

**GOVERNMENT OF INDIA
MINISTRY OF EARTH SCIENCES
LOK SABHA
UNSTARRED QUESTION NO. 4075
TO BE ANSWERED ON WEDNESDAY, 22ND DECEMBER, 2021**

PROMOTION OF SCIENTIFIC ASSISTANTS

4075. SHRI GAJANAN KIRTIKAR:

Will the Minister of EARTH SCIENCES be pleased to state:

- (a) whether Scientific Assistants of all other Departments, like ISRO etc., except those in the India Meteorological Department are placed in Level 7 of pay Matrix;
- (b) if so, whether there is any proposal under consideration to place the Scientific Assistants of IMD in Level 7 of the Pay Matrix;
- (c) whether it is a fact that promotional prospects of Scientific Assistants of IMD is very poor;
- (d) if so, whether there is any proposal on the lines of other Departments to promote Scientific Assistants of IMD in a time bound manner; and
- (e) if not, the reasons therefor?

**ANSWER
THE MINISTER OF STATE (INDEPENDENT CHARGE) FOR
MINISTRY OF SCIENCE AND TECHNOLOGY
AND EARTH SCIENCES
(DR. JITENDRA SINGH)**

- (a) In ISRO, the induction at the level of Scientific Assistant is in the Level 7 of the 7thCPC pay matrix, i.e. Rs 4600/- (Level 7) under 6th CPC. However all other Scientific Departments like CSIR, DAE, DRDO, the induction is in Rs 4200/- i.e. Level 6 of the pay Matrix. All the above mentioned scientific organisations have very well defined career progressions, complemented by Merit Based promotion scheme (MBPS). As such Group B Scientific cadre employees are benefited with no stagnation in these organisations, unlike those in the India Meteorological Department. A brief Synopsis is projected as below:-

S no.	Promotional Grade Pay/Level	CSIR	ISRO	DAE	DRDO
1	4200 – 4600 (Pay Level 6 to 7)	5	-	3	5
2	4200 – 4800 (Pay Level 6 to 8)	-	-	-	-
3	4600 -- 4800 (Pay Level 7 to 8)	-	4	3	-
4	4600 -5400 (Pay Level 7 to 10)	5	-	-	5
5	4800 –5400 (Pay Level 8 to 10)	-	5	4	-
6	5400 –6600 (Pay Level 9/10 to 11)	5	5	5	5
7	4800 –6600 (Pay Level 8 to 11)	-	-	-	-

8	6600 –7600 (Pay Level 11 to 12)	5	6	6	6
9	7600 – 8700 (Pay Level 12 to 13)	5	6	-	-
10	8700 –8900 (Pay Level 13 to 13A)	-	6	-	-
11	8900 –10000	N/A	N/A	N/A	N/A
	<u>Total Promotions</u> <u>(Duration in years)</u>	<u>FIVE</u> (25)	<u>SIX</u> (32)	<u>FIVE</u> (21)	<u>Four</u> (21)

Council of Scientific and Industrial Research (CSIR) -- A Group B scientific official joining at the Grade pay 4200 (Pay level 6) gets promoted to Grade pay 4600 (Pay Level 7), Grade pay 5400 (Pay Level 10), Grade pay 6600 (Pay Level 11), Grade pay 7600 (Pay Level 12) and Grade pay 8700 (Pay Level 13) after completion of 5 years, 10 years, 15 years, 20 years and 25 yrs respectively.

As such, in 25 years of service a Group B scientific staff promoted 5 times in the process from Grade pay 4200 (Pay level 6) to Grade pay 8700 (Pay level 13).

Indian Space Research Organisation (ISRO) -- A Group B scientific official joining at the Grade pay 4600 (Pay level 7) gets promoted to Grade pay 4800 (Pay Level 8), Grade pay 5400 (Pay Level 10), Grade pay 6600 (Pay Level 11), Grade pay 7600 (Pay Level 12), Grade pay 8700 (Pay Level 13) and Grade pay 8900 (Pay Level 13A) after completion of 4 years, 9 years, 14 years, 20 years, 26 yrs and 32 years respectively.

As such, in 32 years of service a Group B scientific staff promoted 6 times in the process from Grade pay 4600 (Pay level 7) to Grade pay 8900 (Pay level 13A).

Department of Atomic Energy (DAE) -- A Group B scientific official joining at the Grade pay 4200 (Pay level 6) gets promoted to Grade pay 4800 (Pay Level 8), Grade pay 5400 (Pay Level 10), Grade pay 6600 (Pay Level 11) and Grade pay 7600 (Pay Level 12) after completion of 3 years, 6 years, 10 years, 15 years and 21 yrs respectively.

As such, in 21 years of service a Group B scientific staff promoted 5 times in the process from Grade pay 4200 (Pay level 6) to Grade pay 7600 (Pay level 12).

Defence Research and Development Organisation (DRDO) -- A Group B scientific official joining at the Grade pay 4200 (Pay level 6) gets promoted to Grade pay 4600 (Pay Level 7), Grade pay 5400 (Pay Level 10), Grade pay 6600 (Pay Level 11) and Grade pay 7600 (Pay Level 12) after completion of 5 years, 10 years, 15 years and 21 yrs respectively.

As such, in 21 years of service a Group B scientific staff promoted 4 times in the process from Grade pay 4200 (Pay level 6) to Grade pay 7600 (Pay level 12).

However, this is not the case in India Meteorological Department where there is stagnation in the promotion of Scientific Assistant cadre due to absence of Merit Based promotion scheme (MBPS).

In India Meteorological Department, Scientific Assistants get Grade Pay 4600 (Pay Level 7), 4800 (pay level 8) and 5400 (pay level 9) after 10, 20 and 30 years of completion of service, respectively, under Modified Assured Career Progression Scheme (MACP). This scheme is applicable for all central government employees.

- (b) Yes, there is a draft proposal to place the Scientific Assistants of IMD in Level 7 of the Pay Matrix which is under consideration of MoES.
- (c) Yes. Actually, the entire Group B Scientific Staff in IMD is devoid of the better promotional avenues/career opportunities. As such the level of stagnation is very high in IMD. The Scientific Assistant cadre is one of the important cadres which is striving hard for the better promotional avenues/career progressions. However, this cadre is in perpetual state of stagnation as the one who joined as Scientific Assistants in the year 1996 are still working in the same capacity, stagnating for over 25 years as of now. In India Meteorological Department, Scientific Assistants get Grade Pay 4600 (Pay Level 7) , 4800 (pay level 8) and 5400 (pay level 9) after 10, 20 and 30 years of completion of service, respectively, under Modified Assured Career Progression Scheme (MACP). This scheme is applicable for all central government employees.

As per the present scenario their entire career progressions are from Level 6 to Level 8 only (6th CPC:-Rs 4200/- to Rs 4800/-) Whereas, the scientific staff of other identical organizations with entry level qualification of Diploma/Degree in Science have the Career Progression with 6 promotions upto Level 13A in ISRO, 5 promotions upto Level 12 in DAE, 4 promotions upto level-12 in DRDO, 5 promotions upto level-13 in CSIR.

- (d) Yes. A well-defined proposal is forwarded to MoES in light of the recommendations of Dr P S Goel Committee on Uniform Career Progression Scheme (UCPS) report published/presented in Nov 2020. IMD submitted its Proposal for introduction of MBPS for Scientific staff which is under consideration of MoES. MBPS proposal of IMD advocates for 5 promotions within the present promotional hierarchy up to the Scientific Officer III in the Level 13 as shown in the table below:

Sl. No.	Designation/ Sanctioned Strength	Pay Level (7th CPC) / {Pre-revised (6th CPC) PB & GP}	Minimum Residency Period linked to Performance
1	Scientific Assistant (1972) (FEEDER CADRE)	Level-6 /PB-2 (9300-34800), GP-4200	5 Years
2	Meteorologist-A (980)	Level-7 /PB-2 (9300-34800), GP-4600	5 Years
3	Meteorologist-B/ (512)	Level-8 /PB-2 (9300-34800), GP-4800	6 Years

4	Scientific Officer-I (151)	Level-11 /PB-3 (15600-39100), GP-6600	5 Years
5	Scientific Officer-II (45)	Level-12 /PB-3 (15600-39100), GP-7600	5 Years
6	Scientific Officer-III (17)	Level-13 /PB-4 (37400-67000), GP-8700	-
Total Strength of the cadre = 3677 { as approved by MoF (DoE) ID No.2(17)/E.III Desk/2010 dated 11 th November, 2014 }			Proposed Span = 26 years

(e) Doesn't arise.
