**Ministry of Science and Technology**

**(Department of Scientific & Industrial Research)**

New Delhi, The \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2024

**G.S.R.\_\_\_\_\_\_**In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules regulating the method of recruitment and the conditions of service to the Group ‘A’ posts in the Department of Scientific & Industrial Research, namely:-

**1. Short-title, commencement and application:-**

(1) These rules may be called the Department of Scientific & Industrial Research   Group ‘A’ Gazetted Posts (non-ministerial, scientific and technical) Rules, 2024.

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

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

(a) “field experience” means and includes the following for the purpose of Revised Flexible Complementing Scheme promotions:-

1. Formulating Schemes/projects & implementation requiring application of Scientific/Technical/Technological Knowledge, monitoring of their performance; and delivery of services to the industry would constitute field experience for the purpose of the Scheme.
2. Working experience in scientific laboratories or Industries or institutes,, period spent on doctoral or post-doctoral degrees in basic research after joining an organization, etc.;
3. Working experience in scientific laboratories or Industries or institutes,, period spent on doctoral or post-doctoral degrees in applied research after joining an organization, etc.;
4. Working experience in experimental development for application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services, provided such work is not of routine use of scientific knowledge but involves application of scientific knowledge for creation of new innovative systems, practices, models;
5. Working experience in research and development laboratories, Industries and institutions, scientific projects being operated in mission mode, working on international collaboration research and development projects etc.

(b) “managerial capacity” means ability to manage and co-ordinate science and technology related activities at a senior level with clear understanding of issues involved in putting together quality science and technology programmes and ability to provide direction and guidance to subordinates and ability to groom them to take up higher level of responsibility;

(c) “research and development experience” means and includes the following for the purposes of schedule recruitment or deputation etc.:-

1. Working experience in scientific laboratories or Industries or institutes, period spent on doctoral or post-doctoral degrees in basic research.
2. Working experience in scientific laboratories or Industries or institutes, period spent on doctoral or post- doctoral degrees in applied research.
3. Working experience in experimental development for application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services, provided such work is not of routine use of scientific knowledge but in application of scientific knowledge for creation of new innovative systems, practices, models.
4. Working experience in research and development laboratories or Industries or institutes, and institutions, scientific projects being operated in mission mode, working on international collaboration research and development projects etc.
5. Full time working experience in specific research and development projects or doing any post doctoral research project in any Institute or University as evidenced by certification by such Institute or University and publication or research work in journals of repute.

(d) ”Modified Assured Career Progression Scheme" means Scheme as notified by the Department of Personnel and Training vide OM. No. 35034/3/2015-Estt.(D) dated 22nd October, 2019, as amended from time to time,

(e) "Scientists" means persons who:-

(a) Possess academic qualification of at least Master's Degree in Physical, Chemical, Biological, Earth-atmospheric and Environmental, Agricultural, Mathematical, Computational and Information Sciences from a recognized university or institute.

OR

Bachelor's Degree in Engineering or Technology or Bio-Technology or Medicine or Veterinary Sciences or Pharmacy (four years degree course after 10+2 Science) from a recognized university or institute.

(b) Hold scientific posts.

(f) "scientific post" means a post in which the incumbent is a Scientist or Engineer working in a scientific institution/ organization declared as Scientific Department/Organization and who is engaged in creating new scientific knowledge or innovative engineering, technological or medical techniques of which is involved predominantly in professional research work and development;

(g) "Scientific activities or services" means and includes the following namely:-

1. Formulating Schemes/projects & implementation requiring application of Scientific/Technical/Technological Knowledge, monitoring of their performance; and delivery of services to the industry.
2. Applied research, that is to say, original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective, working in scientific Laboratories or Industries or institutes, or institutions, period spent on doctoral or post-doctoral degrees in applied research.
3. fundamental or basic research, that is to say original investigation to gain new scientific knowledge, not necessarily directed towards any specific practical aim or application; working in scientific laboratories or Industries or institutes, or institute period spent on doctoral or post-doctoral degrees in basic research
4. experimental development, that is to say, application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services; field experience that depends on the work profile of the Department.

**Explanation:-** For the purposes of this clause, it is clarified that the work relating to experimental development shall not be of routine use of scientific knowledge but shall involve application of scientific knowledge for creation of new innovative systems, practices and models.

1. scientific and technical activities which are directly linked to research and development in terms of promoting the scientific activities and services, such as working in Research and Development laboratories, Industries and institutions, scientific projects being operated in mission mode, working on international collaboration Research and Development projects etc.;

(h) "Schedule" means a Schedule appended to these rules.

(i) "Central Government means Government of India in the Department of Scientific & Industrial Research.

**3. Number of posts, classification, pay band and Level in the pay matrix as per 7th CPC:–**

(1) The number of posts, their classification, pay scale or pay level in Pay Matrix (Scale of pay) as per 7th Central Pay Commission attached thereto shall be as specified under:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Sl. No. | Name of Post | Classification | Number of posts | Levels in the Pay Matrix (Scale of Pay) |
| (i) | Scientist ‘B’ | General Central Service, Group ‘A’ Gazetted (Non-Ministerial, Scientific and Technical) | 4\* | Level-10 (56100-177500) |
| (ii) | Scientist ‘C’ | 18\* | Level-11 (67700-208700) |
| (iii) | Scientist ‘D’ | 8\* | Level-12 (78800-209200) |
| (iv) | Scientist ‘E’ | - | Level-13 (123100-215900) |
| (v) | Scientist ‘F’ | 2\* | Level-13A (131100-216600) |
| (vi) | Scientist ‘G’ | - | Level-14 (144200-218200) |
|  | Total |  | 32 |  |

\* Subject to variation in number of posts changed/ reduced by the Government of India from time to time

(2) Total number of sanctioned posts from Scientist 'B', Scientist ‘C’, Scientist ‘D’, Scientist ‘E’, Scientist ‘F’ and Scientist ‘G’ shall be 32 subject to creation or abolition of posts by the competent authority from time to time.

Provided that there shall be complete interchangeability between the posts at these levels on account of promotion/upgradation under Revised Flexible Complementing Scheme (RFCS) subject to condition that total number of posts of Scientist ‘B’ to Scientist ‘G' taken together shall not exceed the total sanctioned strength.

**4. Method of Recruitment:–**

(1) The posts of Scientist ‘B' shall be non-selection posts and the posts of Scientist ‘C’, Scientist ‘D’ and Scientist ‘F’ shall be selection posts.

(2) The posts shall be exempted from the purview of the Union Public Service Commission for the purpose of recruitment, except for filling of Scientist ‘B’ posts through promotion and deputation.

(3) Recruitment for the posts of Scientist 'B' shall be made by promotion and deputation failing which by direct recruitment as specified in Schedule I.

(4) Recruitment for the posts of Scientist ‘C’, Scientist ‘D’ and Scientist ‘F’ shall be made by promotion/upgradation under Revised Flexible Complementing Scheme (RFCS) and deputation (including short term contract) failing which by direct recruitment as specified in Schedule I.

(5) Particular discipline or field of essential educational qualifications and experience for each post or in each case shall be decided by the Central Govt. keeping in view the availability of Scientists in different fields and further requirement of Scientist in a particular field.

(6) Ex-Servicemen may be recruited on re-employment basis in accordance with the orders issued by the Central Government from time to time.

**5. Promotion**/upgradation**:–** Promotions/upgradation of Scientists shall be governed by the provisions of the Revised Flexible Complementing Scheme (RFCS) as specified in Schedule II and as amended by the Department of Personnel and Training from time to time.

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

**7. Probation:–**

(1) The period of probation for Scientists appointed to the grade of Scientist ‘B’, either by direct recruitment or by promotion from Group ‘B’ scale, shall be two years. The period of probation shall be two years for Scientists appointed to the grade of Scientist ‘C’ by direct recruitment and one year for Scientists appointed to the grade of Scientist ‘D’ and above by direct recruitment.

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

(2) On completion of the period of probation or any extension thereof, Scientists shall, if considered fit for permanent appointment, be retained in their appointments on regular basis and be confirmed against the available substantive vacancies.

(3) If, during the period of probation or any extension thereof, as the case may be, the Central Government is of the opinion that a Scientist is not fit for permanent appointment, the Central Government may discharge or revert the Scientist to the post held by him prior to his appointment in the service, as the case may be.

(4) During the period of probation, or any extension thereof, Scientists may be required by Government to undergo such courses of training and instructions and to pass examinations and tests (including examination in Hindi) as Government may deem fit, as a condition to satisfactory completion of the probation.

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

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

1. Secretary, Department of Scientific & Industrial Research (DSIR)             - Chairman

2. Joint Secretary (Administration), DSIR                                                 - Member

3. Head of Division in which Scientist concerned is working or have worked - Member

**9. Appointing Authority:–** In the case of Scientist ‘B’, Scientist ‘C’, Scientist ‘D’, Scientist ‘E’ and Scientist ‘F’, the appointing authority will be Minister-in-charge and in the case of Scientist ‘G’, appointing authority will be the Appointments Committee of the Cabinet (ACC).

**10. Disqualification:–** No person,

(a) who has entered into, or contracted a marriage with a person having a spouse living or

(b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to any of 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 the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

**11. Liability of officers to serve in India and outside.–** The Scientists appointed to any posts under these rules shall be liable to serve anywhere in India and outside.

**12. Training Courses.–** (1) Scientists appointed shall be liable to undergo such training, and be detailed on courses of instruction in India or abroad as the Central Government may decide from time to time.

(2) The course shall include acquiring working knowledge of Hindi, as per standard’s prescribed by the Central Government from time to time.

(3) Successful completion of certain training courses like foundation course for newly recruited Scientist ‘B' and Scientist ‘C’, as prescribed by Central Government, would be necessary for completion of probation period and consideration for ~~FCS~~ promotions/upgradation under RFCS.

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

**13. Classification of posts for the purposes of medical standards–** All posts under these rules 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 Services.

**14. Power to relax.–** Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order for reasons to be recorded in writing and in consultation with Department of Personnel & Training and in matters where consultation with Union Public Service Commission is necessary, in consultation with Department of Personnel & Training and Union Public Service Commission relax any of the provisions of these rules with respect to any class or category of persons.

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

**SCHEDULE I**

**Recruitment for the post of Scientist ‘B’ [see rule 4(3)]**

**1.** Educational and other qualifications required for direct recruits:-

(a) Essential:

Master's Degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/ Agricultural Sciences from a recognized University or Institute.

OR

Bachelor's Degree in Engineering/ Technology/ Bio-Technology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum four years degree course) from a recognized University or Institute.

(b) Desirable:

(i) Doctorate Degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/ Agricultural Sciences from a recognized University or Institute.

OR

Master’s Degree in Engineering/ Technology/ Bio-Technology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (after completion of minimum four years degree course and after 10+2 Science) from a recognized University or Institute.

(ii) Specialized experience in Research and Development or Industrial or Academic Institutional or Science and Technology Organizations and scientific activities and services.

**Note:** Period spent on acquiring essential qualifications shall not count towards experience. However, period spent on obtaining doctorate degree from a recognized University or Institution subject to a maximum of two years or period spent on Post Doctorate research in a University or research Institute as evidenced by certification by such University or Institute and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.

**2.** Age limit for direct recruits.

The upper age limit for direct recruitment shall not exceed 35 years.

(Relaxable for Government servants up to five years in accordance with the orders issued by the Central Government)

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

**3.** In case of recruitment by promotion and deputation (including short term contract), grades from which the deputation (including short term contract) to be made

**Promotion:**

Junior Analyst (Technical) with three years' regular service in the parent cadre or department.

**Note:** Where juniors who have completed their qualifying or eligibility service are being considered for promotion their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed probation period for promotion to the next higher grade along with their junior who have already completed such qualifying or eligibility service.

**Deputation failing which by Direct Recruitment:**

(a) Scientists or Technologists working in the Central Government of State Governments or Universities or recognized research Institutions or Semi Government or Statutory or Autonomous Organizations in India or abroad

(i) Holding analogous post on a regular basis, or

(ii) Scientists or Technologists or Junior Analysts with two years' service in the grade rendered after appointment thereto on regular basis in the 7th CPC Pay Matrix Level-8, Rs. 47,600-1,51,100 or equivalent or

(iii) Scientists or Technologists or Junior Analysts with three years’ service in the grade rendered after appointment thereto on regular basis in the 7th CPC Pay Matrix Level-7, Rs.44,900-1,42,400or equivalent and

(b) Possessing the educational qualifications and experience prescribed for direct recruits in serial number 1(a) above.

**Note 1:** The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in same or some other organization or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year to year basis, subject to a maximum of seven years with the approval of the competent authority.

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

**Note 3:** The maximum age limit for appointment by deputation shall not exceed 56 years as on the closing date of receipt of application.

**4.** Screening and selection process (applicable for both direct recruitment and on deputation):- The screening and selection process shall be as prescribed by Central Government. The composition of the eligibility Committee Screening-cum-short listing Committee and Interview Board etc. shall be prescribed by Central Government. However, majority of the members in the Screening-cum-short listing Committee and Interview Board, including the Chairman shall be from outside the Department of Scientific and Industrial Research. If considered, necessary, the screening process shall include written test, to be conducted by the Central Government directly or through any Central Government agency or organization having experience and expertise in the area.

**5. The Departmental Promotion Committee (for consideration of promotion/deputation) consists of:-**

1. Chairman or Member, Union Public Service Commission                            -Chairman

2. Joint Secretary (Admn), Department of Scientific & Industrial Research      -Member

3. Scientist 'F’ or Scientist ‘G’, Department of Scientific & Industrial Research -Member

(to be nominated by Secretary, Department of Scientific & Industrial Research)

**6. Consultation with Union Public Service Commission:-** Consultation with Union Public Service Commission is necessary for recruitment by promotion and on deputation.

**Recruitment for the post of Scientist ‘C’, Scientist ‘D’ and Scientist ‘F’ [see rule 4(4)]**

**7. Recruitment for the post of Scientist ‘C’:**

**(A)** **Direct Recruitment:**

**Educational and other qualifications required for direct recruits:–**

**(a) Essential:**

1. Master's Degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/ Agricultural Sciences from a recognized University or Institute.

OR

Bachelor's Degree in Engineering/ Technology/ Bio-Technology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum four years degree course) from a recognized University or Institute.

1. Four years’ experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organization and scientific activities and services.

**(b) Desirable:**

1. Doctorate Degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/ Agricultural Sciences from a recognized University or Institute.

OR

Master's Degree in Engineering/ Technology/ Bio-Technology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (after completion of minimum four years degree course and after 10+2 Science) from a recognized University or Institute.

**Note:** Period spent on acquiring essential qualifications shall not count towards experience. However, period spent on acquiring doctorate degree from a recognized University or Institute in cases where doctorate degree a not an essential qualification, subject to a maximum of two years, and period spent on post doctorate research in a University or research Institute as evidenced by certification by such University or Institute and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.

**(B) Promotion/Upgradation:** Promotion/Upgradation shall be governed by the provisions of the Revised Flexible Complementing Scheme (RFCS) as specified in Schedule II and as amended by the Department of Personnel and Training from time to time.

**(C) Deputation:** In case of recruitment by deputation, grades from which deputation (including short term contract) to be made:

Scientists or Technologists working in the Central Government or State Governments or Universities or recognized research Institutions or Semi Government or Statutory or Autonomous organizations in India or abroad

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

(ii) with five years’ service in the grade rendered after appointment thereto on regular basis in the Pay Matrix-10, Rs. 56,100-1,77,500 or equivalent; and

(b) Possessing the educational qualifications and experience prescribed for direct recruits under serial number 7(A)(a) above.

**Note 1:** The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in same or some other Organizations or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year to year basis, subject to a maximum of seven years with the approval of the competent authority

**Note 2:** Departmental candidates in the feeder category, who are in the direct line of promotion/upgradation under Revised Flexible Complementing Scheme (RFCS), shall not be eligible for consideration for appointment on deputation except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationist shall not be eligible for consideration for promotions under RFCS.

**Note 3:** The maximum age limit for appointment by deputation shall not exceed 56 years as on the closing date of receipt of application.

**8.** **Recruitment for the post of Scientist ‘D’:**

**(A)** **Direct Recruitment:**

**Educational and other qualifications required for direct recruits:–**

**(a) Essential:**

1. Master's Degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/ Agricultural Sciences from a recognized University or Institute.

OR

Bachelor's Degree in Engineering/ Technology/ Bio-Technology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum four years degree course) from a recognized University or Institute.

1. Eight years’ experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organization and scientific activities and services.

**(b) Desirable**:

1. Doctorate Degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/ Agricultural Sciences from a recognized University or Institute.

OR

Master's Degree in Engineering/ Technology/ Bio-Technology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (after completion of minimum four years degree course and after 10+2 Science) from a recognized University or Institute.

**Note:** Period spent on acquiring essential qualifications shall not count towards experience. However, Period spent on acquiring doctorate degree from a recognized University or Institute in cases where doctorate degree is not a essential qualification, subject to a maximum of two years, and period spent on post doctorate research in a University or research Institute as evidenced by certification by such University or Institute and publication of research work in journal of repute, subject to maximum of two years, shall be counted as experience.

**(B) Promotion/Upgradation:** Promotion/Upgradation shall be governed by the provisions of the Revised Flexible Complementing Scheme (RFCS) as specified in Schedule II and as amended by the Department of Personnel and Training from time to time.

**(C) Deputation:** In case of recruitment by deputation, grades from which deputation (including short term contract) to be made:

Scientist or Technologists working in the central Government of State Government or University or recognized research Institutions or Semi Government or Statutory or Autonomous organizations in India or abroad:

(a)  (i) holding analogous post on regular basis, or

(ii) With five years’ service in the grade rendered after appointment thereto on regular basis in the Pay Level-11, Rs. 67,700-2,08,700 or equivalent; and

(b) Possessing the educational qualifications and experience prescribed for direct recruits under serial number 8(A)(a) above.

**Note 1:** The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in same or some other Organizations or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year to year basis, subject to a maximum of seven years with the approval of the competent authority.

**Note 2:** Departmental candidates in the feeder category, who are in the direct line of promotion/upgradation under Revised Flexible Complementing Scheme (RFCS), shall not be eligible for consideration for appointment on deputation except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationist shall not be eligible for consideration for promotions under RFCS.

**Note 3:** The maximum age limit for appointment by deputation shall not exceed 56 years as receipt of application.

**9.** **Recruitment for the post of Scientist ‘F’:**

**(A)** **Direct Recruitment:**

**Educational and other qualifications required for direct recruits:–**

**(a) Essential:**

1. Doctorate degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/ Agricultural Sciences from a recognized University or Institute.

OR

Master’s Degree in Engineering/ Technology/ Bio-Technology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum four years degree course) from a recognized University or Institute.

1. Twelve years’ experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organization and scientific activities and services.

**(b) Desirable:**

Post Doctorate research in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/ Agricultural Sciences from a recognized University or Institute.

OR

Doctorate Degree in Engineering/ Technology/ Bio-Technology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (after completion of minimum four years degree course and after 10+2 Science) from a recognized University or Institute.

**Note:** Period spent on acquiring essential qualifications shall not count towards experience. However, period spent on post doctorate research in a University or research Institute as evidenced by certification by such University or Institute and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.

**(B) Promotion/Upgradation:** Promotion/Upgradation shall be governed by the provisions of the Revised Flexible Complementing Scheme (RFCS) as specified in Schedule II and as amended by the Department of Personnel and Training from time to time.

**(C) Deputation:** In case of recruitment by deputation, grades from which deputation (including short term contract) to be made:

Scientists or Technologists working in the Central Government of State Governments or Universities or recognized research Institutions or Semi Government or Statutory or Autonomous organizations in India or abroad.

* 1. (i) holding analogous post on regular basis, or

        (ii) with two years' service in the grade rendered after appointment thereto on regular basis in the Pay Matrix-13, Rs. 1,23,100-2,15,900 in the parent cadre or department, or

        (iii) with seven years' service in the grade rendered after appointment thereto on regular basis in the Pay Matrix-12, Rs. 78,800-2,09,200 in the parent cadre or department, and

(b) Possessing the educational qualifications and experience prescribed for direct recruits under serial number 9(A)(a) above.

**Note 1:** The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in same or some other Organizations or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year to year basis, subject to a maximum of seven years with the approval of the competent authority.

**Note 2:** Departmental candidates in the feeder category, who are in the direct line of promotion/upgradation under Revised Flexible Complementing Scheme (RFCS), shall not be eligible for consideration for appointment on deputation except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationist shall not be eligible for consideration for promotions under RFCS.

**Note 3:** The maximum age limit for appointment by deputation shall not exceed 56 years as on the closing date of receipt of application.

**10.** Age limit for direct recruits:-

The upper age limit for direct recruits in each category of posts shall be as under:

|  |  |  |
| --- | --- | --- |
| Sl. No. | Name of Post | Age limit |
| 1. | Scientist ‘B’ | 35 years |
| 2. | Scientist ‘C’ | 35 years |
| 3. | Scientist ‘D’ | 40 years |
| 4. | Scientist ‘F’ | 50 years |

(Relaxable for Government servants up to five years in accordance with the orders issued by the Central Government)

**Note 1:** The crucial date for determining the age limit shall be the closing date for receipt of application from candidates and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Union Territories of Ladakh; Jammu and Kashmir; Andaman and Nicobar Islands; and Lakshadweep.

**11.** Screening and selection process (applicable for both direct recruitment and on deputation):- The screening and selection process shall be as prescribed by Central Government. The composition of the eligibility Committee Screening-cum-short listing Committee and Interview Board etc. shall be prescribed by Central Government. However, majority of the members in the Screening-cum-short listing Committee and Interview Board, including the Chairman shall be from outside the Department of Scientific and Industrial Research. If considered, necessary, the screening process shall include written test, to be conducted by the Central Government directly or through any Central Government agency or organization having experience and expertise in the area.

**SCHEDULE II**

**Revised Flexible Complementing Scheme (See Rule 5)**

1. The Revised Flexible Complementing Scheme (RFCS) is a promotion/upgradation scheme for Scientist for which criteria shall be proven merit and records of research. The assessment norms for promotion under RFCS shall be rigorous. Due emphasis shall be laid on evaluation of professional contribution and technical knowledge to ensure that only Scientists having to their credit demonstrable achievements or higher level of technical merit are recommended. Scientists recommended shall not only possess the requisite qualifications, but, should also be engaged in Scientific and innovative activities as distinct from the mere applicable to technical knowledge and further, the function discharged by them are relatable or identifiable to their academic specialization.

2. Scientists or Technical experts doing management or administrative work in the Ministries shall not be considered for promotions/upgradation under RFCS. However, they shall be given benefit of upgradation under the Modified Assured Career Progression Scheme (MACP).

3. The Scientists appointed on deputation or contract shall not be eligible for Revised Flexible Complementing Scheme promotions/upgradation (RFCS). Only regular Scientists of the Department of Scientific & Industrial Research shall be eligible for RFCS promotion/upgradation.

4. There shall be no retrospective promotions/upgradation under RFCS. The promotions/upgradation under RFCS shall be effective from the date these are approved by the appointing authority.

5. The promotions/upgradation under RFCS shall be limited to posts carrying Pay Matrix-14 or lower.

6. The promotion/upgradation under RFCS shall be applicable only to those Scientists and Technologists who hold scientific posts and are engaged in scientific activities and services as defined or specified in these rules.

7. All the posts covered under RFCS shall carry the following uniform Levels in the pay matrix, designation and the minimum residency period linked to performance as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| Sl. No. | Level in the Pay Matrix | Designation | Minimum Residency period linked to performance |
| 1. | Pay Matrix Level-10 | Scientist ‘B’ | - |
| 2. | Pay Matrix Level-11 | Scientist ‘C’ | 3 years as Scientist ‘B’ |
| 3. | Pay Matrix Level-12 | Scientist ‘D’ | 4 years as Scientist ‘C’ |
| 4. | Pay Matrix Level-13 | Scientist ‘E’ | 4 years as Scientist ‘D’ |
| 5. | Pay Matrix Level-13A | Scientist ‘F’ | 5 years as Scientist ‘E’ |
| 6. | Pay Matrix Level-14 | Scientist ‘G’ | 5 years as Scientist ‘F’ |

**8.**

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

1. The period spent on deputation/Foreign service to another scientific post, which helps a scientist to acquire scientific experience in a diverse set up.
2. Period of study leave/any other Leave taken for academic accomplishments to improve scientific knowledge.
3. Maternity Leave sanctioned as per Leave Rules.
4. Leave of a maximum period of one year sanctioned in continuation of maternity leave as per Leave Rules.
5. Earned leave for a total period not exceeding 180 days (for 3 years residency period), 210 days (for 4 years residency period), 240 days (for 5 years residency period) sanctioned as per Leave Rules.
6. Child Care Leave sanctioned as per Rules.

8.2 The period spent on deputation or Foreign Service to a non-scientific post and the period of leave including leave on medical grounds, extraordinary leave etc. availed on personal grounds shall not count towards the minimum residency period.

9. The regular services rendered, excluding ad-hoc service, non-qualifying service, in a post shall count for the purpose of review for promotion/upgradation to the next higher grade under RFCS.

10. The Annual Work Report (AWR) & the Annual performance Appraisal Report (APAR) as prescribed by DoPT vide O.M. No. AB-14017/41/2013-PP(RR) dated 13th March, 2024 and as amended from time to time, shall be filled mandatorily on an annual basis.

11. The exceptionally meritorious category:- Based on assessment parameters and the recommendation by the Internal Screening Committee, not more than 10 percent of the Scientists may be granted relaxation in the residency period by the Departmental Peer Review Committee for all levels, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in the entire career.

12. Field experience in research and development and experience in implementation of such scientific projects compulsory for promotion/upgradation of Scientists recruited to the posts in the Secretariat of the Scientific Ministries or Departments to higher grades under RFCS.

13. Field experience of at least two years and five years respectively shall be essential for promotion/upgradation to Scientist ‘F’ and Scientist 'G' grades respectively.

14. The criteria for field experience for different scientific activities have been elaborated under Scientific Activities and Services Rule. To meet this requirement, existing Scientists at Headquarters shall be considered for appointment on deputation basis to the scientific laboratories or Industries or institutes, or universities or other relevant scientific activities.

15. The period spent on acquiring essential qualifications prescribed for direct recruits shall not count towards experience. However, period spent on acquiring doctorate degree from a recognized University or Institute in cases where doctorate degree is not an essential qualification, subject to a maximum of two years, and period spent on post doctorate research in a University or research Institute, as evidenced by certification by such University or Institute and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.

16. The eligible Scientist shall be given three chances for assessment for RFCS for the next grade. In case a Scientist does not qualify under RFCS for three successive years or chances for promotion/upgradation to next higher grade, he shall be covered under the Modified Assured Career Progression Scheme according to the provisions of the same.

17. Scientists/Technical experts doing management/ administrative work in the Department shall not be considered for under the scheme, they shall only be given benefit of upgradation under MACP.

18. Broad assessment process:-

(a)  The process for promotions/upgradation under RFCS shall be as prescribed by the Central Government in accordance with the RFCS guidelines issued by DoPT from time to time.

(b)  The process for assessment for RFCS promotions/upgradation shall be undertaken twice a year, as on 1st of January and 1st of July every year. The process shall be initiated at least 3 months in advance.

(c)  Cases of those Scientists who have completed or will complete the minimum residency period as on the cut off dates of assessment viz. 1st January or 1st July, as the case may be, and have earned or will earn number of annual ACRS/APARs equal to or more than the number of years of minimum residency period for the period of preceding the cut off dates of assessment, shall be considered for RFCS assessment.

19. There shall be two levels of assessment under the Scheme namely Level-1 Screening (Internal Screening Committee) and Level-2 Screening (Assessment Board/Department Peer Review Committee).

20. **Level-1 Screening (Internal Screening Committee):-** An internal screening committee shall be constituted by the Department for evaluation of annual work reports vis-à-vis the criteria for promotion/upgradation under the scheme. An external member, from the Departments of Atomic Energy, Space or DRDO, shall be co-opted in the selection process. The Internal Screening Committee would report on the scientific content of work done by the Scientists who meet the benchmark of ‘Good’ for Scientist ‘C’ and ‘Very Good’ for Scientist ‘D’ and above. The Internal Screening Committee would submit their recommendation in Part C of the AWR reporting format alongwith comparable parameters for consideration in Level-2 Screening.

21. **Level-2 Screening (Assessment Board / Departmental Peer Review Committee):**

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

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

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

(d) Field experience in research and development and/or experience in implementation of such scientific projects is compulsory for promotion/upgradation of scientists recruited to the posts in the Secretariat of the Department to higher grades under the Scheme. Field experience of at least two years and five years respectively will be essential for promotion/upgradation to Scientist ‘F’ and Scientist ‘G’ grades respectively. The criteria for field experience for different scientific activities have been elaborated under Scientific Activities and Services in the DoPT O.M. No. AB-14017/41/2013-PP(RR) dated 13th March, 2024.

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

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

22. The Revised Flexible Complementing Scheme (RFCS) for Scientists issued by DoPT vide O.M. No. AB-14017/41/2013-PP(RR) dated 13th March, 2024, shall be applicable.