कारण हैं उन्हें लेखबद्ध करके कार्मिक और प्रशिक्षण विभाग से परामर्श करके, इन नियमों के किसी उपबंध को किसी वर्ग या प्रवर्ग के व्यक्तियों की बाबत, आदेश द्वारा शिथिल कर सकेगी।

15. व्यावृत्ति : इन नियमों की कोई बात, ऐसे आरक्षण, आयु-सीमा में छूट और अन्य रियायतों पर प्रभाव नहीं डालेगी, जिनका केंद्रीय सरकार द्वारा इस संबंध में समय-समय पर निकाले गए आदेशों के अनुसार अनुसूचित जातियों, अनुसूचित जनजातियों, भूतपूर्व सैनिकों और अन्य विशेष प्रवर्ग के व्यक्तियों के लिए उपबंध करना अपेक्षित है।

अनुसूची - 1

[नियम 4(3) को देखें]

(वैज्ञानिक 'डी' से वैज्ञानिक 'जी' के पदों पर भर्ती)

1.(क) (वैज्ञानिक 'डी') सीधी भर्ती के लिए अपेक्षित शैक्षिक और अन्य अर्हताएं

(क) आवश्यक :

(i) किसी मान्यताप्राप्त विश्वविद्यालय या संस्थान से प्राकृतिक विज्ञान या कृषि विज्ञान में स्नातकोत्तर या इंजीनियरी या प्रौद्योगिकी या आयुर्विज्ञान में स्नातक डिग्री;

(ii) विज्ञान और प्रौद्योगिकी संगठन या अनुसंधान और औद्योगिक और एकेडमिक संस्थान में गतिविधि या दोनों में आठ वर्ष का अनुभव।

(ख) वांछनीय :

किसी मान्यताप्राप्त विश्वविद्यालय या संस्थान से विज्ञान या कृषि विज्ञान में डाक्टरेट की उपाधि या इंजीनियरी या तकनीकी या आयुर्विज्ञान में स्नातक डिग्री

टिप्पण 1 : अभ्यर्थी ने पद के लिए अपेक्षित आवश्यक शैक्षिक अर्हता प्राप्त करने के पश्चात् अनुसंधान और किसी औद्योगिक या एकेडमिक संस्थान या विज्ञान और तकनीकी संगठन में गतिविधि का अनुभव अर्जित किया हो और सुसंगत पद के लिए

विज्ञापन या परिपत्र में उपदर्शित विनिर्दिष्ट अनुभव हो तथापि अपेक्षित क्षेत्र में अनुभव की प्रकृति सक्षम प्राधिकारी द्वारा निर्धारित की जाएगी।

टिप्पण 2 : अर्हताएं अन्यथा सुयोग्य अभ्यर्थियों के मामले में उन कारणों के लिए, जो लेखबद्ध किए जाए, सक्षम प्राधिकारी के विवेकानुसार शिथिल की जा सकती हैं।

टिप्पण 3 : अनुभव संबंधी अर्हता (अर्हताएं) सक्षम प्राधिकारी के विवेकानुसार अनुसूचित जातियों और अनुसूचित जनजातियों के अभ्यर्थियों के मामले में तब शिथिल की जा सकती हैं जब चयन के किसी प्रक्रम पर सक्षम प्राधिकारी की यह राय है कि उनके लिए आरक्षित रिक्तियों को भरने के लिए अपेक्षित अनुभव रखने वाले उन समुदायों के अभ्यर्थियों की पर्याप्त संख्या में उपलब्ध होने की संभावना नहीं है।

(ख) वे श्रेणियां जिनसे (वैज्ञानिक 'डी') प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है)/आमेलन किया जाएगा

भारत या विदेश में केंद्रीय सरकार या राज्य सरकारों या संघ राज्यक्षेत्र प्रशासन या केंद्रीय सरकार या राज्य सरकार उपक्रम या विश्वविद्यालय या मान्यताप्राप्त अनुसंधान संस्थान या अर्द्ध सरकारी या कानूनी या स्वशासी संगठन में कार्य करने वाले ऐसे वैज्ञानिक या प्रौद्योगिकीविद्

(क) (i) जिन्होंने नियमित आधार पर सदृश पद धारण किए हुए हों ; या

(ii) जिन्होंने वेतन मैट्रिक्स (67,000-2,08,700/- रुपए या) के स्तर 11 या समतुल्य में नियमित आधार पर नियुक्ति के पश्चात् उस श्रेणी में पांच वर्ष सेवा की हो ; और

(ख) उप पैरा (क) के अधीन सीधी भर्ती के लिए विहित शैक्षिक अर्हता और अनुभव रखता हो।

टिप्पण 1 : प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) की अवधि, जिसके अंतर्गत केंद्रीय सरकार के उसी या किसी अन्य संगठन या विभाग में इस नियुक्ति से ठीक पहले धारित किसी बाह्य पद पर प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) की अवधि है, साधारणतया 3 वर्ष से अधिक नहीं होगी, जो कार्मिक और प्रशिक्षण विभाग की शर्तों के अनुसार, प्रदाता संगठन की सहमति और सक्षम प्राधिकारी के अनुमोदन से आगे बढ़ाई जा सकती है।

टिप्पण 2 : प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) द्वारा नियुक्ति के लिए अधिकतम आयु सीमा आवेदन प्राप्त करने की अंतिम तारीख को 56 वर्ष से अधिक नहीं होगी।

टिप्पण 3 : केंद्रीय सरकार या राज्य सरकार या संघ राज्यक्षेत्र प्रशासन के वैज्ञानिक आमेलन के लिए पात्र होंगे।

2.(क) (वैज्ञानिक 'ड') सीधी भर्ती के लिए अपेक्षित शैक्षिक और अन्य अर्हताएं

(क) आवश्यक :

(i) किसी मान्यताप्राप्त विश्वविद्यालय या संस्थान से प्राकृतिक विज्ञान या कृषि विज्ञान में डाक्टरेट की उपाधि या इंजीनियरी या तकनीकी या आयुर्विज्ञान में स्नातक डिग्री ;

(ii) विज्ञान और प्रौद्योगिकी संगठन या अनुसंधान और औद्योगिक और एकेडमिक संस्थान में गतिविधि या दोनों में दस वर्ष का अनुभव।

(ख) वांछनीय :

किसी मान्यताप्राप्त विश्वविद्यालय या संस्थान से प्राकृतिक विज्ञान या कृषि विज्ञान में पोस्ट डाक्टरेट अनुसंधान या इंजीनियरी या तकनीकी या आयुर्विज्ञान में डाक्टरेट की उपाधि व किसी विश्वविद्यालय या संस्थान द्वारा प्रतिष्ठित जर्नल में अनुसंधान कार्य के प्रकाशन का साक्ष्य हो।

टिप्पण 1 : अभ्यर्थी ने पद के लिए अपेक्षित आवश्यक शैक्षिक अर्हता प्राप्त करने के पश्चात् अनुसंधान और किसी औद्योगिक या एकेडमिक संस्थान या विज्ञान और तकनीकी संगठन में गतिविधि का अनुभव अर्जित किया हो और सुसंगत पद के लिए विज्ञापन या परिपत्र में उपदर्शित विनिर्दिष्ट अनुभव हो तथापि अपेक्षित क्षेत्र में अनुभव की प्रकृति सक्षम प्राधिकारी द्वारा निर्धारित की जाएगी।

टिप्पण 2 : अर्हताएं अन्यथा सुयोग्य अभ्यर्थियों के मामले में उन कारणों के लिए, जो लेखबद्ध किए जाएं, सक्षम प्राधिकारी के विवेकानुसार शिथिल की जा सकती हैं।

टिप्पण 3 : अनुभव संबंधी अर्हता (अर्हताएं) सक्षम प्राधिकारी के विवेकानुसार अनुसूचित जातियों और अनुसूचित जनजातियों के अभ्यर्थियों की दशा में तब शिथिल की जा सकती है जब चयन के किसी प्रक्रम पर सक्षम प्राधिकारी की यह राय है कि उनके लिए आरक्षित रिक्तियों को भरने के लिए अपेक्षित अनुभव रखने वाले उन समुदायों के अभ्यर्थियों की पर्याप्त संख्या में उपलब्ध होने की संभावना नहीं है।

(ख) वे श्रेणियां जिनसे (वैज्ञानिक 'ई') प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है)/आमेलन किया जाएगा

भारत या विदेश में केंद्रीय सरकार या राज्य सरकारों या संघ राज्यक्षेत्र प्रशासन या केंद्रीय सरकार या राज्य सरकार के उपक्रम या विश्वविद्यालय या मान्यताप्राप्त अनुसंधान संस्थान या अर्द्ध शासकीय या कानूनी या स्वशासी संगठन में कार्य करने वाले ऐसे वैज्ञानिक या प्रौद्योगिकीविद्

(क) (i) जिन्होंने नियमित आधार पर सदृश पद धारण किए हुए हों; या

(ii) जिन्होंने वेतन मैट्रिक्स (78,800-2,09,200/- रुपए) के स्तर 12 या समतुल्य में नियमित आधार पर नियुक्ति के पश्चात् उस श्रेणी में पांच वर्ष सेवा की हो;

(ख) उप पैरा (क) के अधीन सीधी भर्ती के लिए विहित शैक्षिक अर्हता और अनुभव रखता हो।

टिप्पण 1 : प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) की अवधि, जिसके अंतर्गत केंद्रीय सरकार के उसी या किसी अन्य संगठन या विभाग में इस नियुक्ति से ठीक पहले धारित किसी बाह्य पद पर प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) की अवधि है, साधारणतया 3 वर्ष से अधिक नहीं होगी, जो कार्मिक और प्रशिक्षण विभाग की शर्तों के अनुसार, प्रदाता संगठन की सहमति और सक्षम प्राधिकारी के अनुमोदन से आगे बढ़ाई जा सकती है।

टिप्पण 2 : फीडर वर्ग के ऐसे विभागीय अधिकारी, जो संशोधित लचीला पूर्वक योजना के अधीन स्वस्थाने प्रोन्नति की सीधी पंक्ति में है, प्रतिनियुक्ति पर नियुक्ति के लिए विचार किए जाने के पात्र नहीं होंगे, संवर्ग बाह्य पदों को छोड़कर, जिसमें वे फीडर श्रेणी अधिकारी नहीं है, इसी प्रकार संशोधित लचीला पूर्वक योजना के अधीन प्रतिनियुक्त व्यक्ति स्वस्थाने प्रोन्नति के लिए विचार किए जाने के पात्र नहीं होंगे।

टिप्पण 3 : प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) द्वारा नियुक्ति के लिए अधिकतम आयु सीमा आवेदन प्राप्त करने की अंतिम तारीख को 56 वर्ष से अधिक नहीं होगी।

टिप्पण 4 : केंद्रीय सरकार या राज्य सरकार या संघ राज्यक्षेत्र प्रशासन के वैज्ञानिक आमेलन के लिए पात्र होंगे।

3.(क) (वैज्ञानिक 'एफ') सीधी भर्ती के लिए अपेक्षित शैक्षिक और अन्य अर्हताएं

(क) आवश्यक :

(i) किसी मान्यताप्राप्त विश्वविद्यालय या संस्थान से प्राकृतिक विज्ञान या कृषि विज्ञान में डाक्टरेट की उपाधि या इंजीनियरी या तकनीकी या आयुर्विज्ञान में स्नातक डिग्री;

(ii) विज्ञान और प्रौद्योगिकी संगठन या अनुसंधान और औद्योगिक और एकेडमिक संस्थान में गतिविधि या दोनों में बारह वर्ष का अनुभव जिसमें विज्ञान और प्रौद्योगिकी कार्यक्रम योजना, विकास और समन्वय या नीति सूत्रपात या विनिर्मित करने या दोनों में कम से कम छह वर्ष का अनुभव।

(ख) वांछनीय :

किसी मान्यताप्राप्त विश्वविद्यालय या संस्थान से प्राकृतिक विज्ञान या कृषि विज्ञान में पोस्ट डाक्टरेट अनुसंधान या इंजीनियरी या तकनीकी या आयुर्विज्ञान में डाक्टरेट की उपाधि व किसी विश्वविद्यालय या संस्थान द्वारा प्रतिष्ठित जर्नल में अनुसंधान कार्य के प्रकाशन का साध्य हो।

टिप्पण 1 : अभ्यर्थी ने पद के लिए अपेक्षित आवश्यक शैक्षिक अर्हता प्राप्त करने के पश्चात् अनुसंधान और किसी औद्योगिक या एकेडमिक संस्थान या विज्ञान और तकनीकी संगठन में अनुभव अर्जित किया हो और सुसंगत पद के लिए विज्ञापन या परिपत्र में उपदर्शित विनिर्दिष्ट अनुभव हो तथापि अपेक्षित क्षेत्र में अनुभव की प्रकृति सक्षम प्राधिकारी द्वारा निर्धारित की जाएगी।

टिप्पण 2 : अर्हताएं अन्यथा सुयोग्य अभ्यर्थियों की दशा में उन कारणों के लिए, जो लेखबद्ध किए जाएं, सक्षम प्राधिकारी के विवेकानुसार शिथिल की जा सकती हैं।

टिप्पण 3 : अनुभव संबंधी अर्हता (अर्हताएं) सक्षम प्राधिकारी के विवेकानुसार अनुसूचित जातियों और अनुसूचित जनजातियों के अभ्यर्थियों की दशा में तब शिथिल की जा सकती है जब चयन के किसी प्रक्रम पर सक्षम प्राधिकारी की यह राय है कि उनके लिए आरक्षित रिक्तियों को भरने के लिए अपेक्षित अनुभव रखने वाले उन समुदायों के अभ्यर्थियों की पर्याप्त संख्या में उपलब्ध होने की संभावना नहीं है।

(ख) वे श्रेणियां जिनसे (वैज्ञानिक 'एफ') प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है)/आमेलन किया जाएगा

भारत या विदेश में केंद्रीय सरकार या राज्य सरकारों या संघ राज्यक्षेत्र प्रशासन या केंद्रीय सरकार या राज्य सरकार के उपक्रम या विश्वविद्यालय या मान्यताप्राप्त अनुसंधान संस्थान या अर्द्ध शासकीय या कानूनी या स्वशासी संगठन में कार्य करने वाले ऐसे वैज्ञानिक या प्रौद्योगिकीविद्

(क) (i) जिन्होंने नियमित आधार पर सदृश पद धारण किए हुए हों ; या

(ii) जिन्होंने वेतन मैट्रिक्स (1,23,100-2,15,900/- रुपए) के स्तर 13 या समतुल्य में नियमित आधार पर नियुक्ति के पश्चात् उस श्रेणी में पांच वर्ष सेवा की हो ;

(ख) उप पैरा (क) के अधीन सीधी भर्ती के लिए विहित शैक्षिक अर्हता और अनुभव रखता हो।

टिप्पण 1 : प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) की अवधि, जिसके अंतर्गत केंद्रीय सरकार के उसी या किसी अन्य संगठन या विभाग में इस नियुक्ति से ठीक पहले धारित किसी बाह्य पद पर प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) की अवधि है, साधारणतया 3 वर्ष से अधिक नहीं होगी, जो कार्मिक और प्रशिक्षण विभाग की शर्तों के अनुसार, प्रदाता संगठन की सहमति और सक्षम प्राधिकारी के अनुमोदन से आगे बढ़ाई जा सकती है।

टिप्पण 2 : फीडर वर्ग के ऐसे विभागीय अधिकारी, जो संशोधित लचीला पूर्वक योजना के अधीन स्वस्थाने प्रोन्नति की सीधी पंक्ति में है, प्रतिनियुक्ति पर नियुक्ति के लिए विचार किए जाने के पात्र नहीं होंगे, संवर्ग बाह्य पदों को छोड़कर, जिसमें वे फीडर श्रेणी अधिकारी नहीं हैं, इसी प्रकार संशोधित लचीला पूर्वक योजना के अधीन प्रतिनियुक्त व्यक्ति स्वस्थाने प्रोन्नति के लिए विचार किए जाने के पात्र नहीं होंगे।

टिप्पण 3 : प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) द्वारा नियुक्ति के लिए अधिकतम आयु सीमा आवेदन प्राप्त करने की अंतिम तारीख को 56 वर्ष से अधिक नहीं होगी।

टिप्पण 4 : केंद्रीय सरकार या राज्य सरकार या संघ राज्यक्षेत्र प्रशासन के वैज्ञानिक आमेलन के लिए पात्र होंगे।

4.(क) (वैज्ञानिक 'जी') सीधी भर्ती के लिए अपेक्षित शैक्षिक और अन्य अर्हताएं

(क) आवश्यक :

(i) किसी मान्यताप्राप्त विश्वविद्यालय या संस्थान से प्राकृतिक विज्ञान या कृषि विज्ञान में डाक्टरेट की उपाधि या इंजीनियरी या तकनीकी या आयुर्विज्ञान में स्नातक डिग्री ;

(ii) विज्ञान और औद्योगिक संगठन या अनुसंधान और औद्योगिक और एकेडमिक संस्थान में गतिविधि या दोनों में पन्द्रह वर्ष का अनुभव, जिसमें से कम से कम 7 वर्ष हो,--

(i) प्रबंध, योजना, विकास या विज्ञान का समन्वय और प्रौद्योगिकी कार्यक्रम ;

(ii) विज्ञान और प्रौद्योगिकी की किसी शाखा के अधीन मुख्य कार्यक्रम को प्रबंध और तैयार करने, संचालन करने का अनुभव ;

(iii) विज्ञान और प्रौद्योगिकी क्षेत्र के लिए नीति संबंधी प्रमाणित रिकार्ड का नेतृत्व ;

(iv) किसी टीम के नेतृत्व का प्रमाणित रिकार्ड।

(ख) वांछनीय :

किसी मान्यताप्राप्त विश्वविद्यालय या संस्थान से प्राकृतिक विज्ञान या कृषि विज्ञान में पोस्ट डॉक्टरेट अनुसंधान या इंजीनियरी या तकनीकी या आयुर्विज्ञान में डॉक्टरेट की उपाधि व किसी विश्वविद्यालय या संस्थान द्वारा प्रतिष्ठित जर्नल में अनुसंधान कार्य के प्रकाशन का साध्य हो।

टिप्पण 1 : अभ्यर्थी ने पद के लिए अपेक्षित आवश्यक शैक्षिक अर्हता प्राप्त करने के पश्चात् अनुसंधान और किसी औद्योगिक या एकेडमिक संस्थान या विज्ञान और तकनीकी संगठन में गतिविधि का अनुभव अर्जित किया हो और सुसंगत पद के लिए विज्ञापन या परिपत्र में उपदर्शित विनिर्दिष्ट अनुभव हो तथापि अपेक्षित क्षेत्र में अनुभव की प्रकृति सक्षम प्राधिकारी द्वारा निर्धारित की जाएगी।

टिप्पण 2 : अर्हताएं अन्यथा सुयोग्य अभ्यर्थियों के मामले में उन कारणों के लिए, जो लेखबद्ध किए जाएं, सक्षम प्राधिकारी के विवेकानुसार शिथिल की जा सकती हैं।

टिप्पण 3 : अनुभव संबंधी अर्हता (अर्हताएं) सक्षम प्राधिकारी के विवेकानुसार अनुसूचित जातियों और अनुसूचित जनजातियों के अभ्यर्थियों की दशा में तब शिथिल की जा सकती है जब चयन के किसी प्रक्रम पर सक्षम प्राधिकारी की यह राय है कि उनके लिए आरक्षित रिक्तियों को भरने के लिए अपेक्षित अनुभव रखने वाले उन समुदायों के अभ्यर्थियों के पर्याप्त संख्या में उपलब्ध होने की संभावना नहीं है।

(ख) वे श्रेणियां जिनसे (वैज्ञानिक 'जी') प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है)/आमेलन किया जाएगा

भारत या विदेश में केंद्रीय सरकार या राज्य सरकारों या संघ राज्यक्षेत्र प्रशासन या केंद्रीय सरकार या राज्य सरकार उपक्रम या विश्वविद्यालय या मान्यताप्राप्त अनुसंधान संस्थान या अर्द्ध-शासकीय या कानूनी या स्वशासी संगठन में कार्य करने वाले ऐसे वैज्ञानिक या प्रौद्योगिकीविद्

(क) (i) जिन्होंने नियमित आधार पर सदृश पद धारण किए हुए हों ; या

(ii) जिन्होंने वेतन मैट्रिक्स (1,13,100-2,16,600/- रुपए) के स्तर 13क या समतुल्य में नियमित आधार पर नियुक्ति के पश्चात् उस श्रेणी में पांच वर्ष सेवा की हो ;

(ख) उप पैरा (क) के अधीन सीधी भर्ती के लिए विहित शैक्षिक अर्हता और अनुभव रखता हो।

टिप्पण 1 : प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) की अवधि, जिसके अंतर्गत केंद्रीय सरकार के उसी या किसी अन्य संगठन या विभाग में इस नियुक्ति से ठीक पहले धारित किसी बाह्य पद पर प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) की अवधि है, साधारणतया 3 वर्ष से अधिक नहीं होगी, जो कार्मिक और प्रशिक्षण विभाग की शर्तों के अनुसार, प्रदाता संगठन की सहमति और सक्षम प्राधिकारी के अनुमोदन से आगे बढ़ाई जा सकती है।

टिप्पण 2 : फीडर वर्ग के ऐसे विभागीय अधिकारी, जो संशोधित लचीला पूर्वक योजना के अधीन स्वस्थाने प्रोन्नति की सीधी पंक्ति में हैं, प्रतिनियुक्ति पर नियुक्ति के लिए विचार किए जाने के पात्र नहीं होंगे, संवर्ग बाह्य पदों को छोड़कर, जिसमें वे फीडर श्रेणी अधिकारी नहीं हैं, इसी प्रकार संशोधित लचीला पूर्वक योजना के अधीन प्रतिनियुक्त व्यक्ति स्वस्थाने प्रोन्नति के लिए विचार किए जाने के पात्र नहीं होंगे।

टिप्पण 3 : प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा भी है) द्वारा नियुक्ति के लिए अधिकतम आयु सीमा आवेदन प्राप्त करने की अंतिम तारीख को 56 वर्ष से अधिक नहीं होगी।

टिप्पण 4 : केंद्रीय सरकार या राज्य सरकार या संघ राज्यक्षेत्र प्रशासन के वैज्ञानिक आमेलन के लिए पात्र होंगे।

5. प्रत्येक प्रवर्ग के पदों में सीधी भर्ती के लिए ऊपरी आयु सीमा नीचे दी गई है :

क्रम सं.	पद का नाम	सीधी भर्ती के लिए ऊपरी आयु सीमा (विभागीय व्यक्तियों को छोड़कर)
(1)	(2)	(3)
1.	वैज्ञानिक 'डी'	40 वर्ष
2.	वैज्ञानिक 'ई'	45 वर्ष
3.	वैज्ञानिक 'एफ'	50 वर्ष
4.	वैज्ञानिक 'जी'	50 वर्ष

टिप्पण 1 : केंद्रीय सरकार द्वारा समय-समय पर जारी किए गए अनुदेशों या आदेशों के अनुसार सरकारी सेवक के लिए पांच वर्ष के लिए शिथिल की जा सकती है।

टिप्पण 2 : आयु-सीमा का निर्धारण करने के लिए निर्णायक तारीख भारत में अभ्यर्थियों से आवेदन प्राप्त करने के लिए नियत की गई अंतिम तारीख होगी। (न कि वह अंतिम तारीख जो असम, मेघालय, अरुणाचल प्रदेश, मिजोरम, मणिपुर, नागालैंड, त्रिपुरा, सिक्किम, जम्मू-कश्मीर राज्य के लद्दाख खंड, हिमाचल प्रदेश के लाहोल और स्पीति जिले तथा चम्बा-जिले के पांगी उपखंड, अंदमान और निकोबार द्वीप या लक्षद्वीप के अभ्यर्थियों के लिए विहित की गई है।)

6. सभी पदों (सीधी भर्ती और प्रतिनियुक्ति (जिसके अंतर्गत अल्पकालीन संविदा/आमेलन भी शामिल है) दोनों के लिए लागू) के लिए छंटनी और चयन प्रक्रिया :-

छंटनी और चयन प्रक्रिया और अर्हता समिति और छंटनी-सह-लघु सूचीयन समिति और साक्षात्कार बोर्ड का गठन केंद्रीय सरकार द्वारा विनिर्दिष्ट किया जाएगा तथापि, छंटनी-सह-लघु सूचीयन समिति और साक्षात्कार बोर्ड अध्यक्ष सहित सदस्यों का बहुमत भारत सरकार के प्रमुख वैज्ञानिक सलाहकार का कार्यालय के बाहर से होगा और यदि आवश्यक हो छंटनी प्रक्रिया में लिखित परीक्षा भी शामिल होगी जो सीधे केंद्रीय सरकार द्वारा या केंद्रीय सरकार की किसी अन्य एजेंसी या संगठन, जिसे इस क्षेत्र का अनुभव और विशेषज्ञता हो, द्वारा संचालित की जाएगी।

अनुसूची-2

(नियम 5 देखें)

संशोधित लचीला पूरक योजना में पदोन्नति

- संशोधित लचीला पूरक योजना केवल वैज्ञानिक पदधारण करने करने वाले वैज्ञानिकों और जो वैज्ञानिक क्रियाकलाप और सेवा में लगे हो पर लागू होती है।
- संशोधित लचीला पूरक योजना केवल वैज्ञानिक घ वैज्ञानिक (ड) और वैज्ञानिक (च) की श्रेणी के कार्यालय में वैज्ञानिक की स्वस्थानी पदोन्नति के मामले में, जो संबंधी वैज्ञानिक की स्वयं ही होगा का अनुसरण करेगी।
- संशोधित लचीला पूरक योजना के अधीन पदोन्नति के लिए अपेक्षित प्रत्येक श्रेणी के लिए कम से कम रोज डेली अवधि (अर्ह्य सेवा) निम्नलिखित सारणी में विनिर्दिष्ट है, अर्थात्:--

क्रम सं.	पदनाम	वेतन मैट्रिक्स में स्तर	काम करने संबंधी कम से कम रेजिडेंसी अवधि
(1)	(2)	(3)	(4)
1	वैज्ञानिक 'डी'	वेतन मैट्रिक्स में स्तर 12 (78,800-2,09,200 रु.)	चार साल
2	वैज्ञानिक 'ई'	वेतन मैट्रिक्स में स्तर 13 (1,18,500-2,14,100 रु.)	पांच साल
3	वैज्ञानिक 'एफ'	वेतन मैट्रिक्स में स्तर 13क (1,31,100-2,16,600 रु.)	पांच साल
4	वैज्ञानिक 'जी'	वेतन मैट्रिक्स में स्तर 14 (1,44,200-2,18,600 रु.)	

- संशोधित लचीला पूरक योजना के माध्यम से पदोन्नति के लिए पुनर्वलोकन वर्ष में दो बार किया जाएगा।
- संशोधित लचीला पूरक योजना के अधीन किसी वर्ष की जनवरी से जून के दौरान पदोन्नति के परिपक्व मामले उस वर्ष के जुलाई में पुनर्विलोकन के लिए रखे जाने में और किसी वर्ष के जुलाई से दिसंबर के दौरान पदोन्नति के लिए परिपक्व मामले अगले वर्ष की जनवरी माह में पुनर्विलोकन के लिए रखे जाएंगे।
- संशोधित लचीला पूरक योजना के अधीन प्रोन्नति के लिए पात्र सभी वैज्ञानिक वार्षिक संपादन अंक समिति के साथ संशोधित लचीला पूरक योजना के अधीन विनिर्दिष्ट प्रारूप पर वार्षिक कार्य रिपोर्ट करेंगे और रिपोर्टिंग अधिकारी द्वारा रिपोर्ट करने के लिए रिपोर्टिंग अधिकारी को सुपुर्द करेंगे।

7. सभी अधिकारियों की जो कम कम रेजिडेंसी अवधि पूरा कर रहे हैं, वार्षिक कार्यनिष्पादन मूल्यांकन रिपोर्ट में श्रेणीकरण के आधार पर, अनुसूची-3 में विनिर्दिष्ट किसी आंतरिक छंटनी समिति द्वारा लिए विचार करने के लिए प्रथम छंटनी किए जाएंगे। वार्षिक कार्यनिष्पादन मूल्यांकन रिपोर्ट '10' अंक स्केल के आधार पर निर्धारित की जाएगी जिसमें अधिकतम 10 और निम्नतम '0' अंक होंगे और केवल वही अधिकारी-छंटनी किए जाएंगे जो नीचे दी गई सारणी में दर्शित अपने कार्यनिष्पादन से संबंधी कम से कम रेजिडेंसी अवधि पूरी करते हैं।

सारणी

श्रेणी में वर्षों की संख्या						
	1	2	3	4	5	6
अर्हता के लिए कम से कम प्रतिशतता						
वैज्ञानिक 'डी' से 'ई'	85%	80%	75%	70%	60%
वैज्ञानिक 'ई' से 'एफ'	85%	80%	75%	70%
वैज्ञानिक 'एफ' से 'जी'	85%	80%	75%	70%

आंतरिक छंटनी समिति संशोधित लचीला पूर्वक योजना के अधीन पैरा 20 और 21, में निर्दिष्ट मानदंड के अनुसार वार्षिक कार्य रिपोर्ट और वार्षिक कार्य रिपोर्ट के भाग 'ग' में वैज्ञानिक द्वारा किया गया कार्य की वैज्ञानिक विषय वस्तु पर रिपोर्ट का आकलन करेगी और जैसी की स्थिति हो, यह रिपोर्ट निर्धारण समिति I या II के रूप में ज्ञात बाहर निर्धारण समिति को उपलब्ध कराई जाएगी।

8. संशोधित लचीला पूर्वक योजना के अधीन, वैज्ञानिक 'डी' और 'ई' के संबंध में, स्वस्थाने पदोन्नति के लिए अभ्यर्थियों की उपयुक्ता की सिफारिश, स्तर की छंटनी के लिए करने का उत्तरदायित्व अनुसूची III के अधीन विनिर्दिष्ट रूप से निर्धारण समिति का होगा।

9. संशोधित लचीला पूर्वक योजना के अधीन, वैज्ञानिक 'एफ' के संबंध में, स्वस्थाने पदोन्नति के लिए अभ्यर्थियों की उपयुक्ता की सिफारिश, स्तर की छंटनी के लिए करने का उत्तरदायित्व अनुसूची III के अधीन विनिर्दिष्ट रूप से निर्धारण समिति का होगा।

10. यदि अनुसूची- III में यथाविनिर्दिष्ट निर्धारण समिति I या II जैसी भी स्थिति हो या पाती है कि वैज्ञानिक वैज्ञानिक 'ई' या वैज्ञानिक 'एफ' या वैज्ञानिक 'जी' के पद पर प्रोन्नति के लिए उपयुक्त है और समय पर उक्त पद स्वीकृत संख्याबल के भीतर उपलब्ध नहीं है प्रोन्नति वैज्ञानिक 'डी' से वैज्ञानिक 'ई' वैज्ञानिक, वैज्ञानिक 'ई' से वैज्ञानिक 'एफ' और वैज्ञानिक 'एफ' से वैज्ञानिक 'जी' के पदों के लिए उन्नयन द्वारा की जाएगी।

11. किसी निर्बंधन के बिना इस शर्त के अधीन रहते हुए संपूर्ण विनिमेयता होगी कि पदधारियों की कुल संख्या इनके वैज्ञानिक 'डी', वैज्ञानिक 'ई', वैज्ञानिक 'एफ' और वैज्ञानिक 'जी' के पदों की कुल संख्या से अधिक नहीं होगी।

12. संशोधित लचीला पूर्वक स्कीम के अधीन स्वस्थाने प्रोन्नति, संबंधित अधिकारी के लिए वैयक्तिक होगा और इसका परिणाम इस मद्दे निम्नतर श्रेणी कोई विनिर्दिष्ट रिक्ति नहीं होगी; संबंधित अधिकारी द्वारा वर्तमान में धारित स्वतः उन्नयित हो जाएगा और स्वस्थाने प्रोन्नति में उसके ठहरने के दौरान के लिए उसके लिए वैयक्तिक होगा तथा किसी वैज्ञानिक की सेवानिवृत्ति या पदत्याग या मृत्यु या अन्यथा के कारण पद के रिक्त देने पर पद उस निम्नतर स्तर को प्रत्यावर्तित हो जाएगा जिस पर उस समय स्पष्ट रिक्ति विद्यमान है।

13. अनुसूची 1 के अधीन सीधी भर्ती के लिए विहित आवश्यक शैक्षिक अर्हता धारण करने वाली किसी व्यक्ति के अलावा कोई व्यक्ति संशोधित लचीला पूर्वक योजना के अधीन स्वस्थाने पदोन्नति के लिए पात्र नहीं होगा।

14. विशिष्ट रूप से सुयोग्य अभ्यर्थियों, को उत्कृष्ट श्रेणी सहित प्रोन्नति के लिए रेजिडेंसी अवधि में शिथिलता प्रदान की जाएगी (अर्हता सेवा आदि), किसी अवसर पर शिथिलता एक वर्ष से अधिक नहीं होगी और उक्त शिथिलता अपनी वृष्टि में अधिकतम दो अवसरों तक सीमित होगी।

15. प्रोन्नति की तारीख पर जो उपयुक्त पाई जाती है वह तारीख होगी जिस पर अपने अपने मामले में प्रोन्नति के लिए परिपक्व हो जैसा पैरा 5 के अनुसार 1 जनवरी या 1 जुलाई।
16. किसी पात्र वैज्ञानिक द्वारा ली गई छुट्टी के निम्न रिक्ति प्रकार, संशोधित लचीला पूरक योजना के अधीन प्रोन्नति हेतु विचार करने के लिए अवर श्रेणी वैज्ञानिक द्वारा ली गई अपेक्षित रखी गई न्यूनतम रेसीडेंसी अवधि की गणना की जाएगी।
- (i) अन्य वैज्ञानिक पद पर प्रतिनियुक्ति या विदेश सेवा में बिताई गई अवधि जो किसी वैज्ञानिक की भिन्न रूप में वैज्ञानिक अनुभव अर्जित करने में मदद की जाएगी;
- (ii) शिक्षा पूरी करने के लिए ली गई अध्ययन छुट्टी या अन्य छुट्टी की अवधि वैज्ञानिक ज्ञान का संवर्धन करती है;
- (iii) केन्द्रीय सिविल सेवा (छुट्टी) नियम, 1972 के अनुसार स्वीकृत मातृत्व छुट्टी संशोधित लचीला पूरक योजना के अधीन प्रोन्नति के लिए न्यूनतम रेजीडेंसी अवधि की जब गणना की जा रही हो, तब छुट्टी के रूप में माना जाएगा;
- (iv) केन्द्रीय सिविल सेवा (छुट्टी) नियम, 1972 के अनुसार मातृत्व छुट्टी में रहते दी एक वर्ष की अधिकतम अवधि की छुट्टी मातृत्व छुट्टी के साथ अंकित मानी जाएगी और यह अवधि जब न्यूनतम रेसीडेंसी अवधि की गणना की जाएग ध्यान में रखी जाएगी;
- (v) केन्द्रीय सिविल सेवा (छुट्टी) नियम, 1972 के अनुसार स्वीकृत अर्जित छुट्टी या शिशु देखभाल छुट्टी या दोनों कुल 180 दिन से अधिक नहीं होगी।
17. गैर वैज्ञानिक पद पर प्रतिनियुक्ति या विदेश सेवा में बिताई गई अवधि और छुट्टी की अवधि किसी चिकित्सा आधार पर, असाधारण छुट्टी आदि की शक्ति हो जो व्यावृत्ति आधार पर बिताई गई है, न्यूनतम रेजीडेंसी अवधि में गणना नहीं की जाएगी।
18. निर्धारण समिति 1 या 2 द्वारा पुनर्विलोकन के पश्चात् प्रोन्नति के लिए उपयुक्त नहीं पाया जाता है जैसी स्थिति हो उक्त पुनर्विलोकन की तारीख 1 वर्ष के बीतने के पश्चात् केवल अगले पुनर्विलोकन के लिए पात्र होगा।
19. पात्र वैज्ञानिक को अगली श्रेणी के लिए संशोधित लचीला पूरक योजना हेतु निर्धारण के लिए तीन अवसर दिए जाएंगे और यदि ऐसा वैज्ञानिक अगली उच्चतर श्रेणी में उन्नयन हेतु अवसर के लिए लगातार तीन वर्षों के लिए संशोधित लचीला पूरक योजना के अधीन पात्र नहीं पाया जाता है, तो उस पर संशोधित आश्रित वृत्ति प्रगति योजना के उपबंधों के अनुसार अगली श्रेणी में उन्नयन के लिए विचार किया जाएगा।
20. संशोधित लचीला पूरक योजना के अधीन प्रोन्नति हेतु विचार किए जाने के लिए पालन किए जाने वाले मानक अनुसूची IV में यथाविनिर्दिष्ट होंगे।
21. संशोधित लचीला पूरक प्रगति योजना के तहत पदोन्नति पर विचार करने के लिए क्षेत्र अनुभव का मानदंड अनुसूची-V के अनुसार यथाविनिर्दिष्ट होगा।
22. क्रमशः वैज्ञानिक 'एफ' और वैज्ञानिक 'जी' श्रेणी में प्रोन्नति के लिए क्रमशः कम से कम 2 वर्ष और 5 वर्ष का क्षेत्र अनुभव आवश्यक हो।

अनुसूची-III

(अनुसूची 2 देखें)

समिति का गठन

आंतरिक छंटनी समिति

क्रम सं.	पद	आंतरिक छंटनी समिति का गठन
(1)	(2)	(3)
1.	वैज्ञानिक 'डी' के पद से वैज्ञानिक 'ई' के पद से प्रोन्नति और वैज्ञानिक 'ई' के पद से वैज्ञानिक 'एफ' के पद से प्रोन्नति के लिए	1. सक्षम प्राधिकारी या नियंत्रक प्राधिकारी या कोई वैज्ञानिक जो वैज्ञानिक 'जी' रैंक से नीचे का नहीं होगा - अध्यक्ष;

		<p>2. वैज्ञानिक 'जी' रैंक का कोई प्रौद्योगिकी विशेष या उपर्युक्त जो सक्षम प्राधिकारी या नियंत्रक प्राधिकारी द्वारा नामनिर्दिष्ट किए गए हों - सदस्य;</p> <p>3. परमाणु ऊर्जा विभाग या अंतरिक्ष विभाग या रक्षा अनुसंधान और विकास संगठन का कोई नाम निर्देशिती जो प्रोन्नत किए गए पद से कम से कम एक स्तर ऊपर हो - सदस्य;</p> <p>4. कार्यालय या विज्ञान और प्रौद्योगिकी विभाग या जैव प्रौद्योगिकी विभाग या वैज्ञानिक और औद्योगिक अनुसंधान विभाग या पृथ्वी विज्ञान मंत्रालय से कोई अधिकारी जो वैज्ञानिक 'जी' की रैंक से नीचे का नहीं - सदस्य</p>
2.	वैज्ञानिक 'एफ' के पद से वैज्ञानिक 'जी' के पद के लिए प्रौन्नति	<p>1. सक्षम प्राधिकारी या नियंत्रक प्राधिकारी - अध्यक्ष;</p> <p>2. परमाणु ऊर्जा विभाग या अंतरिक्ष विभाग या रक्षा अनुसंधान और विकास संगठन का कोई नाम-निर्देशिती जो प्रोन्नत किए गए पद से कम से कम एक स्तर ऊपर हो - सदस्य;</p> <p>3. प्रख्यात वैज्ञानिक 'जी' रैंक का कोई प्रौद्योगिकी विशेष या उपर्युक्त जो सक्षम प्राधिकारी या नियंत्रक प्राधिकारी द्वारा नामनिर्दिष्ट किए गए हों - सदस्य;</p> <p>4. कोई वैज्ञानिक जो अपर सचिव रैंक से नीचे का नहीं होगा, सक्षम प्राधिकारी नियंत्रक प्राधिकारी द्वारा या विज्ञान और प्रौद्योगिकी विभाग द्वारा या वैज्ञानिक और औद्योगिक अनुसंधान विभाग द्वारा या पृथ्वी विज्ञान मंत्रालय द्वारा नामनिर्दिष्ट किया जाएगा - सदस्य।</p>

निर्धारण समिति I

पद	निर्धारण समिति I का गठन
वैज्ञानिक 'ई' और वैज्ञानिक 'एफ' के पदों के लिए प्रोन्नति	<p>1. वैज्ञानिक सचिव - अध्यक्ष;</p> <p>2. वैज्ञानिक मंत्रालयों या विभागों के दो सचिव या उसके प्रतिनिधि जो उस पद से कम से कम एक स्तर ऊपर होंगे जिसमें संशोधित लचीला पूरक योजना के अधीन स्वस्थाने पदोन्नति की जा रही है - सदस्य;</p> <p>3. वैज्ञानिक क्रियाकलाप क्षेत्र में विशेषज्ञ दो प्रख्यात वैज्ञानिक जो वैज्ञानिक 'च' या उससे ऊपर की रैंक के हो सक्षम प्राधिकारी या नियंत्रक प्राधिकारी द्वारा नामनिर्दिष्ट किए जाएंगे - सदस्य;</p> <p>4. संयुक्त सचिव, कार्मिक और प्रशिक्षण विभाग - सदस्य।</p>

निर्धारण समिति II

पद	निर्धारण समिति II का गठन
वैज्ञानिक 'जी' के पद के लिए प्रोन्नति	<ol style="list-style-type: none"> वैज्ञानिक सचिव - अध्यक्ष; वैज्ञानिक मंत्रालयों या विभागों के दो सचिव या उसके प्रतिनिधि जो उस पद से कम से कम एक स्तर ऊपर होंगे जिसमें संशोधित लचीला पूरक योजना के अधीन स्वस्थाने पदोन्नति की जा रही है - सदस्य; वैज्ञानिक क्रियाकलाप क्षेत्र में विशेषज्ञ दो प्रख्यात वैज्ञानिक जो वैज्ञानिक 'एफ' या उससे ऊपर की रैंक के हों सक्षम प्राधिकारी या नियंत्रक प्राधिकारी द्वारा नामनिर्दिष्ट किए जाएंगे - सदस्य; अपर सचिव, कार्मिक और प्रशिक्षण विभाग - सदस्य।

अनुसूची—4**[अनुसूची 2 देखें]****संशोधित लचीला पूरक योजना के अधीन विचार किए जाने के लिए पालन किए जाने वाले मानदंड**

- संशोधित लचीला पूरक योजना के अधीन उपबंधित वार्षिक कार्य रिपोर्ट, वार्षिक कार्यनिष्पादन मूल्यांकन रिपोर्ट के साथ वैज्ञानिक द्वारा भरी जाएगी और रिपोर्टिंग अधिकारी द्वारा रिपोर्ट के लिए प्रस्तुत की जाएगी।
- आंतरिक छंटनी समिति वार्षिक कार्य रिपोर्ट के भाग 'ग' में वैज्ञानिक द्वारा किए गए कार्य की वैज्ञानिक विषय वस्तु पर रिपोर्ट करेगी जो बाह्य निर्धारण समिति को उपलब्ध करायी जाएगी।
- निर्धारण समिति I या II जैसी की समितियों के किए गए कार्य की विनिर्दिष्ट विषय वस्तु, विनिर्दिष्ट संक्षिप्त किसी एक पेज के दस्तावेज के माध्यम से, संशोधित लचीला पूरक योजना के अधीन विचार करने के लिए गुणों को न्यायोचित ठहराएगी।
- निर्धारण समिति I या II जैसी भी स्थिति हो में बाह्य सदस्यों का बहुमत होगा जो क्षेत्र में विशेषज्ञता रखते हों।
- निर्धारण समिति I या II जैसी की स्थितियों में, वैज्ञानिक कार्य की वैज्ञानिक विषय वस्तु का निर्धारण करने के लिए स्वतंत्र समकक्ष व्यक्ति के समूह की विशेषता धारित करने वाले होंगे।
- निर्धारण समिति I या II जैसी भी स्थिति हो, संशोधित लचीला पूरक योजना के अधीन स्वस्थाने प्रोन्नति के लिए सभी मानदंडों के साथ मिलने वाली वैज्ञानिक सिफारिश को विशेषता प्रमाणित करेगी।

अनुसूची-5**[अनुसूची II देखें]****क. क्षेत्र अनुभव के लिए मानदंड**

- अनुसंधान और विकास के क्षेत्र में अनुभव और उक्त वैज्ञानिक परियोजनाओं के कार्यान्वयन में अनुभव, वैज्ञानिक मंत्रालयों तथा विभाग के सचिवालय में पदों पर भर्ती किए गए वैज्ञानिकों की, संशोधित लचीला पूरक योजना के अधीन उच्च श्रेणी में प्रोन्नति के लिए अनिवार्य हो।
- वैज्ञानिक 'एफ' और वैज्ञानिक 'जी' श्रेणी में प्रोन्नति के लिए क्रमशः कम से कम 2 वर्ष और 5 वर्ष का क्षेत्र अनुभव आवश्यक हो।
- मानदंड संस्थान संगठन के लक्ष्यों और उद्देश्यों, कार्मिकों की अहर्ताएं गुणात्मक भर्तियों के लिए विभिन्न प्रकार के क्रियाओं के संपादन आदि को आच्छदित करेंगे।

ख. वैज्ञानिक क्रियाकलाप और सेवाएं

(क) मूलभूत/मूल अनुसंधान

(i) मूल अनुसंधान से नवीन वैज्ञानिक और तकनीकी ज्ञान की प्राप्ति होती है, किसी विशिष्ट लक्ष्य या उपयोजन के बारे में निर्देशित होना आवश्यक नहीं है;

(ii) वैज्ञानिक प्रयोगशाला या संस्थानों में कार्य करना, किसी संगठन में प्रवेश करने पश्चात् व्यावहारिक अनुसंधान में डॉक्टरल या पोस्ट डॉक्टरल उपाधि पर बिताई समयावधि आदि संशोधित लचीला पूर्वक योजना के उद्देश्य के लिए क्षेत्र अनुभव संस्थापित करेगी।

(ख) अनुप्रयुक्त अनुसंधान

(i) मूल अनुसंधान से नवीन वैज्ञानिक ज्ञान की प्राप्ति होती है, किसी विशिष्ट लक्ष्य या उपयोजन के बारे में निर्देशित होना आवश्यक नहीं है;

(ii) वैज्ञानिक प्रयोगशाला या संस्थानों में कार्य करना, किसी संगठन में प्रवेश करने पश्चात् मूल अनुसंधान में डॉक्ट्रल या पोस्ट डॉक्ट्रल उपाधि पर बिताई समयावधि आदि संशोधित लचीला पूर्वक योजना के उद्देश्य के लिए क्षेत्र अनुभव संस्थापित करेगी।

(ग) प्रयोगात्मक विकास:

(i) क्षेत्र अनुभव वैज्ञानिक ज्ञान का उपयोजन नई रचना की और निर्दिष्ट, या सारभूत उन्नत जाएगी, युक्ति, उत्पादन, प्रक्रम, प्रणाली या सेवा अधिकारी की कार्य विवरणिका के आधार पर होगा।

(ii) परिभाषित फैक्टर, जो कार्य वैज्ञानिक ज्ञान के सभी प्रयोग का नहीं है लेकिन, नया करने के लिए वैज्ञानिक ज्ञान के अनुपयोग या नव परिवर्तित प्रणाली; पद्धति और मॉडल शक्ति होंगे।

(घ) विज्ञान और प्रौद्योगिकी क्रियाकलापों का उन्नयन

(i) विज्ञान और प्रौद्योगिकी क्रियाकलाप जो वैज्ञानिक और सेवा उन्नयन के पद में अनुसंधान और विकास से सीधे जुड़े हुए हों;

(ii) विज्ञान और प्रौद्योगिकी क्षेत्र में अनुसंधान और विकास कार्यक्रम का समन्वय, विविध विज्ञान और प्रौद्योगिकी क्षेत्र में राष्ट्रीय और अंतरराष्ट्रीय नेटवर्क परियोजना, किसी समर्थकारी विज्ञान और प्रौद्योगिकी, पोलिसी पहल और उक्त अन्य कार्यों का संचालन करे को सदृश्य करने के लिए मिशन मॉडल परियोजना; पोलिसी पहल या मापन, क्षेत्र अनुभव का गठन करेंगे।

[फा. सं. पीआरएन.एसए/04(02)/2012-प्रशा.]

नीरज सिन्हा, वैज्ञानिक 'छ'/विभागाध्यक्ष

OFFICE OF THE PRINCIPAL SCIENTIFIC ADVISER TO THE GOVERNMENT OF INDIA

NOTIFICATION

New Delhi, the 28th December, 2018

G.S.R. 27(E).—In exercise of the powers conferred by the proviso to the article 309 of the Constitution, the President makes the following rules regulating the method of recruitment to the posts of Scientists in the Office of the Principal Scientific Adviser to the Government of India, namely:—

1. **Short title and commencement.**- (1) These rules shall be called the Office of the Principal Scientific Adviser to the Government of India, Scientists, Group 'A' Posts Recruitment Rules, 2018.

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

2. **Definitions.** - In these rules, unless the context otherwise requires, -

(a) **“candidate”** means the person who is eligible for consideration for any post specified in the Schedule-I;

(b) **“Central Government”** means the Government of India, Office of the Principal Scientific Adviser to the Government of India;

- (c) “**Competent Authority**” means the Principal Scientific Adviser to the Government of India or the authority specified by the Central Government as such, from time-to-time;
- (d) “**Controlling Authority**” means the Scientific Secretary to the Principal Scientific Adviser to the Government of India;
- (e) “**Modified Flexible Complimenting Scheme**” means the Scheme as notified by the Department of Personnel and Training vide OM No. AB-14017/37/2008-Estt(RR), dated the 10th September, 2010;
- (f) “**Office**” means the Office of the Principal Scientific Adviser to the Government of India;
- (g) “**post**” means a post of Scientist as specified under the rule 3;
- (h) “**Schedule**” means a Schedule appended to these rules;
- (i) “**Scientist or Engineer**” means a person who –
- (a) possesses academic qualification of Master’s degree in Natural or Agricultural Science or Bachelor’s degree in Engineering or Technology from a recognised University or Institute or equivalent;
- (b) holds Scientific Post.
- (j) “**Scientific Post**” means a post in which the incumbent is a Scientist or an Engineer, working in a scientific institution or organisation declared as a Scientific Department or Organisation and who is engaged in creating new scientific knowledge or innovative engineering or technological techniques or who is involved predominantly in professional research work and development.
3. **Number of posts, classification and level in pay matrix.** - (1) The number of posts, their classification and level in the pay matrix attached thereto shall be as specified in the following Table, namely:-

TABLE

Sl. No.	Name of post	Classification	Number of posts	Level in pay matrix
(1)	(2)	(3)	(4)	(5)
1.	Scientist ‘D’	General Central Service, Group ‘A’ Gazetted, Non-Ministerial, Scientific and Technical	7 *	Level 12 in the pay matrix (Rs. 78,800-2,09,200).
2.	Scientist ‘E’	General Central Service, Group ‘A’ Gazetted, Non-Ministerial, Scientific and Technical	2*	Level 13 in the pay matrix (Rs. 1,23,100-2,15,900).
3.	Scientist ‘F’	General Central Service, Group ‘A’ Gazetted, Non-Ministerial, Scientific and Technical	2*	Level 13A in the pay matrix (Rs. 1,31,100-2,16,600).
4.	Scientist ‘G’	General Central Service, Group ‘A’ Gazetted, Non-Ministerial, Scientific and Technical	3*	Level 14 in the pay matrix (Rs. 1,44,200-2,18,200).

(* Subject to variation dependent on workload).

- (2) The total number of sanctioned posts from Scientist ‘D’ to ‘G’ shall be 14:

Provided that there shall be complete interchangeability between the posts at these levels on account of in-situ promotion under the Modified Flexible Complementing Scheme, subject to the condition that the total numbers of posts of Scientist ‘D’ to Scientist ‘G’ taken together shall not exceed the total sanctioned strength of 14 posts.

- (3) In-situ promotion under the Modified Flexible Complementing Scheme shall be personal to the officer concerned and shall not result in a specific vacancy in the lower grade on that account.
- (4) The post currently held by the concerned officer shall be upgraded and shall be personal to him for the duration of his holding the in-situ promotion post.
- (5) The vacancy that may be created owing to superannuation, resignation or death of the officer shall result in the post reverting to the original position.
4. **Method of recruitment.-** (1) The posts of Scientists 'D' to 'G' shall be selection posts.
- (2) The posts shall be exempted from the purview of the Union Public Service Commission.
- (3) The recruitment for the posts of Scientist 'D' to Scientist 'G' shall be made either by in-situ promotion under the Modified Flexible Complementing Scheme or by direct recruitment or deputation (including short-term contract) or absorption as specified in the **Schedule-I**.
- (4) The method of recruitment for each post or in each case shall be decided by the Central Government from time-to-time.
- (5) Particular discipline or field of essential educational qualification and experience for each post or in each case shall be decided by the Central Government, keeping in view the availability of Scientists in different fields and the further requirement of Scientists in a particular field.
5. **Promotion.-** Promotions of the Scientists shall be governed by the provisions of the Modified Flexible Complementing Scheme as specified in the **Schedule II**.
6. **Annual Confidential Reports or Annual Performance Appraisal Reports and Annual Work Reports.-** Annual Confidential Reports or Annual Performance Appraisal Reports, along with Annual Work Reports of the Scientists, shall be recorded in accordance with the instructions, time schedules and the formats prescribed by the Central Government or the Department of Personnel and Training from time-to-time.
7. **Probation.-** (1) Every Scientist appointed to the service by direct recruitment shall be on probation for a period of two years:
- Provided that the Cadre Controlling Authority may extend the period of probation in accordance with the instructions issued by the Central Government from time-to-time in this regard:
- Provided further that any decision for the extension of the probation period shall be taken ordinarily within eight weeks after the expiry of the previous probation period and communicated in writing to the concerned officer, together with the reasons for so doing within the said period.
- (2) On completion of the period of probation or any extension thereof, a Scientist shall, if considered fit for permanent appointment, be retained in his appointment on regular basis and be confirmed against the available substantive vacancy.
- (3) If, during the period of probation or any extension thereof, as the case may be, the Central Government is of the opinion that a Scientist is not fit for permanent appointment, the Central Government may discharge or revert the Scientist to the post held by him prior to his appointment in the service, as the case may be.
- (4) During the period of probation, or any extension thereof, a Scientist may be required by the Central Government to undergo such course of training and instruction and to pass examination and test (including examination in Hindi) as the Central Government may deem fit, as a condition to the satisfactory completion of the probation period.
- (5) As regards other matters relating to probation, the members of the services shall be governed by the instructions issued by the Central Government, in this regard, from time-to-time.
8. **Confirmation.-** Confirmation of a Scientist appointed through direct recruitment shall be done by the Central Government on the recommendations of a Departmental Confirmation Committee, the composition of which shall be as follows, namely:-

I. For Scientists 'D', 'E', and 'F'

1. Scientific Secretary to the Principal Scientific
Adviser to the Government of India

- Chairman;

2. Two Members of the level of Joint Secretary to the Government of India from Scientific Ministries or Departments - Members.

II. For Scientist 'G'

1. Scientific Secretary to the Principal Scientific Adviser to the Government of India - Chairman;
2. Two Members of the level of Additional Secretary to the Government of India from Scientific Ministries or Departments - Members.

9. **Appointing authority.**- In the case of Scientists 'D', 'E', 'F' and 'G', the appointing authority shall be the Competent Authority and the approval of the Appointments Committee of the Cabinet (ACC) shall be mandatory in the case of appointment or in-situ promotion to the post at Level 14 in the pay matrix (Rs. 1,44,200-2,18,200) or above, as on date.
10. **Disqualification.** - No person, –
- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post:
- Provided that the Central Government may, if satisfied that such a marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.
11. **Liability to serve in Defence Services.**- Any person appointed to any of the said posts shall, if so required, be liable to serve in any of the Defence Services or posts connected with the defence of India, for a period of not more than four years, including the period spent on training, if any:
- Provided, that the services of such a person shall not be required, -
- (a) after the expiry of ten years from the date of appointment;
- (b) ordinarily to serve after attaining the age of forty years.
12. **Liability of Scientists to serve in India and outside India.**- Scientists appointed to any of the said posts shall be liable to serve anywhere in India and outside India.
13. **Training courses.**-(1) Scientists appointed to any of the said posts shall be liable to undergo such training, as detailed on courses of instruction in India or abroad, as the Central Government may decide from time-to-time.
- (2) The course shall include acquiring working knowledge of Hindi, as per the standards specified by the Central Government from time-to-time.
- (3) An officer detailed for training on course, the duration of which is six months or more, or an officer detailed for training outside India or with private firms or factories in India, irrespective of the duration of the training, shall be liable to refund, in full, the cost of the training, if, for any reason during the training or within a period of three years after the completion of such training, the officer chooses to discontinue the service.
14. **Power to relax.**- Where the Central Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing and in consultation with the Department of Personnel and Training, relax any of the provision of these rules with respect to any class or category of persons.
15. **Saving.**- Nothing in these rules shall affect reservation, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, ex-Servicemen and other special categories of persons in accordance with the orders issued by the Central Government, from time-to-time, in this regard.

SCHEDULE – I*[See rule 4 (3)]***Recruitment to the posts of Scientist ‘D’ to Scientist ‘G’****1. (A) Educational and other qualifications required for direct recruits (Scientist ‘D’)****(a) Essential:**

- (i) Master’s Degree in Natural Sciences or Agricultural Sciences or Bachelor’s Degree in Engineering or Technology or Medicine from a recognised University or Institute.
- (ii) Experience of eight years in Scientific and Technological organisations or Research and Development in Industrial and Academic Institutions or both.

(b) Desirable:

Doctorate Degree in Natural Sciences or Agricultural Sciences or Bachelor’s Degree in Engineering or Technology or Medicine from a recognised University or Institute.

Note 1: The experience specified shall be the experience acquired by the candidate in Research and Development in an Industrial or Academic Institution or Science and Technology organisation, after obtaining the essential educational qualifications required for the post, however, the exact nature of experience in the required area shall be decided by the Competent Authority and indicated in the advertisement or circular for the relevant post.

Note 2: The qualification is relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3: The qualification (s) regarding experience is or are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes if, at any stage of selection, the Competent Authority is of the opinion that sufficient number of candidates from these communities, possessing the requisite experience, are not likely to be available to fill-up the vacancies reserved for them.

(B) Grades from which deputation (including short-term contract)/ absorption is to be made (Scientist ‘D’)

Scientists or technologists working in the Central Government or State Governments or Union territory Administrations or Central Government or State Government Undertakings or Universities or Recognised Research Institutions or Semi-Government or Statutory or Autonomous Organisations in India or abroad,-

- (a) (i) holding analogous posts on regular basis; or
 - (ii) with five years’ service in the grade rendered after appointment thereto on regular basis in the level 11 in the pay matrix (Rs. 67,700-2,08,700/- or equivalent); and
- (b) possessing the educational qualifications and experience prescribed for direct recruits under sub-paragraph (A).

Note 1: The period of deputation (including short-term contract), including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not exceed three years, which may be extended for further periods, as per the norms of the Department of Personnel and Training, with the concurrence of the lending organisation and with the approval of the Competent Authority.

Note 2: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years as on the closing date of receipt of applications.

Note 3: Scientists from the Central Government or the State Governments or Union territory Administrations may be eligible for absorption.

2. (A) Educational and other qualifications required for direct recruits (Scientist 'E')**(a) Essential:**

- (i) Doctorate Degree in Natural Sciences or Agricultural Sciences or Master's Degree in Engineering or Technology or Medicine from a recognised University or Institute.
- (ii) Experience of ten years in Science & Technology organisations or Research and Development in Industrial and Academic Institutions or both.

(b) Desirable:

Post Doctorate research in Natural Sciences or Agricultural Sciences or Doctorate Degree in Engineering or Technology or Medicine from a recognised University or Institute as evidenced by certification by such University or Institute and publication of research work in Journals of repute.

Note 1: The experience specified shall be the experience acquired by the candidate in Research and Development in an Industrial or Academic Institution or Science and Technology organisation, after obtaining the essential educational qualifications required for the post, however, the exact nature of experience in the required area shall be decided by the Competent Authority and indicated in the advertisement or circular for the relevant post.

Note 2: The qualification is relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3: The qualification(s) regarding experience is or are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes if, at any stage of selection, the Competent Authority is of the opinion that sufficient number of candidates from these communities, possessing the requisite experience, are not likely to be available to fill-up the vacancies reserved for them.

(B) Grades from which deputation (including short-term contract)/ Absorption to be made (Scientist 'E')

Scientists or technologists working in the Central Government or State Governments or Union territory Administrations or Central Government or State Government Undertakings or Universities or Recognised Research Institutions or Semi-Government or Statutory or Autonomous Organisations in India or abroad, -

- (a) (i) holding analogous posts on regular basis; or
- (ii) with five years' service in the grade rendered after appointment thereto on regular basis in level 12 pay in the pay matrix (Rs. 78,800-2,09,200) or equivalent; and
- (b) possessing the educational qualifications and experience prescribed for direct recruits under sub-paragraph (A).

Note 1: The period of deputation (including short-term contract), including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not exceed three years, which may be extended for further periods, as per the norms of the Department of Personnel and Training, with the concurrence of the lending organisation and with the approval of the Competent Authority.

Note 2: The departmental candidates in the feeder category, who are in the direct line of in-situ promotion under the Modified Flexible Complementing Scheme, shall not be eligible for consideration for appointment on deputation, except for the ex-cadre post for which they are not the feeder grade officers, and similarly, deputationists shall not be eligible for consideration for in-situ promotions under the Modified Flexible Complementing Scheme.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years as on the closing date of receipt of applications.

Note 4: Scientists from the Central Government or State Governments or Union territory Administrations may be eligible for absorption.

3. (A) Educational and other qualifications required for direct recruits (Scientist 'F')

(a) Essential:

(i) Doctorate Degree in Natural Sciences or Agricultural Sciences or Master's Degree in Engineering or Technology or Medicine from a recognised University or Institute.

(ii) Experience of twelve years in Science and Technology organisations or Research and Development in Industrial and Academic Institutions or both, out of which at least six years should be in a managerial capacity for Science and Technology programme planning, development and coordination, or policy initiatives or formulation or both.

(b) **Desirable:** Post Doctorate research in Natural Sciences or Agricultural Sciences or Doctorate Degree in Engineering or Technology or Medicine from a recognised University or Institute as evidenced by certification by such University or Institute and publication of research work in Journals of repute.

Note 1: The experience specified shall be the experience acquired by the candidate in Research and Development in an Industrial or Academic Institution or Science and Technology Organisation, after obtaining the essential educational qualifications required for the post, however, the exact nature of experience in the required area shall be decided by the Competent Authority and indicated in the advertisement or circular for the relevant post.

Note 2: The qualification is relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3: The qualification(s) regarding experience is or are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Competent Authority is of the opinion that sufficient number of candidates from these communities, possessing the requisite experience, are not likely to be available to fill-up the vacancies reserved for them.

(B) Grades from which deputation (including short-term contract)/ absorption to be made (Scientist 'F')

Scientists or technologists working in the Central Government or State Governments or Union territory Administrations or Central Government or State Government Undertakings or Universities or Recognised Research Institutions or Semi-Government or Statutory or Autonomous Organisations in India or abroad, -

(a) (i) holding analogous posts on regular basis; or

(ii) with two years' service in the grade rendered after appointment thereto on regular basis in level 13 in the pay matrix (Rs. 1,23,100-2,15,900) or equivalent; and

(b) possessing the educational qualifications and experience prescribed for direct recruits under sub-paragraph (A).

Note 1: The period of deputation (including short-term contract), including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not exceed three years, which may be extended for further periods, as per the norms of the Department of Personnel and Training, with the concurrence of the lending organization and with the approval of the Competent Authority.

Note 2: The departmental candidates in the feeder category, who are in the direct line of in-situ promotion under the Modified Flexible Complementing Scheme, shall not be eligible for consideration for appointment on deputation, except for the ex-cadre post for which they are not the feeder grade officers, similarly, deputationists shall not be eligible for consideration for in-situ promotions under the Modified Flexible Complementing Scheme.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not be exceeding 56 years as on the closing date of receipt of applications.

Note 4: Scientists from the Central Government or State Governments or Union territory Administrations may be eligible for absorption.

4. (A) Educational and other qualifications required for direct recruits (Scientist 'G')**(a) Essential:**

(i) Doctorate Degree in Natural Sciences or Agricultural Sciences or Master's Degree in Engineering or Technology or Medicine from a recognised University or Institute.

(ii) Experience of fifteen years in Science and Technology organisations or Research and Development in Industrial and Academic Institutions or both, out of which at least seven years should be in, -

- (I) administering, planning, development or coordination of Science and Technology programmes;
- (II) experience of evolving, managing and directing major programmes under any branch of Science and Technology;
- (III) proven record of policy initiatives for the Science and Technology Sector;
- (IV) proven record of leading a team.

(b) Desirable:

Post Doctorate research in Natural Sciences or Agricultural Sciences or Doctorate Degree in Engineering or Technology or Medicine from a recognised University or Institute as evidenced by certification by such University or Institute and publication of research work in Journals of repute.

Note 1: The experience specified shall be the experience acquired by the candidate in Research and Development in an Industrial or Academic Institution or Science and Technology organisation, after obtaining the essential educational qualifications required for the post, however, the exact nature of experience in the required area shall be decided by the Competent Authority and indicated in the advertisement or circular for the relevant post.

Note 2: The qualifications is relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3: The qualification (s) regarding experience is or are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes, if at any stage of selection, the Competent Authority is of the opinion that sufficient number of candidates from these communities, possessing the requisite experience, are not likely to be available to fill-up the vacancies reserved for them.

(B) Grades from which deputation (including short-term contract)/ absorption is to be made (Scientist 'G')

Scientists or technologists working in the Central Government or State Governments or Union territory Administrations or Central Government or State Government Undertakings or Universities or Recognised Research Institutions or Semi-Government or Statutory or Autonomous organisations in India or abroad, -

- (a) (i) holding analogous posts on regular basis; or
 - (ii) with two years' service in the grade rendered after appointment thereto on regular basis in level 13A in the pay matrix (Rs. 1,31,100-2,16,600) or equivalent; and
- (b) possessing the educational qualifications and experience prescribed for direct recruits under sub-paragraph (A).

Note 1: The period of deputation (including short-term contract), including the period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not exceed three years, which may be extended for further periods, as per the norms of the Department of Personnel and Training, with the concurrence of the lending organisation and with the approval of the Competent Authority.

Note 2: The departmental candidates in the feeder category, who are in the direct line of in-situ promotion under the Modified Flexible Complementing Scheme, shall not be eligible for consideration for appointment on deputation, except for the ex-cadre post for which they are not the feeder grade officers, and similarly, deputationists shall not be eligible for consideration for in-situ promotions under the Modified Flexible Complementing Scheme.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall be not exceeding 56 years as on the closing date of receipt of applications.

Note 4: Scientists from the Central Government or State Governments or Union territory Administrations shall be eligible for absorption.

5. The upper age-limit for direct recruitment in each category of posts shall be as under:

Sl. No.	Name of post	Upper age-limit for direct recruitment(except for departmental candidates)
(1)	(2)	(3)
1.	Scientist 'D'	40 years
2.	Scientist 'E'	45 years
3.	Scientist 'F'	50 years
4.	Scientist 'G'	50 years

Note 1 : *Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government from time-to-time.*

Note 2 : The crucial date for determining the age-limit shall be the closing date for the receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).

6. Screening and selection process for all posts [applicable for both direct recruitment and on deputation (including short-term contract/absorption)].-

The screening and selection process and the composition of the Eligibility Committee, the Screening-cum-Short Listing Committee and the Interview Board shall be as specified by the Central Government, however, a majority of the members in the Screening-cum-Short Listing Committee and the Interview Board, including the Chairman, shall be from outside the Office of the Principal Scientific Adviser to the Government of India, and if considered necessary, the screening process shall include a written test, to be conducted by the Central Government directly or through any other Central Government agency or organisation having experience and expertise in the area.

SCHEDULE – II

(See the rule 5)

Promotion through the Modified Flexible Complementing Scheme

1. The Modified Flexible Complementing Scheme shall be made applicable **only** to Scientists holding Scientific Posts and who are engaged in scientific activities and services.
2. The Modified Flexible Complementing Scheme shall be followed in the matter of in-situ promotions of the Scientists in the Office, in the grades of Scientist 'D', Scientist 'E' and Scientist 'F', which shall be personal to the Scientist concerned.
3. The minimum residency period (the qualifying service) for each grade, required for promotion under the Modified Flexible Complementing Scheme, is specified in the following Table, namely:—

TABLE

Sl. No.	Designation	Level in pay matrix	Minimum residency period linked to performance
(1)	(2)	(3)	(4)
1	Scientist 'D'	Level 12 in the pay matrix (Rs. 78,800-2,09,200)	Four years.
2	Scientist 'E'	Level 13 in the pay matrix (Rs. 1,18,500-2,14,100)	Five years.
3	Scientist 'F'	Level 13A in the pay matrix (Rs. 1,31,100-2,16,600)	Five years.
4	Scientist 'G'	Level 14 in the pay matrix (Rs. 1,44,200-2,18,200)	

4. The review for promotion through the Modified Flexible Complementing Scheme shall be done twice in a year.
5. The cases maturing for promotion under the Modified Flexible Complementing Scheme during January to June of a year shall be taken up for review in the month of July of that year and the cases maturing for promotion during July to December of a year shall be taken up for review in the month of January of the next year.
6. All Scientists eligible for promotion under the Modified Flexible Complementing Scheme shall fill up the Annual Work Report format, specified under the Modified Flexible Complementing Scheme, along with the Annual Performance Appraisal Report, and submit to the Reporting Officer for being reported upon by the Reporting Officer.
7. All officers completing the minimum residency period shall first be screened by an Internal Screening Committee specified in the Schedule – III on the basis of grading in the Annual Performance Appraisal Reports for consideration for promotions; the Annual Performance Appraisal Reports shall be assessed on a '10' point scale, where '10' is the highest and '0' is the lowest and only those officers, who satisfy the minimum residency period linked to their performance as indicated in the Table below, shall be screened in:-

TABLE

Number of years in the grade						
	1	2	3	4	5	6
Minimum percentage for eligibility						
Scientist 'D' to Scientist 'E'	---	85%	80%	75%	70%	60%
Scientist 'E' to Scientist 'F'	----	----	85%	80%	75%	70%
Scientist 'F' to Scientist 'G'	---	----	85%	80%	75%	70%

The Internal Screening Committee shall evaluate the Annual Work Reports, as per the criteria referred to in paragraphs 20 and 21, under the Modified Flexible Complementing Scheme, and shall report on the scientific content of the work done by the Scientist in the part 'C' of the Annual Work Report and that Report shall be made available to the External Assessment Committee, known as Assessment Committee - I or II, as the case may be.

8. The Assessment Committee - I, constituted as specified in the Schedule – III, shall undertake the level-two screening, in respect of the Scientists ‘D’ and ‘E’, for recommending the suitability of the candidates for in-situ promotion under the Modified Flexible Complementing Scheme.
9. The Assessment Committee - II, constituted as specified in the Schedule – III, shall undertake the level-two screening, in respect of the Scientists ‘F’, for recommending the suitability of the candidates for in-situ promotion under the Modified Flexible Complementing Scheme.
10. If the Assessment Committee - I or II, as specified in the Schedule – III, as the case may be, finds the Scientist fit for promotion to the post of Scientist ‘E’ or Scientist ‘F’ or Scientist ‘G’, as the case may be, and such post is not available within the sanctioned strength at that time, the promotion may be given by upgrading the post of Scientist ‘D’ to Scientist ‘E’, Scientist ‘E’ to Scientist ‘F’ and Scientist ‘F’ to Scientist ‘G’.
11. There shall be complete inter-changeability, without any restriction, subject to the condition that the total number of incumbents shall not exceed the total number of posts of Scientist ‘D’, Scientist ‘E’, Scientist ‘F’ and Scientist ‘G’ put together.
12. In-situ promotions, under the Modified Flexible Complementing Scheme, shall be personal to the officer concerned and shall not result in any specific vacancy in the lower grade on that account; the post being currently held by the concerned officer shall be upgraded automatically and shall be personal to him for the duration of his stay in the in-situ promotion post and on vacancy of a post by retirement or resignation or death or otherwise of a Scientist, the post shall revert to the lowest level, at which a clear vacancy exists at that time.
13. No person, other than a person possessing the essential educational qualifications prescribed for direct recruits under the Schedule–I, shall be eligible for in-situ promotion under the Modified Flexible Complementing Scheme.
14. The exceptionally meritorious candidates, with all outstanding grading, shall be granted relaxation in the residency period for promotion (i.e. qualifying service), the relaxation being not more than one year on any single occasion and such a relaxation shall be limited to a maximum of two occasions in their career.
15. The date of promotion, for those found suitable, shall be the date on which the respective case had matured for promotion, viz. the 1st of January or the 1st of July, as per the paragraph 5.
16. The following types of leave availed by an eligible Scientist shall be counted towards minimum residency period required to be put in by the Scientist in the lower grade for consideration for promotion under the Modified Flexible Complementing Scheme:-
 - (i) the period spent on deputation or foreign service to another Scientific Post, which helps a Scientist to acquire scientific experience in a diverse set up;
 - (ii) period of study leave or any other leave taken for the academic accomplishments to improve scientific knowledge;
 - (iii) maternity leave sanctioned as per the Central Civil Services (Leave) Rules, 1972 shall be treated as duty while counting the minimum residency period for promotions under Modified Flexible Complementing Scheme;
 - (iv) leave of a maximum period of one year sanctioned in continuation of maternity leave as per the Central Civil Services (Leave) Rules, 1972 may also be treated on par with maternity leave and this period may consequently be taken into account while counting the minimum residency period;
 - (v) earned leave or child care leave or both for a total period not exceeding 180 days sanctioned as per the Central Civil Services (Leave) Rules, 1972 shall also be taken into account while computing minimum residency period.
17. The period spent on deputation or foreign service to a non-Scientific Post and the period of leave including leave on medical grounds, extraordinary leave, etc. availed on personal grounds shall not count towards the minimum residency period.
18. A Scientist not found fit for promotion after a review by the Assessment Committee - I or II, as the case may be, shall become eligible for the next review only after a lapse of one year from the date of such review.

19. The eligible Scientists shall be given three chances for assessment for Modified Flexible Complementing Scheme for the next grade and in case a Scientist does not qualify under Modified Flexible Complementing Scheme for three successive years for chances for upgradation to next higher grade, he shall be considered for upgradation to the next grade according to the provisions of modified assured career progression Scheme.
20. The criteria to be followed for considering promotion under the Modified Flexible Complementing Scheme shall be as specified in Schedule - IV.
21. The criteria for field experience for considering promotion under the Modified Flexible Complementing Scheme shall be as specified in Schedule – V.
22. Field experience of at least two years and five years respectively shall be essential for promotion to Scientist 'F' and Scientist 'G' grades, respectively.

SCHEDULE – III

[See Schedule II]

Composition of the Committees

Internal Screening Committee

Sl. No. (1)	Posts (2)	Composition of Internal Screening Committee (3)
1.	For promotion from the post of Scientist 'D' to the post of Scientist 'E' and for promotion from the post of Scientist 'E' to the post of Scientist 'F'	<ol style="list-style-type: none"> 1. The Competent Authority or the Controlling Authority or a Scientist who shall be not below the rank of Scientist 'G' -Chairman; 2. A scientist or technologist in the rank of Scientist 'F' or above to be nominated by the Competent Authority or the Controlling Authority -Member 3. A nominee of the Department of Atomic Energy or the Department of Space or the Defence Research and Development Organisation of at least one level above the post to which the promotion is being made -Member 4. An officer not below the rank of Scientist 'G' in the Office or from the Department of Science and Technology or the Department of Biotechnology or the Department of Scientific and Industrial Research or the Ministry of Earth Sciences -Member
2.	For promotion from the post of Scientist 'F' to the post of Scientist 'G'	<ol style="list-style-type: none"> 1. The Competent Authority or the Controlling Authority -Chairman; 2. A nominee of the Department of Atomic Energy or the Department of Space or the Defence Research and Development Organisation of at least one level above the post to which the promotion is being made -Member; 3. An eminent scientist or technologist, in the rank of Scientist 'G' or above, to be nominated by the Competent Authority or the Controlling Authority -Member; 4. A scientist who shall be not below the rank of Additional Secretary to be nominated by the Competent Authority or the Controlling Authority or by the Department of Science and Technology or by the Department of Biotechnology or by the Department of Scientific and Industrial Research or by the Ministry of Earth Sciences -Member.

Assessment Committee I

Post	Composition of Assessment Committee-I
(1)	(2)
For promotion to the post of Scientist 'E' and Scientist 'F'	<ol style="list-style-type: none"> 1. Scientific Secretary - Chairman; 2. Two Secretaries of other Scientific Ministries or Departments or their representatives who are at least one level above the post to which in-situ promotion under Modified Flexible Complementing Scheme is to be made - Members; 3. Two eminent Scientists specialising in the field of scientific activity, in the rank of Scientist 'F' or above, to be nominated by the Competent Authority or the Controlling Authority - Members; 4. Joint Secretary, Department of Personnel and Training - Member.

Assessment Committee II

Post	Composition of Assessment Committee- II
1	2
For promotion to the post of Scientist 'G'	<ol style="list-style-type: none"> 1. Scientific Secretary - Chairman; 2. Two Secretaries of other Scientific Ministries or Departments - Members; 3. Two eminent Scientists specialising in the field of scientific activity, in the rank of Scientist 'G' or above, to be nominated by the Competent Authority or the Controlling Authority - Members; 4. Additional Secretary, Department of Personnel and Training - Member.

SCHEDULE – IV**[See Schedule II]****Criteria to be followed for considering promotion under the Modified Flexible Complementing Scheme**

1. The Annual Work Report, provided under the Modified Flexible Complementing Scheme, shall be filled-up by the Scientist, alongwith the Annual Performance Appraisal Report, and submitted to the Reporting Officer for being reported upon by the Reporting Officer.
2. The Internal Screening Committee shall report on the scientific content of the work done by the Scientist in the part 'C' of the Annual Work Report which shall be made available to the external Assessment Committee.
3. The Assessment Committees - I or II, as the case may be, shall document, specifically through about a one page summary, the specific content of the work done, justifying the merit for consideration under the Modified Flexible Complementing Scheme.
4. The Assessment Committees - I or II, as the case may be, shall have a majority of the external members who possess expertise in the field.
5. The Assessment Committees - I or II, as the case may be, shall have the characteristic of an independent peer group for the assessment of the scientific content of the scientist's work.
6. The Assessment Committees - I or II, as the case may be, shall specifically certify that the Scientists recommended met with all the criteria for in-situ promotion under the Modified Flexible Complementing Scheme.

SCHEDULE – V
[See Schedule II]

A. Criteria for Field Experience

1. Field experience, in research and development and experience in the implementation of such scientific projects, is compulsory for promotion of the Scientists recruited to the posts in the Secretariat of the Scientific Ministries or Departments to higher grades under the modified Flexible Complementing Scheme.
2. Field experience of at least two years and five years respectively shall be essential for promotion to Scientist 'F' and Scientist 'G' grades, respectively.
3. The criteria shall cover the aims and objectives of the institution or organisation, qualifications of the personnel, qualitative requirements for performance of various types of activities, etc.

B. Scientific Activities and Services

- (a) Fundamental/ basic research:
 - (i) Original investigation to gain new scientific knowledge, not necessarily directed towards a specific aim or application;
 - (ii) Working in scientific laboratories or institutes, period spent on doctoral or postdoctoral degrees in basic research after joining an organisation, etc; shall constitute field experience for the purpose of the Modified Flexible Complementing Scheme.
- (b) Applied Research
 - (i) Original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective;
 - (ii) Working in scientific laboratories or institutes, period spent on doctoral or postdoctoral degrees in applied research after joining an organisation, etc., shall constitute field experience for the purpose of the Modified Flexible Complementing Scheme.
- (c) Experimental Development:
 - (i) Application of scientific knowledge, directed towards producing new or substantially improved materials, devices, products, processes, systems or services; 'field experience' shall depend on the work profile of the Office;
 - (ii) The defining factor shall be that the work is not of routine use of scientific knowledge but involves application of scientific knowledge for the creation of new or innovative systems, practices and models.
- (d) Promotion of Science and Technology activities:
 - (i) Science and Technology activities, which are directly linked to Research and Development in terms of promoting the scientific activities and services;
 - (ii) Coordination of Research and Development programmes in Science and Technology areas, national and international network projects in diverse Science and Technology areas, mission mode projects, policy initiatives or measures for creating an enabling Science and Technology eco-system, specific studies that would lead to policy initiatives and such other works shall constitute field experience.

[F. No. Prn.SA/04(02)/2012-Admn.]

NEERAJ SINHA, Scientist 'G'/ Head of the Department

No. AB-14017/41/2013-PP(RR)
Government of India
Ministry of Personnel, Public Grievances & Pension
Department of Personnel & Training

New Delhi, the 13th March, 2024

OFFICE MEMORANDUM

Subject: **Revised Flexible Complementing Scheme for Scientists**


Based on the recommendations of the Sixth Central Pay Commission (6th CPC), the Flexible Complementing Scheme (FCS) for Scientists, that existed in some of the scientific Ministries/Departments of the Government of India, was modified and instructions on Modified Flexible Complementing Scheme were issued by this Department vide O.M. No.AB-14017/37/2008-Estt(RR) dated the 10th September 2010. Ministry of Electronics and Information Technology (MeitY) has also formulated the Personnel Policy for Group-A S&T Officers of Ministry of Electronics and Information Technology vide O.M File No.2(11)/2016-Pers III dated 19.09.2016. These guidelines are not applicable to DRDO and Departments of Atomic Energy and Space, where the Scientists are governed by another scheme called Merit Based Promotion Scheme.

2. Subsequent to the issue of these guidelines, a need was felt for enhancing the educational qualifications in the MFCS by several Ministries/Departments in order to recruit Scientists as per their work function and detailed deliberations were held on the issue. Keeping in view that the field of Science and Technology is evolving, the requests of the various Ministries/Departments have been examined and suitably incorporated in the revised scheme. In order to obviate future concerns relating to interpretation regarding Educational Qualifications or inclusion of new disciplines, the revised scheme provides for setting up of an Inter-Ministerial Committee under Secretary, DoPT with Secretary, DST as Member and Secretary of the concerned Ministry/Department as the co-opted Member.

3. A revised FCS is appended to this OM. Provisions of Revised FCS would be effective from 01.07.2024. All Scientific Ministries / Departments presently implementing MFCS and Ministry of Electronics and Information Technology shall initiate action for incorporating the provisions of the Revised FCS by amending the provisions of relevant recruitment rules so that RRs are brought in conformity with the provisions of the Revised FCS.

4. The Ministries/Departments may bring the Scheme to the notice of concerned autonomous Organizations under their administrative control for placing the same before their respective Governing Bodies for adoption.

5. Hindi version will follow.


(J. Sriram Murthy)

Deputy Secretary to the Government of India

To,

All Ministries/Departments of Government of India

Copy to:

1. The President's Secretariat, New Delhi
2. The Vice-President's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi
4. The Cabinet Secretariat, New Delhi
5. The Rajya Sabha Secretariat, New Delhi
6. The Lok Sabha Secretariat, New Delhi
7. The Comptroller and Auditor General of India, New Delhi
8. The Union Public Service Commission, New Delhi
9. All Attached Offices under Ministry of Personnel, Public Grievances and Pensions.
10. All Divisions in the Department of Personnel & Training


(J. Sriram Murthy)

Deputy Secretary to the Government of India

Revised Flexible Complementing Scheme

i. The Revised Flexible Complementing Scheme (herein after referred to as 'Scheme') shall replace the existing MFCS in force in scientific Ministries/Departments/Organizations of the Government of India and the Personnel Policy for Group-A S&T Officers of Ministry of Electronics and Information Technology (MeitY) for making promotions to scientific posts in Level-11 to Level-14 in the Pay Matrix, w.e.f 1.7.2024.

These posts are also filled at levels higher than the entry grade (Level-11 and above) in some Scientific Ministries/Departments. Henceforth, Ministries/Departments shall first consider filling up the vacancies in higher Levels from the Scientists in the feeder grade who are recommended for promotion to the next higher grade under the scheme. If the number of Scientists recommended for consideration of promotion to the next grade under the scheme are more than the number of vacancies available in the promotion grade, then to that extent the number of posts be automatically upgraded to the promotion grade subject to the condition that the combined sanctioned strength of all the grades shall remain the same. Vacancies arising due to attrition shall normally revert to the entry level grade of the respective Scientific/Technical category. However, based on functional needs and with the approval of Competent Authority, some of these vacancies may be filled by the method of recruitment prescribed in the RRs, for the posts above entry level, based on the level of the vacancy and commensurate with the higher qualifications and skills of individual candidates within the overall sanctioned strength.

ii(a). The benefits of the Scheme can be extended only in such Departments as are involved in creating new engineering, knowledge or scientific medical techniques or which are technological or predominantly involved in professional research and development and / or application of scientific knowledge. The criteria for identifying Departments as scientific and technical and parameters for determining scientific activities and services, will be as indicated in Annexure-I to this Scheme. The criteria for recommending implementation of the scheme in a Scientific Institution/Organization would be decided and notified by the Department of Science and Technology, as per the criteria referred to in Annexure II.

ii(b). The organizations who seek extension of the Scheme in their case would refer their case to the administrative Ministry/Department who shall certify itself that such institutions are scientific and technical institutions and the officers are scientists holding scientific posts and are involved in scientific and technical activities as defined in the Annexure I to the scheme and make its recommendations to the Department of Science and Technology. On receipt of such a request, the Department of Science & Technology shall set up a Committee, which shall include eminent scientists relevant to the discipline, for examining the proposal referred by the administrative Ministry concerned. Since it is not

necessary that all the Levels in the pay matrix under the Scheme should be applicable in all the scientific organizations, as the size of the organization may not justify introduction of all the Levels, the Committee, while making its recommendation would take a specific view as to the number of Levels that should be operated in the organization as well as the appropriate residency period for ensuring an even pace of promotion/upgradation. However, the progression under the Scheme will only be as per Levels indicated in para (v) of the scheme. The recommendations of the committee shall be processed by the administrative Ministry/Department concerned and shall be considered in consultation with DoPT and Department of Expenditure.

ii(c). If the Scheme is adopted by Autonomous Bodies, it shall be strictly in accordance with the guidelines prescribed herein. Administrative Ministries/Departments concerned with the administration and management of Autonomous Bodies shall ensure that their Recruitment Rules are in line with those notified by the Ministries/Departments for the Scientists and recruitment is made as per the procedures followed in the respective Ministries/Departments.

iii. For the purpose of determining eligibility for promotion/upgradation under the Scheme, definition of Scientific posts shall be as under;

a. Scientific Post

A Scientific Post is the one where the incumbent of which is a 'Scientist or Engineer' defined as below in a scientific institution/organization declared as 'Scientific Department' by following due procedure and is engaged in creating new scientific knowledge or innovative engineering, technological or medical techniques or which is involved predominantly in professional research work and development.

Scientists and Engineers

Scientists and Engineers are persons who:

(a) are recruited as such and continue to hold a scientific post as defined above;

and

(b) possessed academic qualification of at least Master's Degree in Physical/ Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/

Computational and Information/ Agricultural Sciences from a recognised University or Institute;

OR

Bachelor's Degree in Engineering/ Technology/Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute.

iv. An Inter-Ministerial Committee (IMC) chaired by Secretary, DoPT with Secretary, DST as Member and Secretary of the referring Ministry/Department as the co-opted Member, shall consider any issue of interpretation regarding Educational Qualifications or inclusion of new disciplines in the Scheme. The decision of the Committee shall be final. The IMC may also invite Experts to assist the Committee in taking a decision on the proposal of any Ministry/Department.

Va). All the posts covered under the Scheme shall carry the following uniform Levels in the pay matrix, designation and the minimum residency period linked to performance:

Level in pay-matrix	Designation	Minimum Residency Period linked to Performance
Level-10	Scientist B	-
Level-11	Scientist C	3 years as Scientist-B
Level-12	Scientist D	4 years as Scientist -C
Level-13	Scientist E	4 years as Scientist -D
Level-13A	Scientist F	5 years as Scientist -E
Level 14	Scientist G	5 years as Scientist -F

Vb). Exceptionally Meritorious Category- Based on assessment parameters and the recommendation by the Internal Screening Committee [refer to point ix(A)], not more than 10 per cent of the Scientists may be granted relaxation in the residency period by the Departmental Peer Review Committee [refer to point ix(B)] for all levels, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career.

vi. Treatment of period of Leave towards minimum residency period/period spent on deputation for promotion/upgradation under the Scheme.

The following types of leave availed by an eligible scientist/period spent on deputation shall be counted towards minimum residency period required to be put in by the Scientists in the lower grade for consideration of promotion/upgradation under the Scheme:

- (a) The period spent on deputation/Foreign Service to another scientific post, which helps a Scientist to acquire scientific experience in a diverse set up.
- (b) Period of Study Leave/any other Leave taken for academic accomplishments to improve scientific knowledge.
- (c) Maternity Leave sanctioned as per Leave Rules.
- (d) Leave of a maximum period of one year sanctioned in continuation of maternity leave as per Leave Rules.
- (e) Earned Leave for a total period not exceeding 180 days (for 3 year residency period), 210 days (for 4 year residency period), 240 days (for 5 year residency period) sanctioned as per Leave Rules.
- (f) Child Care Leave sanctioned as per Rules.

vii. The period spent on deputation/foreign service to a non-scientific post and the period of leave including leave on medical grounds, EOL etc. availed on personal grounds shall not count towards the minimum residency period.

viii. The Revised Annual Work Report (AWR) format to capture scientific content of work performed has been designed and enclosed as Annexure III. The revised AWR (part A) would be filled up by the officer reported upon along with the revised Annual Performance Appraisal Report (APAR) format enclosed as Annexure-IV. Both AWR and APAR would be filled mandatorily on an annual basis.

ix. There shall be two level of assessment under the Scheme namely Level-1 Screening (Internal Screening Committee) and Level-2 Screening (Assessment Board/Department Peer Review Committee) as given below:

A. Level 1 Screening (Internal Screening Committee)

An internal screening committee shall be constituted by the concerned Ministry/Department for evaluation of annual work reports vis-a-vis the criteria for

promotion/upgradation under the scheme. An external member, from the Departments of Atomic Energy, Space or DRDO, shall be co-opted in the selection process. The Internal Screening Committee would report on the scientific content of work done by the scientists/engineers who meet the benchmark of 'Good' for Scientist C and 'Very Good' for Sc. 'D' and above. The Internal Screening Committee would submit their recommendation in Part C of the Revised AWR reporting format, alongwith comparable parameters for consideration in Level-2 Screening.

B. Level 2 Screening (Assessment Board/Departmental Peer Review Committee)

1) The assessment boards constituted in each scientific Ministry/Department shall undertake Level-2 screening for assessment of scientists and furnish their recommendation for promotion/upgradation from Scientist 'C' upto Scientist E. The assessment board would also have a majority of external members possessing expertise in the field. The assessment board would have the characteristic of independent peer group for the assessment of the scientific content of the work. Greater emphasis is to be placed on achievement as evaluated by an independent peer group rather than on seniority only. The assessment board shall document specifically through one page summary, the specific content of the work done.

2) The Departmental Peer Review Committee (DPRC) constituted in each scientific Department/ Ministry shall undertake level 2 screening for assessment of scientists and furnish their recommendation for promotion/upgradation for Scientist 'F'/ Scientist 'G'. The proposals involving relaxation/assessment in residency period in respect of exceptionally meritorious Scientists for consideration of promotion/upgradation from Scientist C upto Scientist G shall also be considered by DPRC. The DPRC shall document specifically through one page summary, the specific content of the work done.

3) The Assessment Board/DPRC should specifically certify that the Scientists recommended met with all the criteria for promotion/upgradation under the Scheme.

4) Field experience in research and development and/or experience in implementation of such scientific projects is compulsory for promotion/upgradation of scientists recruited to the posts in the Secretariat of the Scientific Ministries/Departments to higher grades under the Scheme. Field experience of at least two years and five years respectively will be essential for promotion/upgradation to Scientist F and Scientist G grades respectively. The criteria for field experience for different scientific activities have been elaborated under Scientific Activities and Services in Annexure I.

x. The assessment would be done twice in a year. Cases of those Scientists who have completed or will complete the minimum residency period as on the cut-off dates of assessment viz. 1st January or 1st July, as the case may be, and have earned or will earn number of annual ACRs/APARs equal to or more than the number of years of minimum

residency period for the period preceding the cut off dates of assessment, shall be considered for assessment under the Scheme.

xi. Candidates who do not qualify either in Level-1 screening or Level-2 screening shall be re-assessed only after one year when they earn at least one more APAR and AWR. Such re-assessment would again entail Level-1 and Level-2 Screening and not commence from the stage where the Scientist failed to qualify.

xii. The date of promotion/upgradation of Scientists recommended for promotion/upgradation to the next higher grade under the Scheme shall be the date on which the Competent Authority approves the promotion/upgradation. Officers on leave or on deputation outside the organisation can be given promotion only with effect from the date they rejoin or return to the parent cadre.

xiii. There shall be no retrospective promotion/upgradation.

xiv. The assessment process under the Scheme for promotion/upgradation to the next grade would be conducted only thrice, and thereafter, the scientist would be covered under Modified ACP scheme (MACP) as approved for Central government civilian employees. The Scientist who has been granted any grade under MACP can be considered for next grade according to the eligibility and other provisions of the Scheme. This is expected to provide an alternate channel for development for scientists and is expected to maintain the rigors of assessment required for assessment under the Scheme. Some illustrations are given below for clarity:

Illustration-1 A scientist 'B' is considered but does not get promotion/upgradation under the Scheme. He/She would be entitled to grade of Scientist 'C', 'D' and 'E' on completion of 10/20/30 years of service subject to provisions of MACP notified vide OM No. 35034/3/2015-Estt.(D) dated 22.10.2019, as amended from time to time.

Illustration-2 A Scientist 'B' gets promotion/upgradation to Scientist C under the Scheme in second chance after 4 years. After prescribed residency, he/she does not qualify under the Scheme for three successive years for upgradation to Sc. D. After completion of ten years in the grade of Scientist 'C' i.e. after 14 years of service he is upgraded to Scientist 'D' under the Scheme, subject to provisions of MACP notified vide OM No. 35034/3/2015-Estt. (D) dated 22.10.2019. After prescribed residency of 4 years in Scientist D, he would again be considered for promotion/upgradation to Scientist 'E' under the Scheme. In case he does not qualify for three successive years, he would be upgraded to Scientist 'E' after completion of 10 years in the grade of Scientist 'D' i.e. after 24 years of service. Further promotion/upgradation to Scientist F and Scientist 'G' would only be under

the Scheme as the Scientist would have got three upgradations and no further upgradation under MACPS would be permissible.

Illustration-3 If a Scientist gets three promotions/upgradations under the scheme, there would be no claim for any further upgradation under MACP Scheme as the MACP Scheme only allows three financial upgradations in minimum level on completion of 10, 20 and 30 years of service respectively.

xv. Scientists/ Technical experts doing management/ administrative work in the Ministries should not be considered for under the Scheme, they should only be given benefit of upgradation under MACP.

CRITERIA FOR IDENTIFYING INSTITUTIONS/ORGANISATIONS AS SCIENTIFIC AND TECHNICAL

- i) The institutions referred to as S&T would be characterized by pursuit of excellence;
- ii) They should be involved in creating new scientific knowledge or innovative engineering, technological or medical techniques or which are predominantly involved in professional research and development work.
- iii) The scientific culture is characterized by a few salient aspects, namely that the persons involved are highly qualified and skilled technical personnel, involved in creative and innovative activity and they are willing to be judged based on merit and competence rather than on the basis of seniority and hierarchical structure;
- iv) The criteria could cover the aims and objectives of the institution/organization, qualifications of the personnel, qualitative requirements for performance of various types of activities etc.

Scientific Activities and Services

- (a) **Fundamental/basic research:** Original investigation to gain new scientific knowledge, not necessarily directed towards any specific practical aim or application; Working in scientific laboratories/ institutes, period spent on doctoral/post doctoral degrees in basic research after joining an organization, etc. would constitute field experience for the purpose of the Scheme.
- (b) **Applied Research:** Original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective; Working in scientific laboratories/ institutes, period spent on doctoral / post doctoral degrees in applied research after joining an organization etc. would constitute field experience for the purpose of the Scheme.
- (c) **Experimental Development:** Application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services; 'field experience' would depend on the work profile of the Department. The defining factor would be that the work is not of routine use of scientific knowledge but involves application of scientific knowledge for creation of new/innovative systems, practices, models.
- (d) S&T activities which are directly linked to R&D in terms of promoting the scientific activities and services. Working in R & D laboratories and institutions, scientific projects

being operated in mission mode, working on international collaboration R & D projects etc. would constitute the field experience under the Scheme.

(e) Formulating Schemes/projects & implementation requiring application of Scientific/Technical/Technological knowledge, monitoring of their performance; and delivery of services to the industry would constitute field experience for the purpose of the Scheme.

Annexure-II

CRITERIA FOR IDENTIFYING S&T AGENCIES/ORGANSIATIONS FOR IMPLEMENTATION OF REVISED FLEXIBLE COMPLEMENTING SCHEME IN GOVERNMENT OF INDIA

Type of S&T Output Product	S&T Output indicators	10X Outputs/ Scientist
Knowledge Product Link	Publication on SCI Journals Publication in referred journals Publications in proceedings Books and Monographs Patents/Copyrights/Designs Invited Scientific Lectures Scientific Study Reports	
Technology Product Link	Process Know-how Product know-how Design know-how Technology status reports Technology intelligence reports Technology foresight reports Technology assessment reports	
Economic Product Link	Contract Research Income Consultancy Service Income Royalty Income Competitive research grants gained Technology licensing fees earned R&D Service income realized Scientific Publications Sold	

<p>S&T Management Product Link</p>	<p>Extra & Intra mural R&D projects managed S&T management reports for external use IPR Documentation Monitoring and closure reports S&T Output-Input correlations S&T data base reports Strategy planning Documents S&T mission implementation Cabinet Note, EFC/SFC Notes prepared for S&T schemes</p>	
<p>S&T Services Product Link</p>	<p>Testing services Laboratory Accreditation Good Laboratory Practice Inspection S&T Survey R&D Service: Energy/Environmental Audit R&D Service: Environmental impact appraisals Natural wealth and Hazard Assessment. S&T information services- Analysis Bibliometric and Scientometric Analysis Preparation of Technical Manuals Derivation of Scientific/ Technical Codes S&T outputs from Workshops/Seminars</p>	
<p>S&T Human Resource Product Link</p>	<p>Master's level education Doctoral level training Post doctoral training S&T management courses Specialized man power for R&D sector Science education/knowledge dissemination</p>	

	Training on advanced technical and Analytical methodologies	
Societal Outreach of S&T Outputs	<p>Technology field demonstrations</p> <p>Design of outreach materials</p> <p>Dissemination of R&D outputs</p> <p>Artisanal training/Skill Development initiatives</p> <p>Grass root S&T related actions</p> <p>Technology adaptation for local needs</p> <p>Convergent technology solutions delivered</p>	
S&T Policy Product Links	<p>Drafting of Technical standards</p> <p>R&D investment policy framework</p> <p>National policy frame work for innovation systems</p> <p>Design of policies for stimulation of R&D</p> <p>National policy frame work for technology systems</p> <p>Design and development of regulatory frame works</p> <p>Evidence gathering for policy building</p> <p>Global bench marks for technology systems</p>	
S&T Cooperation Products	<p>PPP Products for S&T sector</p> <p>National competitiveness assessment for bilateral cooperation</p> <p>Technology Assessment for diplomacy</p> <p>Technology Assessment for international synergies</p> <p>Technology Assessment for acquisition</p> <p>Academy-research partnership built</p> <p>Technical Work Programmes drafted for S&T Cooperation</p>	

Criteria Recommended:

- i) Agencies/ Organizations seeking qualification as S&T Organisation/agency for implementing Revised FCS must:
 - a. Generate at least 3 out of 9 knowledge products
 - b. Select about 20 S&T output indicators from the list provided
- ii) In case any other S&T output indicators need to be included as a criterion, a Standing Advisory Committee involving Secretary, DST may be constituted.
- iii) It is recommended that S&T Institutions/Organizations seeking implementation of Revised FCS are able to quantify collective outputs from the selected list of S&T output indicators for a group of 10 S&T professional/Officer for their own internal assessment.

ANNUAL WORK REPORT

Self Assessment by the officer reported upon

1. Name :
2. Designation :
3. Area of S&T function :

Part A

4. One page summary of the scientific and technical elements in the work done during the financial year:

4.a. New Initiative taken:

4.b. S&T content of the work done:

4.c. Innovation content of the work done :

5. Brief Description of evaluation parameters related to the officer's work function as given in the Appendix:

Assessment of work output

(Out of the five broad parameters given at Appendix, the Officer may choose at least twenty sub parameters of 5 marks each for 100 marks in total relevant to the work function of the officer).

SL No.	Brief Description of the parameter on which the Officer has to be evaluated	Achievement made there to by the Officer concerned (maximum 50 words each for each sub parameters)
1	Parameter: _____ Sub Parameter a. b. c. . .	
2	Parameter: _____ Sub Parameter a. b. . .	
3	Parameter: _____ Sub Parameter a. b. . .	

4	Parameter: _____ Sub Parameter a. b.	
5	Parameter: _____ Sub Parameter a. b.	

(signature of the officer reported upon)

Name:

Designation:

Part 'C'

Internal Screening Committee Report

(This Report has to be prepared by the Level-I Screening Committee after the completion of the residency period for reporting the same to the Assessment Committee)

- 1. Innovative component of the work done during the residency period vis-à-vis work function of the officer:**

- 2. Major achievements (100 words) by the officer during the residency period:**

- 3. Extra ordinary achievements made to be considered under exceptionally meritorious category:**

- 4. New initiative taken in order to achieve the goal / target of the schemes / programs handled:**

- 5. Over all grading of the officer (1 to 10 scale):**

- 6. Relative Assessment with Peers:**

(Top 10%) (10-33%) (33% and below)

Signatures of the Committee Members

Appendix

Parameters* for Evaluation (Officer reported can choose at least twenty sub parameters given below) in consultation with the Reporting Officer

1. S&T Management/S&T Policy Product/Scientific and Technological Aspects
<ul style="list-style-type: none"> • Extra and Intra mural R&D projects handled/executed/monitored • Scientific Notes/Reports/database created/managed/handled • S&T scheme or projects handled/launched/implemented/facilitated/managed • S&T manuals/brochures/technology status report prepared • S&T cooperation with other countries facilitated • Signing of domestic/international MOU facilitated • SFC/EFC/Cabinet Notes/Projects/Schemes prepared • Technology Intelligence/foresight/assessment reports prepared • Drafting/review of National/International standards for products/process • Preparation of field report/observational data etc. • Output/Outcomes of Research Projects generated • Management of Scientific Resources
2. Knowledge Product
<ul style="list-style-type: none"> • Publications and invited lectures • Patent/IPR documentation/copyrights/designs • Output/Outcome Analysis for strategic S&T planning • Development/Improvement of new/existing laboratory analytical method • Development/Improvement of new/existing mathematical/statistical/dynamical models • Preparation of data/meta data standards • Development of Algorithms for IT solutions • Development of convergent technology solutions • Design and documentation of application software • Preparation of technology status report
3. S&T Economic Product
<ul style="list-style-type: none"> • Technology Developed/Facilitated • Technology transferred/licenced/commercialised • Consultancy projects carried out/income generated/EMR Grants receipt • Licensing Fee/Income catalysed/facilitated • Start-ups created • Incubation Facilities created • Technical services/Calibration implemented/facilitated • Maintenance and upgradation of observational and Computational networks • Capacity building • Delivery of statutory/promotional services to industry • Cost cutting Measures Implemented
4. Capacity building and Promotion of S&T
<ul style="list-style-type: none"> • HRD schemes managed/handled • Skill Development/Rural Development Programme implemented • Technology field demonstration/entrepreneurship training carried out • Science education/knowledge dissemination

<ul style="list-style-type: none"> • Training course designed and developed including capacity building • PhD/MTech/MSc Students guided/trained
<p>5. S&T Services and Outreach activities</p> <ul style="list-style-type: none"> • Outreach materials of R&D outputs disseminated • Artisanal training/Skill Development Initiatives taken • Grass root S&T related actions Technology adapted for local needs • Participation in Field survey, data collection, scientific exploration • Laboratory Accreditation, Good Laboratory Practice • Inspection Survey, R&D Service • Weather, Climate, Ocean, Seismological and Cryospheric services • Environmental impact appraisals, Natural wealth and Hazard Assessment • Testing and calibration service carried out • Energy/environment audit carried out • Design/development of regulatory framework • Software/hardware/electronic products deployed/developed • Good Manufacturing Practices • Projects planning/monitoring/evaluation • Maintenance and enhancement of e-Governance Projects • Design, development and hosting of portals, web applications and websites for information/dissemination • Management and prevention of security threats/vulnerabilities in Cyber Space • Monitoring systems for implementation of Government Schemes and dissemination to public using ICT Tools

*Any other parameter not included above but included in the as S&T Output/Indicator in Annexure-II titled as “Criteria for identifying S&T Agencies/Organisations for implementation of Revised Flexible Complementing Scheme”

Year _____

**GOVERNMENT OF INDIA
DEPARTMENT OF _____
REVISED ANNUAL PERFORMANCE AND APPRAISAL REPORT
FORMAT FOR SCIENTISTS WORKING IN INSTITUTES AS WELL AS THE
MINISTRIES/DEPARTMENTS**

PART-1

(The information should be furnished by the Administration/Custodian)

(Identification Information)

1. Name of the Employee:
2. Designation:
3. Employee ID:
4. Date of Birth:
5. Section or Group
6. Area of specialization:
7. Date of joining to the post:
8. E-mail ID:
9. Mobile No.:
10. Year of the Report:

11. Educational Attainments

<i>Qualification</i>	<i>year</i>	<i>Univ/Instt</i>	<i>remarks</i>

12. Employment Details (PDF positions held may be included here)

<i>Grade/post</i>	<i>Lab/Institute</i>	<i>Duration From - To</i>	<i>Remarks</i>

13. Any qualification acquired during the year of Report:

<i>Qualification</i>	<i>year</i>	<i>Univ/Instt</i>	<i>remarks</i>

14. Any training undergone during the year of Report:

--

15. Any leave availed during the year of Report:

Sl. No.	Nature of Leave	Period	No. of Days

1.	Maternity leave		
2.	EL		
3.	Study leave		
4.	CCL		

Part - 2

To be filled in by the Scientist reported upon

(Please read carefully the instructions before filling the entries)

1. Brief description of duties

--	--

2. Please specify the programs/ projects assigned to you and your achievement there to in 100 words.

Brief description about the program/ projects/Field study	Your Achievement thereto in 100 words
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3. Please state briefly about major publications/reports/Technology transferred/patents filed/projects managed/social outreach activities/manpower trained not exceeding in 100 words.

--

4. Specific contribution made to different mission of the Government like Atma Nirbhar Bharat, Make in India, Swachh Bharat etc., in bullets (50 words)

5. Please brief about the work done/utilization of GeM portal for procurement of goods and services.

6. Please state whether annual return on immovable property for the preceding calendar year was filed within the prescribed date i.e. 31st January of the year following the calendar year. If not, the date of filing the return should be given.

Date.

Signature of Scientist Reporting Upon

Part - 3

Numerical grading is to be awarded by reporting and reviewing authority which should be on a scale of 1-10 where 1 refers to the lowest grade and 10 to the highest.

(Please read carefully the guidelines before filling entries)

(A) Assessment of work output (weight age to this Section would be 40%)

	Reporting Authority	Reviewing Authority (Refer Para 2 of Part 5)	Initial of Reviewing Authority
(i) Accomplishment of planned work/work allotted as per subject allotted			
(ii) Scientific & Technical Achievements			
(iii) Quality of output			
(iv) Analytical ability			
(v) Accomplishment of exceptional work/unforeseen tasks performed			
Overall Grading on "Work Output"			

B. Assessment of personal attributes (weight age to this Section would be 30%)

	Reporting Authority	Reviewing Authority (Refer Para 2 of Part 5)	Initial of Reviewing Authority
(i) Attitude to work			
(ii) Sense of Responsibility			
(iii) Maintenance of Discipline			

(iv) Communication skills			
(v) Leadership Qualities			
(vi) Capacity to work in team spirit			
(vii) Capacity to adhere to time-schedule			
(viii) Inter-personal relations			
(ix) Overall bearing and personality			
Overall Grading on 'Personal Attributes'			

(C) Assessment of functional competency (weight age to this Section would be 30%)

	Reporting Authority	Reviewing Authority (Refer para 2 of para 5)	Initial of Reviewing Authority
(i) Scientific Capability			
(ii) S&T Foresight and vision			
(iii) Decision making ability			
(iv) Organizing ability			
(v) Ability to motivate and groom subordinates			
(vi) New Initiative			
Overall Grading on 'Functional Competency'			

GENERAL

PART - 4

1. Relation with the public (wherever applicable)

(Please comment on the Scientist's accessibility to the public and responsiveness to their needs)

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2. Training

(Please give recommendations for training with a view to further improving the effectiveness and capabilities of the Scientist)

3. State of Health

4. Integrity

(Please comment on the integrity of the Scientist)

5. Pen Picture by Reporting Officer (in about 100 words) on the overall qualities of the Scientist including area of strengths and lesser strength extraordinary achievements, scientific & technical achievements (refer 3 of Part 2) and attitude towards weaker section.

6. Overall numerical grading on the basis of weight age given in Section A, B and C in Part-3 the Report.

Place

Date

Signature of Reporting Officer

Name of Block Letter _____

Designation _____

During the period of report _____

PART -5

1. Remarks of the Reviewing officer

Length of Service under the Reviewing officer

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2. Do you agree with the assessment made by the reporting officer with respect to the work output and the various attributes in part-3 & Part-4? Do you agree with the assessment of reporting officer? In case you do not agree with any of the numerical assessments of attributes please record your assessment on the column provided for you in that section and initial your entries)

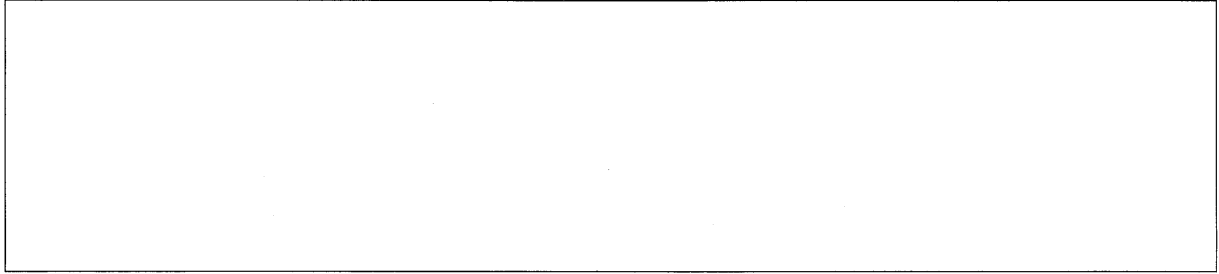
Yes	No
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3. In case of disagreement please specify the reason is there anything you with the modify or add

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4. Pen Picture by Reviewing Officer, please comment (in about 100 words) on the overall qualities of the Scientist including area of strengths and lesser strength scientific and technical achievements and his attitude towards weaker section

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5. Overall numerical grading on the basis of weightage given in Section-A, Section-B and Section-C in Part-3 of the Report

Place
Date

Signature of the Reviewing Officer
Name in Block Letters _____
Designation _____
The period of Report _____

Guidelines regarding filling up of APAR with numerical grading

- (i) The columns in the APAR should be filled in with due care and attention and after devoting adequate time.
- (ii) It is expected that any grading of 1 or 2 (against work output or attributes or overall grade) would be adequately justified in the pen-picture by way of specific failures and similarly, and grade of 9 or 10 would be justified with respect to specific accomplishments. Grades of 1-2 or 9-10 are expected to be rare occurrences and hence the need to justify them. In awarding a numerical grade the reporting and reviewing authorities should rate the Scientist against a larger population of his/her peers that may be currently working under them.
- (iii) APARs graded between 8 & 10 will be rated as "Outstanding" and will be given a score of 9 for the purpose of calculating average scores for promotion/upgradation under the Scheme.
- (iv) APARs graded between 6 and short of 8 will be rated as "Very good" and will be given a score of 7
- (v) APARs graded between 4 and short of 6 will be rated as "Good" and will be given a score of 5
- (vi) APARs graded below 4 will be given a score of "Zero"
