

## 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 1<sup>st</sup> 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 1<sup>st</sup> January and the 1<sup>st</sup> 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 1<sup>st</sup> January or the 1<sup>st</sup> 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.	Composition of Assessment Board/DPRC 1. Secretary, Ministry of Earth Sciences – Chairman. 2. Two Secretaries of other Scientific Ministries or Departments – Members. 3. Atleast 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.	<b><u>Composition of Selection Committee</u></b> (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)
<b>1. Scientist 'G'</b>	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)
<b>Not exceeding fifty years.</b> (Relaxable for Government Servants upto five years in accordance with the instructions or orders issued by the Central Government).	<b>Essential</b> (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.	<b>By In-situ upgradation</b> under Modified Flexible Complementing Scheme or deputation / absorption (including short-term contract) or by direct recruitment. (Particular method of recruitment for each vacancy
<b>Note.</b> — The crucial date				



<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 &amp; 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><b>Experience:-</b> (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><b>Desirable:</b> (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>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>
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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 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>not be applicable in the case of in-situ up-gradation under Modified Flexible Complementing Scheme.-</p> <p><b>Note 3.-</b> Doctorate degree shall count as three years experience.</p> <p><b>Note 4.-</b> 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><b>(i) By In-situ upgradation:</b> 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><b>(ii) Deputation or absorption (including short term contract).</b> Officers under the Central Government or State Government or University or</p>	<p><b>Departmental Promotion Committee for Confirmation.</b> <b><u>For Scientist 'G'</u></b></p> <ol style="list-style-type: none"> <li>1. Secretary, Ministry of Earth Sciences - Chairman.</li> <li>2. Officer of Additional Secretary or above level, Ministry of Earth Sciences - Member.</li> <li>3. At least three experts not below the level of Scientist 'G' from outside the Department nominated by the Secretary - Members.</li> </ol>	<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)
<b>2.Scientist 'F'.</b>	11* (2012) (*Subject change depending on workload).	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><b>Not exceeding fifty years.</b> (Relaxable for Government Servants upto 5 years in accordance with the instructions or orders issued by the Central Government).</p> <p><b>Note.-</b> 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><b>Essential</b> (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><b>(ii) Experience:-</b> 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><b>Desirable:</b> (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><b>Note 1.-</b> The exact educational qualifications</p>	<p>Age -No. Educational qualification – Yes</p>	<p>One year for direct recruits</p>	<p><b>By In-situ upgradation</b> 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>