

MINISTRY OF EARTH SCIENCES**NOTIFICATION**

New Delhi, the 19th September, 2012

G.S.R. 703(E).— In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the (1) Indian Meteorological Service (Group 'A' posts) Recruitment Rules 1978 in so far as they relate to the posts of Director and Meteorologist Grade-I, (2) the Director General, Additional Director General and Deputy Director General of Meteorology (Group 'A' posts) Recruitment Rules, 1994 in so far as they relate to the post of Additional Director General and Deputy Director General of Meteorology and (3) the Group 'A' posts Scientist 'G', Scientist 'F', Scientist 'E', Scientist 'D' and Scientist 'C' Recruitment Rules, 2005 of Department of Ocean Development in so far as they relate to the posts of Scientist 'G', Scientist 'F', Scientist 'E', Scientist 'D' and Scientist 'C' except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to the post of Scientists 'C', 'D', 'E', 'F' and 'G' in the Ministry of Earth Sciences, namely:-

2. Short-title and commencement –

- (1) These rules may be called the Ministry of Earth Sciences [Scientist Group 'A' posts] Recruitment Rules, 2012.
- (2) They shall come into force on the date of their publication in the Official Gazette.

3. Number of posts, classification and pay band, grade pay and pay scale.- The number of said posts, their classification and the pay band, grade pay and pay scale attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

4. Designation, inter-se-seniority, minimum qualifying period, etc.- (1) A Group 'A' officer appointed on regular basis in pursuance of the provisions of the Indian Meteorological Service (Group 'A' posts) Recruitment Rules 1978, the Director General, Additional Director General and Deputy Director General of Meteorology (Group 'A' posts) Recruitment Rules, 1994 and the Group 'A' posts Scientist 'G', Scientist 'F', Scientist 'E', Scientist 'D' and Scientist 'C' Recruitment Rules, 2005 of Department of Ocean Development and working in the Ministry of Earth Sciences, National Centre for Medium Range Weather Forecasting, Centre for Marine Living Resources and Ecology, Integrated Coastal and Marine Area Management and India Meteorological Department, holding the post with designation indicated in column (2) of the Table given below shall be designated with the post mentioned in corresponding entry under column (3) of the said Table and shall hold the post as such from the commencement of these rules, namely:-

TABLE

Serial Number	Existing designation	Corresponding new designation
(1)	(2)	(3)
1.	Scientist 'G'/Additional Director General of Meteorology	Scientist 'G'
2.	Scientist 'F'	Scientist 'F'
3.	Scientist 'E'/Deputy Director General of Meteorology	Scientist 'E'
4.	Scientist 'D'/Director	Scientist 'D'
5.	Scientist 'C'/Meteorologist Grade-I	Scientist 'C'

(2) The inter-se-seniority to a post under these rules shall be determined in accordance with the extant guidelines on the issue.

(3) The posts mentioned in column (3) of the Table referred to in sub rule (1) shall be subject to the Modified Flexible Complementing Scheme made by the Department of Personnel and Training vide their Office Memorandums issued from time to time (hereinafter referred to as the Modified Flexible Complementing Scheme) and the said posts shall carry the pay band, grade pay and pay scale, specified in the corresponding entry under column (3) of the Table given below and minimum qualifying period specified in the corresponding entry under column (4) of the said Table linked to performance in a grade for promotion to the next grade, namely:-

TABLE

Serial Number	Designation	Pay band, grade pay and pay scale	Minimum qualifying period linked to performance in a grade for promotion to the next grade
(1)	(2)	(3)	(4)
1.	Scientist 'G'	Pay Band-4, pay scale (₹ 37400-67000), Grade Pay ₹ 10000/-	----
2.	Scientist 'F'	Pay Band-4, pay scale (₹ 37400-67000), Grade Pay ₹ 8900/-	5 (five) years
3.	Scientist 'E'	Pay Band-4, pay scale (₹ 37400-67000), Grade Pay ₹ 8700/-	5 (five) years
4.	Scientist 'D'	Pay Band-3, pay scale (₹ 15600-39100), Grade Pay ₹ 7600/-	4 (four) years
5.	Scientist 'C'	Pay Band-3, pay scale (₹ 15600-39100), Grade Pay ₹ 6600/-	4 (four) years
6.	Scientist 'B'	Pay Band-3, pay scale (₹ 15600-39100), Grade Pay ₹ 5400/-	3 (three) years

5. Criteria for considering promotions and procedure for selection or review under Modified Flexible Complementing Scheme.- The following review or selection procedure shall be followed for up-gradation of scientists from the grade of Scientist 'B' to Scientist 'G' under the Modified Flexible Complementing Scheme effective from the 1st January, 2011, namely:-

(a) **Procedure for selection:** (i) There shall be two levels of assessment of which the first one shall be at internal level for screening purpose and the next level for assessment purposes.

(ii) Consideration for up gradation by the Assessment Board shall be done twice a year, that is before the 1st January and the 1st July of every year and those who have completed or will complete that specified period of residency in a post during a period of three months before or three months after the 1st January or the 1st July, as the case may be, shall be considered on that date for upgradation (in-situ promotion) to the next higher grade.

(iii) The period spent on deputation or foreign service to another scientific post which helps the Scientists to acquire scientific experience or field experience and period of study leave or any other leave availed for improving academic accomplishments, maternity leave sanctioned in accordance with the Central Civil Services (Leave Rules), 1972, leave of a maximum period of one year, earned leave sanctioned for a period not exceeding one hundred eighty days at a time [the ceiling under Central Civil Services (Leave Rules), 1972] shall count as qualifying period for promotion but period spent on deputation or foreign service to non-scientific posts and period of leave including leave on medical grounds, extraordinary leave availed on personal grounds shall not count towards qualifying period.

(b) **Procedure of screening:** (i) Screening Committee namely Internal Peer Review Committee shall be constituted by the Ministry of Earth Sciences for evaluation of Annual Performance Appraisal Reports or Annual Confidential Reports vis-a-vis the criteria for up-gradation under Modified Flexible Complementing Scheme.

(ii) An external member, from the Departments of Atomic Energy, Space or Defence Research and Development Organisation who have developed over the years a fine tuned system of screening meritorious Scientists on the basis of Annual Confidential Reports, may be co-opted in the selection process.

(iii) All Scientists eligible according to the provisions of Modified Flexible Complementing Scheme and who meet the benchmark of 'Good' for Scientist C and 'Very Good' for Scientist D and above would be screened in.

(iv) The internal screening committee shall report on the scientific content of work done by the Scientist in following reporting format and same shall be made available to the external assessment committee, namely:-

Internal Peer Review Committee Report

1. Grading of the Science & Technology content of work reported
2. Specific Innovation elements recognized
 - (a)
 - (b)
 - (c)
3. Relative Assessment of the work reported vis-a-vis Peers in the area
Top 10% 10-33% 33-50% 50-75% Bottom 25%
4. Assessment of the work done during the residency period
5. Specific highlights of the Science & Technology content of the work done
6. Overall grading of the Science & Technology work report for the residency period
Top 10% 10-33% 33-50% 50-75% Bottom 25%

Signatures of the Members of the Peer Group

(c) **Level 2 Screening/Assessment (External):** (i) The assessment boards shall be constituted in the Ministry of Earth Sciences consisting of majority members from outside the Ministry of Earth Sciences possessing expertise in the field.

(ii) The assessment board shall document specifically through one page summary, the specific content of the work done justifying the merit for consideration under Modified Flexible Complementing Scheme.

(iii) The Departmental Peer Review Committees(DPRC) shall undertake level 2 screening for assessment of scientists for their suitability for the posts of Scientist 'F' and Scientist 'G'.

(iv) The Assessment Boards/Departmental Peer Review Committee functioning as Special Peer Review Committee shall specifically certify that the Scientists recommended met with all the criteria for in situ up gradation under Modified Flexible Complementing Scheme.

(v) Field experience in research and development and experience in implementation of such scientific projects is compulsory for promotion of scientists appointed to the posts in the Ministry of Earth Sciences to higher grades under the Modified Flexible Complementing Scheme.

(vi) The field experience of at least two years and five years respectively shall be essential for promotion to the posts of Scientists F and Scientist G grades respectively.

(vii) Scientists or Technical experts doing management or administrative work in the Ministries/Departments shall not be considered for up gradation under Modified Flexible Complementing Scheme and they shall only be given benefit of up gradation under Modified Assured Career Progression Scheme.

6. Filling up of vacancies arising out of promotion or vacation.- (1) A Scientist upgraded carries the post with him and consequently no vacancy is caused at the lower level and where a vacancy is caused due to a scientist vacating a post by retirement on superannuation or voluntary retirement or resignation or death, the same shall be filled in at the level of the Direct recruitment entry grade of the respective Scientist.

(2) The composition of Screening Committee and the Assessment Boards and Approving Authorities of their recommendations shall be as specified in the corresponding entries in the Table given below namely:-

Serial Number	Grade to which promotions shall be made	Composition of Screening Committee	Approving Authority for Screening Committee recommendations	Composition of Assessment Board for direct recruitment/ in-situ Up-gradation under Modified Flexible Complementing Scheme for Scientist 'F' and 'G'.	Approving Authority for Assessment Board's recommendations
(1)	(2)	(3)	(4)	(5)	(6)
1.	Scientists 'F' and Scientist 'G'	Screening Committee shall consist of one Chairman and at least three expert Members to be nominated by the Secretary, Ministry of Earth Sciences: Provided that at least one Member shall be from Department of Space or Department of Atomic Energy or Defence Research and	The approving authority for the recommendations of the Screening Committee shall be Secretary, Ministry of Earth Sciences. The Screening Committee will also act as Internal Peer Review Group/ Committee.	<u>Composition of Assessment Board/DPRC</u> 1. Secretary, Ministry of Earth Sciences – Chairman. 2. Two Secretaries of other Scientific Ministries or Departments – Members. 3. At least three eminent Scientists not below the level of Scientist 'G' specializing in the field of scientific activity –Members. 4. The nominee	Minister - In-Charge Ministry of Earth Sciences, in respect of Scientist 'F' and Appointment Committee of Cabinet (ACC) in respect of Scientist 'G'.

		Development Organisation.		of the Department of Personnel and Training as per extant instructions. The Assessment Board/Departmental Peer Review Committee shall also function as Special Peer Review Committee and shall specifically certify that the scientists recommended meet with all the criteria for in-situ Up gradation under Modified Flexible Complementing Scheme.	
2	Scientist 'C' 'D' and 'E'	Screening Committee shall consist of one Chairman and at least three expert Members who shall be nominated by the Secretary, Ministry of Earth Sciences: Provided that at least one Member should be from Department of Space or Department of Atomic Energy or Defence Research and Development Organisation.	The approving authority for the recommendations of the Screening Committee shall be Secretary, Ministry of Earth Sciences. The Screening Committee shall also act as Internal Peer Review Group/ Committee.	Composition of Selection Committee (i) Secretary, Ministry of Earth Sciences or his nominee not below the level of Director of the Institute or Head of the Institute or Scientist 'G' - Chairman. (ii) Two Heads of the organisations under Ministry of Earth Sciences - Members. (iii) At least three experts not below the level of Scientist 'G' from outside the Department including at least one from Department of Space or Atomic Energy or Defence Research Development Organisation - Members.	Minister - In-Charge in the Ministry of Earth Sciences

7. Method of recruitment, age limit, qualifications, etc.—

- (1) The method of recruitment, age limit, qualifications and other matters relating to the said post shall be as specified in columns (5) to (13) of the aforesaid Schedule.
- (2) The Screening Committee specified under Rule 6(2) shall meet at least twice (in view of Rule [5 (a) (ii)] in a year subject to availability of eligible Scientists and shall screen the performance of all the departmental Scientists, who have completed the requisite qualifying period in the respective grades specified in sub rule (3) of rule 4 to assess their suitability.
- (3) Reconsideration of cases not recommended in Screening Process.- Where the Approving Authority (specified under column 4 of the table under sub rule (2) of rule 6) on consideration of the recommendations of the Screening Committee, decides that the Scientist does not qualify for consideration for promotion by the Assessment Board, his case shall be placed before the Screening Committee after one year and in that case, the screening procedure shall be repeated.
- (4) (i) The Assessment Board as specified in column 5 of the table under sub rule (2) of rule 6 shall assess all Scientists who have been screened-in by the Screening Committee and whose name have been approved by the Approving Authority as specified in column 4 of the table under sub rule (2) of rule 6. The Assessment Board shall evaluate the accomplishments of each Scientist in terms of their work and recommend his suitability for promotion to the higher grade keeping in mind, apart from the accomplishments of the Scientists during the period under consideration, keenness exhibited in the pursuit of his profession and ability to take up higher responsibilities including research and development capabilities, managerial or leadership qualities.
- (ii) The Assessment Board, while considering each case, may recommend, based on its assessment, any one of the following:-
- (a) promotion of the officer to the next higher grade; or
- (b) status quo – that is to say no change in the grade.
- (iii) In respect of those officers who have been recommended status quo, their cases shall again be considered by the Screening Committee after a period of one year subject to his satisfactory performance.
- (iv) The recommendations of the Assessment Board shall be considered and approved by the Approving Authority as specified in column 6 of the table under sub rule (2) of rule 6.
- (5) The recommendations of the Assessment Board shall be effective from the date of its approval by the Approving Authority as specified in column 6 of the table under sub rule (2) of rule 6.
- (6) The Modified Flexible Complementing Scheme for in-situ promotion shall be followed in respect of Departmental Scientists, to the grades of Scientist 'C' to Scientist 'G' and there shall be complete interchangeability without any restriction except that the total number of incumbents shall not exceed the total number of sanctioned posts which are subject to change depending on workload.
- (7) Promotions under the Modified Flexible Complementing Scheme shall be personal to the Scientist concerned not resulting in specific vacancy in the lower grade on that account and the post being currently held by the concerned Scientist shall be upgraded for the duration of his stay in the promotion post and the post shall revert to the original level once the Scientist vacates the higher post.

(8) The effective date of promotion of Scientists found eligible for promotion under the Modified Flexible Complementing Scheme shall be the date of approval of the promotion proposals by the Approving Authority but retrospective promotion shall not be admissible in any case.

(9) The Scientists who are away on leave shall be allowed pay in the higher pay scale only from the date they join back and assume the duties of the higher post.

(10) The Scientists who are away on deputation shall be given in-situ promotion with effect from the date they repatriate and join back and assume the duties of the higher post but proforma promotion shall not apply.

(11) The Scientists who fail to appear physically for the assessment for reasons of leave or deputation or foreign service shall not be eligible for in-situ promotion.

(12) The Scientists who have been allowed to take technical resignation with retention of lien shall be promoted only with effect from the date they join.

(13) The Screening Committee shall consider the candidature of only those Scientists who fulfill all the eligibility conditions as laid down in these rules and discretion shall not be available with any authority for relaxing the said eligibility conditions for any category of Scientists for promotions under Modified Flexible Complementing Scheme and a Scientist who does not fulfill the requisite eligibility conditions shall not be entitled to be considered for promotion under Modified Flexible Complementing Scheme and Scientists on the ground that his junior who fulfils the requirement is being considered.

8. Disqualifications: No persons,--

- (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 posts:

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

9. Liability to serve in the 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 not more than four years including the period spent on training, if any:

Provided that such person shall not be required-

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

10. Liability of Scientists to serve in India and outside: –

- (1) Scientists appointed shall be liable to serve anywhere in India and outside India.
- (2) Scientist appointed shall be liable to undergo such training and be detailed on courses of instruction in India or out side India as the Central Government may decide from time to time.
- (3) Scientists detailed for training shall refund in full the cost of training, if for any reason, during the training or within a period of three years after the completion of such training, he chooses to discontinue his service.

11. Posts to be non-technical post for purpose of medical standards.- All posts shall be deemed to be non-technical posts for purposes of medical standards as specified in the medical regulations and Medical Report for the Indian Administrative Service, Indian Foreign Service and the Central Civil Services.

12. Power to relax.-- Where the Central Government is of the opinion that it is necessary or expedient to do so, it may, by order and for reasons to be recorded in writing relax any of the provisions of these rules with respect to any class or category of persons.

13. 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, the Other Backward Classes, 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

Name of post	Number of post	Classifications.	Pay Band, pay scale and Grade pay.	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
1. Scientist 'G'	10* (2012) (*Subject to change depending on workload).	General Central Service Group 'A' Gazetted (Scientific), Non - Ministerial.	Pay Band-4. pay scale ₹ 37400-67000 plus Grade Pay ₹10000.	Not applicable

Age limit for direct recruits	Educational and other qualifications required for direct recruits	Whether age and other educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods.
(6)	(7)	(8)	(9)	(10)
Not exceeding fifty years. (Relaxable for Government Servants upto five years in accordance with the instructions or orders issued by the Central Government). Note.- The crucial date	Essential (i) Master's degree from a recognized University in Physics or chemistry or Mathematics or Geophysics or Geochemistry or Zoology or Biology or Fisheries or Oceanography or Meteorology	Age -No. Educational qualification - Yes	One year for direct recruits.	By In-situ upgradation under Modified Flexible Complementing Scheme or deputation / absorption (including short-term contract) or by direct recruitment. (Particular method of recruitment for each vacancy

<p>for determining the age-limit shall be the closing date for 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 & Kashmir State, Lahaul and Spiti district and Pangi Sub Division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p>	<p>or Atmospheric Sciences or Seismology or Computer Applications or equivalent or any other subject considered relevant in the field with at least 60% marks in the qualifying degree level or Bachelor's degree in Engineering or Technology from a recognized University with at least 60% marks in the qualifying degree level.</p>			<p>being decided by the Government in the light of qualifications required for the posts keeping in view the job requirements for the same before advertising the post).</p>
	<p>Experience:- (ii) Twenty one years' experience in teaching (at graduate or post graduate level), research and development, survey, administration, planning, supervision or training, etc., in the relevant fields.</p>			
	<p>Desirable: (i) Master's degree from recognized University in Engineering or Technology or Doctorate in a branch of Science or equivalent as per the requirement . (ii) Experience</p>			

<p>in policy making, planning or management in the relevant field.</p> <p>Note 1.- The exact educational qualifications and areas of experience according to the requirements of the post, shall be specified at the time of recruitment by the Government.</p> <p>Note 2.- The qualification regarding experience is relaxable at the discretion of the Competent Authority in the case of candidates belonging to the reserved categories as notified by the Govt. from time to time. If, at any stage of selection, the Government 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: Provided that this relaxation shall</p>			
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	<p>not be applicable in the case of in-situ up-gradation under Modified Flexible Complementing Scheme.-</p> <p>Note 3.- Doctorate degree shall count as three years experience.</p> <p>Note 4.- Who ever does not have the workable knowledge of Hindi, he/she shall be required to acquire the same during his/her probation period.</p>			
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In case of recruitment by promotion or deputation or absorption grades from which promotion or deputation or absorption to be made.	If Departmental Promotion Committee exists what is its composition.	Circumstance in which Union Public Service Commission is to be consulted in making recruitment.
(11)	(12)	(13)
<p>(I) By In-situ upgradation: From the Scientist 'F' with five years' regular service in the grade according to Modified Flexible Complementing Scheme and possessing - five years of field experience in research and development or experience in implementation of scientific projects is compulsory. Scientist 'F' should possess the minimum educational qualifications as specified for direct recruits under column 7.</p> <p>(ii) Deputation or absorption (including short term contract). Officers under the Central Government or State Government or University or</p>	<p>Departmental Promotion Committee for Confirmation. <u>For Scientist 'G'</u></p> <ol style="list-style-type: none"> 1. Secretary, Ministry of Earth Sciences – Chairman. 2. Officer of Additional Secretary or above level, Ministry of Earth Sciences – Member. 3. At least three experts not below the level of Scientist 'G' from outside the Department nominated by the Secretary – Members. 	<p>Consultation with Union Public Service Commission is not necessary.</p>

Research Institutions or Public Sector Undertaking or Semi-Government, Autonomous Organisations.

(a) (i) holding analogous posts on a regular basis in the parent cadre or department; or

(ii) with five years regular service rendered after appointment thereto on regular basis in posts in the pay scale of Pay Band-4 plus Grade Pay of ₹ 8900/- in the parent cadre or department, and

(b) Possessing the educational qualifications and experience prescribed for direct recruits under column 7.

Note 1 : Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or Department of the Central Government shall be initially for two years extendable up to five years and the maximum age limit for appointment by deputation shall not be exceeding fifty six years as on the closing date of the receipt of the applications.

Note 2.- The departmental candidates in the feeder category who are in the direct line of In-situ upgradation under Modified Flexible Complementing Scheme shall not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for In-situ upgradation under Modified Flexible Complementing Scheme.

Note 3.- The Scientists only from Central Government and State Government shall be eligible for absorption.

(1)	(2)	(3)	(4)	(5)
2.Scientist 'F'.	11* (2012) (*Subject change depending on workload).	to General Central Service Group 'A' Gazetted (Scientific), Non – Ministerial.	Pay Band-4 pay scale ₹ 37400-67000 plus Grade Pay ₹ 8900	Not applicable.

(6)	(7)	(8)	(9)	(10)
<p>Not exceeding fifty years. (Relaxable for Government Servants upto 5 years in accordance with the instructions or orders issued by the Central Government).</p> <p>Note.- The crucial date for determining the age-limit shall be the closing date for 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).</p>	<p>Essential (i) Master's degree from a recognized University in Physics or chemistry or Mathematics or Geophysics or Geochemistry or Zoology or Biology or Fisheries or Oceanography or Meteorology or Atmospheric Sciences or Seismology or Computer Applications or equivalent or any other subject considered relevant in the field with at least 60% marks in the qualifying degree level or Bachelor's degree in Engineering or Technology from a recognized University with at least 60% marks in the qualifying degree level.</p> <p>(ii) Experience:- Sixteen years' experience in teaching (at graduate or post graduate level), research and development, survey, administration, planning, supervision or training, etc., in the relevant fields.</p> <p>Desirable: (i) Master's degree from a recognised University in Engineering or Technology or Doctorate in any branch of Science related to Oceanography or Meteorology or Atmospheric Sciences or equivalent or any other subject specified as per the requirement. (ii) Experience in policy making, planning or management in the relevant field.</p> <p>Note 1.- The exact educational qualifications</p>	Age -No. Educational qualification – Yes	One year for direct recruits	<p>By In-situ upgradation under Modified Flexible Complementing Scheme or deputation / absorption (including short-term contract) or by direct recruitment. (Particular method of recruitment for each vacancy being decided by the Government in the light of qualifications required for the posts keeping in view the job requirements for the same before advertising the post).</p>

	<p>and areas of experience according to the requirements of the post, shall be specified at the time of recruitment by the Government.</p> <p>Note 2.- The qualification regarding experience is relaxable at the discretion of the Competent Authority in the case of persons belonging to the reserved categories as notified by the Govt. from time to time. If, at any stage of selection, the Government 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: Provided that this relaxation shall not be applicable in the case of in-situ upgradation under Modified Flexible Complementing Scheme.</p> <p>Note 3.- Doctorate degree shall count as three years experience.</p> <p>Note 4.- Whoever does not have the workable knowledge of Hindi, he/she shall be required to acquire the same during his/her probation period.</p>			
<p style="text-align: center;">(11)</p> <p>(i) By In-situ upgradation From the Scientist 'E' in Pay Band-4 plus GP ₹ 8700 with five years regular service according to Modified Flexible Complementing Scheme. Scientist 'E' should possess the minimum educational qualifications as specified for direct recruits under column 7.</p> <p>(ii) Deputation or absorption (including short term contract). Officers under the Central Government or State Government or University or Research Institutions or Public</p>	<p style="text-align: center;">(12)</p> <p>Departmental Promotion Committee for Confirmation. For Scientist 'F'</p> <ol style="list-style-type: none"> 1. Secretary, Ministry of Earth Sciences – Chairman. 2. Head of at least one of the organisation under Ministry of Earth Sciences – Member. 3. At least three experts not below the level of Scientist 'G' from outside the Department nominated by the Secretary – Members. 	<p style="text-align: center;">(13)</p> <p>Consultation with Union Public Service Commission is not necessary.</p>		

Sector Undertaking or Semi-Government, Autonomous Organisations

(a) (i) holding analogous posts on a regular basis in the parent cadre or department; or
(ii) with five years regular service rendered after appointment thereto on regular basis in the pay scale of pay band-4 plus Grade Pay of ₹ 8700/-, in the parent cadre or department, and

(b) Possessing the educational qualifications and experience prescribed for direct recruits under column 7.

Note 1.- Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or Department of the Central Government will be initially for two years extendable up to five years and the maximum age limit for appointment by deputation shall be not exceeding fifty six years as on the closing date of receipt of applications.

Note 2.- The departmental candidates in the feeder category who are in the direct line of In-situ upgradation under Modified Flexible Complementing Scheme shall not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for In-situ upgradation under Modified Flexible Complementing Scheme.

Note 3: The officers only from Central Government and State Government shall be eligible for absorption.

(1)	(2)	(3)	(4)	(5)
3.Scientist 'E'	30 * (2012) (*Subject to change depending on workload)	General Central Service Group 'A' Gazetted (Scientific), Non - Ministerial.	Pay Band-4 pay scale ₹37400-67000 plus Grade Pay ₹ 8700	Not applicable

(6)	(7)	(8)	(9)	(10)
<p>Not exceeding fifty years. (Relaxable for Government Servants upto five years in accordance with the instructions or orders issued by the Government).</p> <p>Note: The crucial date for determining the age-limit shall be the closing date for 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).</p>	<p>Essential (i) Master's degree from a recognized University in Physics or chemistry or Mathematics or Geophysics or Geochemistry or Zoology or Biology or Fisheries or Oceanography or Meteorology or Atmospheric Sciences or Seismology or Computer Applications or equivalent or any other subject considered relevant in the field with at least 60% marks at the qualifying degree level or Bachelor's degree in Engineering or Technology from a recognized University with at least 60% marks in the qualifying degree level.</p> <p>(ii) Experience:- Eleven years' experience in teaching (at graduate or post graduate level), research and development, survey, administration, planning, supervision or training etc. in the relevant fields.</p> <p>Desirable: (i) Master's degree from recognised University in Engineering or Technology or Doctorate in any branch of Science related to Oceanography or Meteorology or Atmospheric Sciences or equivalent or any other subject specified as per the requirement. (ii) Experience in policy making, planning or management in the relevant field.</p> <p>Note 1.- The exact educational qualifications and areas of experience according to the</p>	Age - No Educational Qualification - Yes	One years for direct recruits.	By In-situ upgradation on under Modified Flexible Complementing Scheme or deputation / absorption (including short-term contract) or by direct recruitment . (Particular method of recruitment for each vacancy being decided by the Government in the light of qualifications required for the posts keeping in view the job requirements for the same before advertising the post).

	<p>requirements of the post, shall be specified at the time of recruitment by the Government.</p> <p>Note 2.- The qualification regarding experience is relaxable at the discretion of the Competent Authority in the case of candidates belonging to the reserved categories as notified by the Government from time to time. If, at any stage of selection, the Government 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: Provided that this relaxation shall not be applicable in the case of in-situ upgradation under Modified Flexible Complementing Scheme.</p> <p>Note 3.- Doctorate degree shall count as three years experience.</p> <p>Note 4.- Whoever does not have the workable knowledge of Hindi, he/she shall be required to acquire the same during his/her probation period.</p>			
(11)	(12)	(13)		
<p>I. By In-situ upgradation --</p> <p>From the Scientist 'D' with four years' regular service in the grade according to Modified Flexible Complementing Scheme and possessing the minimum educational qualifications specified for direct recruits under column 7.</p> <p>(ii) Deputation or Absorption (including short term contract). Officers under the Central Government or State Government or University or Research Institutions or Public Sector Undertaking or Semi-Government, Autonomous Organisations</p> <p>(a) (i) holding analogous posts on a regular basis (ii) with four years regular service</p>	<p>Departmental Promotion Committee for Confirmation. For Scientist 'E'</p> <ol style="list-style-type: none"> Secretary, Ministry of Earth Sciences – Chairman. Head of at least one of the organization under Ministry of Earth Sciences – Member. At least three experts not below the level of Scientist 'G' from outside the Department nominated by the Secretary – Members. 	<p>Consultation with Union Public Service Commission is not necessary.</p>		

rendered after appointment thereto or regular basis in the pay scale of Pay Band-3 plus Grade Pay of ₹ 7600/- in the present cadre or department; and

(b) Possessing the educational qualifications and experience prescribed for direct recruits under column 7.

Note 1.- Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or Department of the Central Government shall be initially for two years extendable up to four years and the maximum age limit for appointment by deputation shall be not exceeding fifty-six years as on the closing date of receipt of application.

Note 2.- The departmental candidates in the feeder category who are in the direct line of In-situ upgradation under Modified Flexible Complementing Scheme shall not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for In-situ upgradation under Modified Flexible Complementing Scheme.

Note 3.- The officers only from Central Government and State Government shall be eligible for absorption.

(1)	(2)	(3)	(4)	(5)
4.Scientist 'D'	73* (2012) (*Subject to change depending on workload)	General Central Service Group 'A' Gazetted (Scientific), Non - Ministerial	Pay band-3 pay scale ₹15600-39100 plus Grade Pay ₹ 7600.	Not applicable

(6)	(7)	(8)	(9)	(10)
<p>Not exceeding fifty years. (Relaxable for Government Servants upto five years in accordance with the instructions or orders issued by the Central Government).</p> <p>Note: The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India</p>	<p>Essential</p> <p>(i) Master's degree from a recognized University in Physics or chemistry or Mathematics or Geophysics or Geochemistry or Zoology or Biology or Fisheries or Oceanography or Meteorology or Atmospheric Sciences or Seismology or</p>	<p>Age -No Educational Qualification - Yes.</p>	<p>One year for direct recruits.</p>	<p>By In-situ upgradation under Modified Flexible Complementing Scheme or deputation or absorption (including short-term contract) or by direct</p>

<p>(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). Kashmir State, Sikkim, Pangi Sub-division of Chamba, Lahaul and spiti district of Himachal Pradesh).</p>	<p>Computer Applications or equivalent or any other subject considered relevant in the field with at least 60% marks at the qualifying degree level or Bachelor's degree in Engineering or Technology from a recognized University with at least 60% marks in the qualifying degree level.</p> <p>(ii) Experience:- Essential:- Seven years' experience in teaching (at graduate or post graduate level), research and development, survey, administration, planning, supervision or training etc. in the relevant fields.</p> <p>Desirable: (i) Master's degree from recognised University in Engineering or Technology or Doctorate in a branch of Science or equivalent related to Oceanography or Meteorology or Atmospheric Sciences or equivalent or any other subject specified as per the requirement. (ii) Experience in policy making, planning or management in the relevant field. Note 1.- The exact educational qualifications and areas of experience according to the requirements of the post, shall be specified at the time of recruitment by the Government. Note 2.- The qualification regarding</p>			<p>recruitment . (Particular method of recruitment for each vacancy being decided by the Central Government in the light of qualifications required for the posts keeping in view the job requirements for the same before advertising the post).</p>
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	<p>experience is relaxable at the discretion of the Competent Authority in the case of candidates belonging to the reserved categories as notified by the Government from time to time. If, at any stage of selection, the Government 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: Provided that this relaxation shall not apply in the case of in-situ upgradation under Modified Flexible Complementing Scheme.</p> <p>Note 3.- Doctorate degree shall count as three years experience.</p> <p>Note 4.- Whoever does not have the workable knowledge of Hindi, he/she shall be required to acquire the same during his/her probation period.</p>			
(11)	(12)	(13)		
<p>I. By In-situ upgradation –</p> <p>From the Scientist 'C' with four years' regular service in the grade according to Modified Flexible Complementing Scheme, and possessing the minimum educational qualifications specified for direct recruits under column 7.</p> <p>(ii) Deputation or Absorption (including short term contract).-</p> <p>Officers under the Central Government or State Government or University or Research Institutions or Public Sector Undertaking or Semi-Government, Autonomous Organisations-</p>	<p>Departmental Promotion Committee for Confirmation. For Scientist 'D'</p> <ol style="list-style-type: none"> 1. Secretary, Ministry of Earth Sciences – Chairman. 2. Head of at least one of the organization under Ministry of Earth Sciences – Member. 3. At least two experts not below the level of Scientist 'G' from outside the Department to be nominated by the Secretary – Members. 	<p>Consultation with Union Public Service Commission is not necessary.</p>		

<p>(a) (i) holding analogous posts on a regular basis in the parent cadre or department; or</p> <p>(ii) with four years regular service rendered after appointment thereto on regular basis in the pay scale of Pay Band-3 plus Grade Pay of ₹ 6600/- or equivalent in the present cadre or department; and</p> <p>(b) Possessing the educational qualifications and experience prescribed for direct recruits under column 7.</p> <p>Note 1.- Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or Department of the Central Government will be initially for two years extendable up to five years and the maximum age limit for appointment by deputation shall be not exceeding fifty-six years as on the closing date of receipt of applications.</p> <p>Note 2.- The departmental candidates in the feeder category who are in the direct line of In-situ upgradation under Modified Flexible Complementing Scheme shall not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for In-situ upgradation under Modified Flexible Complementing Scheme.</p> <p>Note 3.- The Officers only from Central Government and State Government shall be eligible for absorption.</p>	
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Name of post	Number of post	Classifications	Pay Band and Grade Pay/ Scale	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
5. Scientist 'C'	230* (2012), (*Subject to variations depending on workload).	General Central Service Group 'A' Gazetted (Scientific), Non - Ministerial.	Pay Band-3 pay scale ₹ 15600-39100 plus Grade Pay ₹ 6600.	Not applicable
(6)	(7)	(8)	(9)	(10)
Not exceeding forty years. (Relaxable for Government servants upto the age of forty-five	<u>Essential</u> (i) Master's degree from a recognized University in Physics or chemistry or	Age -No Educational Qualification - Yes.	One year for direct recruits.	By In-situ upgradation under Modified Flexible Complementing Scheme or

<p>years in the case of general candidates and upto fifty years in the case of candidates belonging to the Scheduled Castes or the Scheduled Tribes in accordance with the instructions or orders issued by the Central Government from time to time).</p>	<p>Mathematics or Geophysics or Geochemistry or Zoology or Biology or Fisheries or Oceanography or Meteorology or Atmospheric Sciences or Seismology or Computer Applications or equivalent or any other subject considered relevant in the field with at least 60% marks at the qualifying degree level or Bachelor's degree in Engineering or Technology from a recognized University with at least 60% marks in the qualifying degree level.</p>			<p>deputation / absorption (including short-term contract) or by direct recruitment. (Particular method of recruitment for each vacancy being decided by the Government in the light of qualifications required for the posts keeping in view the job requirements for the same before advertising the post).</p>
<p>Note: The crucial date for determining the age-limit shall be the closing date for 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).</p>	<p>(ii) Experience:- Three years' experience in teaching (at graduate or post graduate level), research and development, survey, administration, planning, supervision or training, etc., in the relevant fields. Desirable: (i) Master's degree from recognized University in Engineering or Technology or Doctorate in a branch of Science related to Oceanography or Meteorology or Atmospheric Sciences or any other subject specified as per the requirement. (ii) Experience in policy making, planning or management in the relevant field. Note 1.- The exact educational qualifications and areas of experience according to the requirements of the post, shall be specified at the time of</p>			

	<p>recruitment by the Central Government.</p> <p>Note 2.- The qualification regarding experience is relaxable at the discretion of the Competent Authority in the case of candidates belonging to the reserved categories as notified by the Government from time to time. If, at any stage of selection, the Central Government 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: Provided that this relaxation shall not apply in the case of in-situ upgradation under Modified Flexible Complementing Scheme.</p> <p>Note 3.- Doctorate degree will count as three years experience.</p> <p>Note 4.- Whoever does not have the workable knowledge of Hindi, he/she is required to acquire the same during his/her probation period.</p>			
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(11)	(12)	(13)
<p>I. By In-situ upgradation -- From the Scientist 'B' with three years' regular service in the grade according to Modified Flexible Complementing Scheme, and possessing the minimum educational qualifications as specified for direct recruits under column 7.</p> <p><u>Deputation or Absorption (including short-term contract) --</u> Officers under the Central Government or State Government or University or Research Institutions or Public Sector Undertaking or Semi-Government, Autonomous Organisations-</p>	<p>Departmental Promotion Committee for Confirmation. For Scientist 'C'</p> <ol style="list-style-type: none"> 1. Secretary, Ministry of Earth Sciences – Chairman. 2. Head of at least one of the organisation under Ministry of Earth Sciences – Member. 3. At least two experts not below the level of Scientist 'G' from outside the Department nominated by the Secretary – Members. 	<p>Consultation with Union Public Service Commission is not necessary.</p>

(a) (i) holding analogous posts on a regular basis in the parent cadre or Department; or

(ii) with three years regular service in the grade rendered after appointment thereto on regular basis in the pay scale of Pay Band-3 plus Grade Pay of ₹ 5400/- or equivalent in the parent cadre or department; and

(b) possessing the educational qualifications and experience specified for direct recruits under column 7.

Note 1.- Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or Department of the Central Government will be initially for two years extendable up to four years and the maximum age limit for appointment by deputation shall be not exceeding fifty-six years as on the closing date of receipt of application.

Note 2.- The departmental candidates in the feeder category who are in the direct line of In-situ upgradation under Modified Flexible Complementing Scheme shall not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for In-situ upgradation under Modified Flexible Complementing Scheme .

Note 3.- The officers only from the Central Government and State Government shall be eligible for absorption.

[F. No. MoES/21/2/2009-Estt.]

Dr. VASUDHA GUPTA, Director (Estt.)

No. AB-14017/37/2008-Estt(RR)
Government of India
Ministry of Personnel, Public Grievances & Pension
Department of Personnel & Training

New Delhi, the 10th September, 2010

OFFICE MEMORANDUM

Subject: Modified Flexible Complementing Scheme for Scientists based on the recommendations of the 6th Central Pay Commission

...

A Flexible Complementing Scheme (FCS) for scientists is in position in some of the scientific Ministries/Departments of the Government of India and the same is presently governed by the guidelines issued by this Department under O.M. No.2/41/97-PIC dated the 9th November, 1998. There is also in position a separate, merit based promotion scheme in the DRDO and the Departments of Atomic Energy and Space. The Sixth Central Pay Commission (6th CPC) has examined these schemes in detail and observed that various time-bound promotion schemes may be necessary for scientific organizations as the morale of the scientists has to be kept high in order to keep them motivated and to stop the flight of talent from Government organizations involved in research and scientific activities. In this context, the 6th CPC has recommended that the existing scheme of FCS with necessary modifications has to be continued for R&D professionals in all S&T organizations, and the merit based promotion scheme in the Departments of Atomic Energy, Space and DRDO would also need to be persisted with. The Commission has, however, recommended certain features to be incorporated in the existing schemes of FCS and merit based promotion scheme so as to make them more relevant to the context.

2. The recommendations of the Commission have been examined in detail in the context of FCS and a revised comprehensive scheme is enclosed for immediate necessary action by all concerned Ministries and Departments. All the Ministries / departments shall initiate action for review of the provisions of the Flexible Complementing Scheme and amend the provisions of relevant recruitment rules so that the scheme is brought in conformity with the decision / guidelines being conveyed vide this Office Memorandum. Assessment of Scientists from 01.01.2011 shall be done accordingly.

3. The Ministries/Departments may bring the Scheme to the notice of concerned autonomous Organizations under their control for being placed before their respective Governing Bodies.

4. Hindi version will follow.


(Smita Kumar)
Director
23092479

To

- (i) Ministry of Science and Technology
- (ii) Department of Biotechnology
- (iii) Ministry of Communications and Information Technology (DIT)
- (iv) Ministry of Environment, Forests & Wild Life
- (v) Ministry of Non-Conventional Energy Sources
- (vi) Ministry of Earth Sciences,
- (vii) Ministry of Home Affairs
- (viii) Ministry of Water Resources
- (ix) Ministry of Health and Family Welfare
- (x) Department of Consumer Affairs
- (xi) All other Ministries/Departments of the Govt. 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 the Ministry of Personnel, Public Grievances and Pensions.
- 10. Establishment Officer and Secretary, ACC (10 copies).
- 11. All Officers and Sections in the Department of Personnel & Training
- 12. Establishment (RR Division) (200 copies)
- 13. Estt.(D) (20 copies)
- 13. NIC, DOPT for uploading it in the Website of this Department


(Smita Kumar)
Director
23092479

Flexible Complementing Scheme

- i. The Flexible Complementing Scheme in position in certain scientific Ministries/ Departments/ Organizations of the Government shall continue, and promotions under the FCS shall be limited to posts carrying a grade pay of Rs.10,000 or lower. The merit based promotion scheme in the Departments of Space, Atomic Energy and DRDO shall also continue and promotions under the scheme shall be limited to posts carrying a grade pay of Rs.12,000 or lower.
- ii. All the posts covered under FCS shall carry the following uniform pay bands/ grade pay, designation and the minimum residency period linked to performance.

	Pay band & grade pay	Designation	Minimum Residency Period linked to Performance
1	PB-3 (Rs.15600-39100) Grade Pay Rs.5400/	Scientist B	3 years.
2	PB-3 (Rs.15600-39100) Grade Pay Rs. 6600/	Scientist C	4 years.
3	PB-3(Rs.15600-39100) Grade Pay Rs. 7600/	Scientist D	4 years
4	PB-4 (Rs.37400-67000) Grade Pay Rs. 8700	Scientist E	5 years
5	PB-4 (Rs.37400-67000) Grade Pay Rs. 8900	Scientist F	5 years
6	PB-4(Rs. 37400-67000) Grade Pay Rs. 10000/	Scientist G	----

- iii. There shall be two level of assessment for FCS. The first one would be at internal level for screening purpose and next level assessment should have majority of external members.
- iv. The assessment board for judging should have majority of external members possessing expertise in the field. Greater

emphasis to be placed on achievement as evaluated by an independent peer group rather than seniority. The revised assessment procedure as prescribed in Annexure I shall henceforth be followed by all scientific Ministries/ Departments for considering advancement under FCS.

- v. Henceforth, the benefits of FCS shall be extended only in such Departments as are involved in creating new scientific knowledge or innovative engineering, technological or medical techniques or which are predominantly involved in professional research and development and / or application of scientific knowledge. The modified criteria for identifying departments as scientific and technical and parameters for determining scientific activities and services, scientists and engineers and scientific posts will be as in the Annexure II to this scheme.

- vi. In order to extend the benefit of the Flexible Complementing Scheme to other scientific departments, the criteria for identifying an organisation as scientific would be decided and notified by the Department of Science and Technology, keeping in view the definition given in this regard. One such definition given by Department of Science and Technology is at Annexure III. The organisations that are demanding the extension of FCS in their case, the administrative Ministry of such organisations shall satisfy 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 II to the FCS 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 pay scales under the Flexible Complementing Scheme should be applicable in all the scientific organizations, as the size of the organization may not justify introduction of the entire group of scales, the Committee, while making its recommendation , would take a specific view as to the number of scales that should be operated in the organization as well as the appropriate residency period for ensuring an even pace of promotion. However, the progression under Flexible Complementing Scheme will only be as per scales indicated in

para (ii) of the scheme. The recommendations of the committee shall be processed by the administrative ministry concerned and shall be considered in consultation with DoPT and Department of Expenditure.

- vii If FCS is adopted by Autonomous Bodies, its implementation should not require ACC approval, as promotion/up gradation within autonomous Bodies does not come under the purview of ACC.
- Viii The modified ACP as approved for Central government civilian employees would also be applicable to scientists covered under FCS. 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 FCS. Some illustrations are given below for clarity:
- A scientist 'B' is considered but does not get upgradation under the FCS. He 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. 35034/3/2008-Estt. (D) dated 19th May, 2009.
 - A Scientist 'B' gets upgradation to Scientist C under FCS in second chance after 4 years. After prescribed residency, he does not qualify under FCS for three successive years for upgradation to Sc. D. After completion of ten years in the grade pay of Scientist 'C' i.e. after 14 years of service he is upgraded to Scientist 'D' under MACPS, subject to provisions of MACP notified vide OM No. 35034/3/2008-Estt. (D) dated 19th May, 2009. After prescribed residency of 4 years in Scientist D, he would again be considered for upgradation to Scientist 'E' under FCS. 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 pay of Scientist 'D' i.e. after 24 years of service. Further upgradation to Scientist F and Scientist 'G' would only be under FCS as the Scientist would have got three upgradations and no further upgradation under MACPS would be permissible.
 - If a scientist gets three up-gradations under the FCS scheme, there would be no claim for any further up-gradation under MACPS as the MACP scheme only allows

three financial up-gradation in the hierarchy of Pay bands and grade pay on completion of 10, 20 and 30 years of service respectively.

- ix Scientists/ Technical experts doing management/ administrative work in the Ministries should not be considered for up gradation under FCS, they should only be given benefit of up gradation under MACP.

**CRITERIA FOR CONSIDERING PROMOTIONS UNDER
FLEXIBLE COMPLEMENTING SCHEME**

1. An annual work report format to capture scientific content of work performed has been designed in consultation with Department of Science & Technology (enclosed at Annexure IV). The annual work report format (part A) would be filled up by the officer along with the ACR and would get reported upon by the reporting officer. The nature of S&T work output indicators is also indicated. The internal peer assessment would be in part C at the time of consideration under FCS.

The new format on “annual work report” will not replace the regular system of recording ACR. The proposed format will be filled by the officer under consideration for the purpose of assessment and screening.

2. All scientists eligible as per the scheme for the FCS shall be considered for up-gradation under FCS. Exceptionally meritorious candidates with all outstanding grading may be granted relaxation in the residency period, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career. However the assessment under FCS for next grade would only be three times and thereafter the scientist would be covered under modified ACP scheme according to provisions of that scheme. The scientist who has been granted any grade under MACP can be considered for next grade under FCS according to the eligibility and other provisions of FCS.

i. Level 1 Screening (Internal)

An internal screening committee shall be constituted by the concerned Department for evaluation of annual work reports vis-a-vis the criteria for up-gradation under FCS. An external member, from Departments of Atomic Energy, Space or DRDO who have developed over the years a fine tuned system of screening meritorious Scientists on the basis of ACRs, may be co-opted in the selection process. All scientists eligible according to the provisions of FCS and who meet the benchmark of ‘Good’

for Scientist C and 'V. Good' for Sc. D and above would be screened in. The internal screening committee would report on the scientific content of work done by the Scientist in part C of the reporting format and same would be made available to the external assessment committee.

ii. **Level 2 Screening (External)**

The assessment boards shall be constituted in each scientific Department/ Ministry. The assessment board would have majority of the external members and possess expertise in the field. In case required, suitable amendment to the provisions for assessment boards in recruitment rules etc. may be considered to bring the composition of assessment boards in tune with these instructions. The assessment board would have characteristic of independent peer group for the assessment of the scientific content of the work. The assessment board shall document specifically through one page summary, the specific content of the work done justifying the merit for consideration under FCS. The Departmental peer review committees shall undertake level 2 screening for assessment of scientists for their suitability for Scientist 'F'/ scientist 'G'. The assessment boards/DPRC functioning as Special Peer Review Committee (SPRC) should specifically certify that the Scientists recommended met with all the criteria for in situ up gradation under FCS.

3. Field experience in research and development and/or experience in implementation of such scientific projects is compulsory for promotion of scientists recruited to the posts in the Secretariat of the Scientific Ministries/Departments to higher grades under FCS. Field experience of at least 2 years and 5 years respectively will be essential for promotion 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 II. To meet this requirement, existing scientists at Headquarters can be considered for appointment on deputation basis to the

scientific laboratories/ institutes or other relevant scientific activities under the respective scientific Ministries/ Departments. In the case of small scientific Ministries/ Departments the feasibility of inter-departmental deputation can be explored. In future, initial appointment to the scientific posts in the scientific Ministries/

departments in the R&D management function should preferably be in the level of scientist 'D' and above.

4. Scientists/ Technical experts doing management/ administrative work in the Ministries should not be considered for up gradation under FCS, they should only be given benefit of up gradation under MACP.

ANNEXURE-II

CRITERIA FOR IDENTIFYING INSTITUTIONS/ ORGANISATIONS AS SCIENTIFIC AND TECHNICAL

- The institutions referred to as S&T would be characterized by pursuit of excellence;
- 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.
- The scientific culture is characterized by a few salient aspects, namely the persons involved are highly qualified and skilled technical personnel, involved in creative and innovative activity, they are willing to be judged based on the basis of merit and competence rather than on the basis of seniority and a hierarchical structure;
- 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 organisation, etc. would constitute field experience for the purpose of FCS.

(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 organisation etc. would constitute field experience for the purpose of FCS.

(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 FCS.

Scientific Post

Is the one, the incumbent of which is a 'Scientist or Engineer' defined as below in a scientific institution/organization declared as 'Scientific Department' as defined above 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

Persons,

- a. Who possess academic qualification of at least Master's degree in Natural/Agricultural Sciences or Bachelor's degree in Engineering/Technology/Medicine; and
- b. hold scientific posts as defined above.

It is reiterated that only such scientists would be eligible for promotion under the scheme, who not only possess the requisite qualifications, and are engaged in Scientific and innovative activities as distinct from the mere application of technical knowledge; and further, the function discharged by them are relatable/ identifiable to their academic specialization.

ANNEXURE. III

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

Type of S&T Output Product	S&T Output indicators	10X Outputs/Scientist
<u>Knowledge Product Link</u>	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 & 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	

Type of S&T Output Product	S&T Output indicators	10X Outputs/Scientist
S&T Services Product Link	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	
S&T Human Resource Product Link	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 Training on advanced technical and Analytical methodologies	
Societal Outreach of S&T Outputs	Technology field demonstrations Design of outreach materials Dissemination of R&D outputs Artisanal training/Skill Development Initiates Grass root S&T related actions Technology adaptation for local needs Convergent technology solutions delivered	

Type of S&T Output Product	S&T Output indicators	10X Outputs/Scientist
S&T Policy Product Links	Drafting of Technical standards R&D investment policy framework National policy frame work for innovation systems Design of policies for stimulation of R&D National policy frame work for technology systems Design and development of regulatory frame works Evidence gathering for policy building Global bench marks for technology systems	
S&T Cooperation Products	PPP Products for S&T sector National competitiveness assessment for bilateral cooperation 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	

Criteria Recommended:-

- Agencies/ Organizations seeking qualification as S&T Organisation/agency for implementing FCS must:
 - Generate at least 3 out of 9 knowledge products
 - Select about 20 S&T output indicators from the list provided

- 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

- It is recommended that S&T Institutions/Organizations seeking implementation of 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**Part A****SELF ASSESSMENT BY THE OFFICER REPORTED UPON**

1. Name:
2. Designation:
3. Area of S&T Function
4. Brief Description of S&T work function:

5. S&T output indicators for assessment and measurement of work function (as appropriate to the officer)

6. Enumeration of major outputs from S&T Function

7. Innovation content of work done (about 100 words)

8. Major impact reported during the financial year (if any) for work done during previous three years.
9. Scientific and technological methodologies used in the work function

10. Suggestions (if any) for work functions based on new or emerging scientific principles

11. New technologies if any introduced by the officer in work plan/ functions

- 12. Any other highlight of special S&T content in the work

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

- 14. Quantified S&T outputs as per the selected indicators (as annexed)

Signature of the officer reported upon

Part-B
ASSESSMENT BY THE REPORTING AUTHORITY

- 1. Accuracy of the S&T work report
 - a. Generally accurate
 - b. Modifications needed (please specify)

- 2. Scientific merit of the work done
 - 1-10% 10-33% 33-50% 50-75% Bottom 25%

- 3. Short summary of the innovative content of the work done

- 4. General assessment of the scientific work report (in brief)

- 5. Final grading
 - 1-10% 10-33% 33-50% 50-75% Bottom 25%

Signature of the Reporting Officer

Part-C
INTERNAL PEER GROUP REVIEW REPORT

1. Grading of the S&T content of work reported

2. Specific Innovation elements recognized

- a)
- b)
- c)

3. Relative Assessment of the work reported vis-vis Peers in the area

Top 10% 10-33% 33-50% 50-75% Bottom 25%

4. Assessment of the work done during the residency period

5. Specific highlights of the S&T content of the work done

6. Overall grading of the S&T work report for the residency period

Top 10% 10-33% 33-50% 50-75% Bottom 25%

Signatures of the Members of the Peer Group

1. Lectures delivered in universities/seminars/ industry meets
 - a. Enrolled
 - b. Invited
2. Books edited or written
3. Research publications
4. State- of –the Art Reports prepared on the subject handled or otherwise
5. Annual reports prepared
6. Internal reports generated
7. New S&T areas/ gaps identified for enlarging the scope of the existing schemes
8. New S&T identified and nurtured and S&T inputs added to ongoing schemes
9. Data bases prepared for scientific handling of the projects

10. Scientific and evidence-based initiatives taken to enlarge the infrastructure base of research and development across the country

11. Identification of New Areas for demonstration of technologies and follow-up

12. Project Monitoring Parameters evolved and deployed

13. Technology intelligence/ assessment report prepared for S&T

14. S&T inputs provided to inter-Ministerial discussions in various committees

15. Number of projects scientifically evaluated for closure during the year

16. Networked Programmes initiated (please give numbers and salient features of your contribution)
 - a. Between lab to lab
 - b. Lab and industry
 - c. Bilateral
 - d. Multilateral

17. Policies/ Bills prepared during the year

18. Awards/ Membership of Institutions/ Academies

19. Others (please specify)
