

**THE GAZETTE OF INDIA, EXTRAORDINARY**  
**PART-II, Section 3, Sub-section (I)**  
**PUBLISHED BY AUTHORITY**  
**MINISTRY OF SCIENCE AND TECHNOLOGY**  
**(Department of Biotechnology)**  
**NOTIFICATION**

New Delhi, the 22<sup>nd</sup> November, 2001

G.S.R. No. 862(E) - In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Department of Biotechnology Group 'A' Gazetted Posts (Non-Ministerial, Scientific and Technical) Recruitment Rules, 1989, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules for regulating the method of recruitment/ promotion to the Group 'A' scientific posts in the Department of Biotechnology, namely :-

1. **Short title and commencement.** - (1) These rules may be called the Department of Biotechnology, Group 'A', Gazetted Posts (Non-Ministerial and Scientific) Recruitment Rules, 2001.  
(2) They shall come into force on the date of their publication in the Official Gazette.  
(3) They shall apply to the posts specified in Annexure-I to these rules.
2. **Definitions.-** In these rules, unless the context otherwise requires,-
  - (a) "Annexure" means annexures appended with these rules;
  - (b) "Department" means the Department of Biotechnology;
  - (c) "controlling authority" means the Secretary in the Department of Biotechnology;
  - (d) "candidate" means the person who is eligible for consideration for any of the posts specified in the annexures;
  - (e) "age" means the upper age limit as specified in Annexure-II;
  - (f) "competent authority" means the authority specified by the Central Government as such, from time to time.
3. **Number of posts, classification and scales of pay.-** The number of posts, their classification and the scales of pay attached thereto shall be as specified in Annexure-I.
4. **Recruitment norms.-**
  - (1) The minimum educational qualifications for all the posts shall be as specified in Annexure-II and the specific area of biotechnology, as may be required, for the posts concerned shall be decided by the controlling authority before the posts are advertised.
  - (2) The experience specified in Annexure-II shall be the experience acquired by the candidate after obtaining the minimum educational qualifications required for the post.
  - (3) The experience for the posts of the level of Scientist F and above shall be of a senior level Scientist capable of independently handling science and technology programmes.

- (4) The exact nature of experience in the required area of biotechnology shall be indicated in the advertisement for the relevant post.
- (5) The requirement as regards experience is relaxable at the discretion of the controlling authority in the case of candidates otherwise well qualified.
- (6) The requirement as regards experience is also relaxable at the discretion of the controlling authority in the case of the Scheduled Castes and the Scheduled Tribes candidates, if, at any stage of selection, the controlling authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.
- (7) The recruitment shall be made by either of the following modes that is by direct recruitment or absorption or deputation or Search-cum-selection and the particular method of recruitment for each vacancy shall be decided by the controlling authority in the light of the educational qualifications and the experience required for the post before advertising the vacancy.
- (8) Any recruitment by the methods specified under this rule, shall be made on the recommendations of the Committees specified in sub-rules (1) and (2) of rule 11, as the case may be.
- (9) The Committees shall make their recommendations on the basis of the interview held and the evaluation of the past performance of the candidates.
- (10) The recommendations of the Committees as specified in sub-rules (1), (2) and (5) of rule 11 shall be effective from the date on which the competent authority approves the recommendations.

5. **Age limit for direct recruits.-** (1) The upper age limit for direct recruitment in each category of posts shall be as specified in Annexure-II:  
Provided that there shall be no upper age limit in respect of the scientists already working on regular basis in the Department.
- (2) The upper age limit in respect of the Scheduled Castes, the Scheduled Tribes, the Ex-Servicemen, and the other special categories of persons shall be relaxable in accordance with the orders issued by the Central Government from time to time in this regard.
- (3) The controlling authority may relax the upper age limit for all categories of posts in case of highly experienced candidates in specialised areas of biotechnology.

Note : The date for determining the upper age limit shall be the closing date for the receipt of applications.

6. **Direct recruitment.-**

- (1) The candidates possessing the educational qualifications and experience as specified in Annexure-II shall be eligible for direct recruitment and the recruitment shall be made in the manner specified in sub-rules (8) and (9) of rule 4.
- (2) If a departmental candidate is selected for appointment to any of the posts by direct recruitment, the post shall be considered to be filled by direct recruitment.
- (3) The selected candidates shall be on probation for a period of two years, extendable twice by a further period of a maximum of 6 months on each occasion.

- (4) The confirmation of the scientists shall be considered by the Departmental Promotion Committee specified in sub-rule (5) of rule 11.
- (5) A direct recruit may be given, in a deserving case, to be so recorded by the Expert Selection Committee, a higher initial start than the minimum of the scale of the post to which he is appointed:  
Provided that, such an initial start shall not exceed five advance increments over the minimum of the scale.

7. **Absorption.-** The candidates from other Ministries or Departments of the Central Government, State Governments, Universities, Public sector undertakings and Government-funded research organisations or institutions may be recruited on absorption basis in the manner specified in sub rules (8) and (9) of rule 4, and subject to fulfilment of the following conditions namely:-

- (i) the candidate possesses minimum educational qualifications and experience as specified in Annexure-II, and
- (ii) the candidate holds a post analogous to the post applied for.

8. **Deputation.-**

- (1) The candidates from other Ministries or Departments of the Central Government, State Governments, Universities, Public sector undertakings and Government-funded research organisations or institutions may be taken on deputation basis in the manner specified in sub-rules (8) and (9) of rule 4 and subject to fulfilment of the following conditions, namely :-
  - (i) the candidate possesses minimum educational qualifications and experience as specified in Annexure-II, and
  - (ii) the candidate holds a post analogous to the post applied for or has worked for at least five years on the immediate lower post.
- (2) The period of deputation including the 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 ordinarily be three years which may be extended further with the approval of the competent authority.
- (3) The departmental candidates 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 posts for which they are not the feeder grade officers.
- (4) The vacancies caused on account of the incumbents being away on deputation or on long illness or on study leave or due to any other reason for a duration of one year or more may be filled on deputation basis from the officers of the Central Government.

9. **Search-cum-Selection.-**

- (1) The following categories of candidates shall be eligible for recruitment to the posts of the level of Scientist E and above by the Search-cum-Selection in the manner specified in the sub-rules (8) and (9) of rule 4:-
  - (i) Indian scientists working abroad in the area of biotechnology; and
  - (ii) eminent scientists in the area of biotechnology.
- (2) The candidates selected through the Search-cum-Selection shall be appointed initially for a period not exceeding two years and may be considered for appointment on a

regular basis on the recommendations of the Search-cum-Selection Committee as specified in sub-rule (2) of rule 11.

- (3) In case of scientists so recruited and later absorbed, the continuous service rendered by them, shall count for the purpose of promotion to the next higher grade.
- (4) The minimum educational qualifications and experience for candidates recruited through this process shall be the same as specified in Annexure-II, but the minimum period of experience may be relaxed upto three years in the case of candidates possessing expertise in highly specialised disciplines relating to biotechnology, provided it is so recorded in writing by the Search-cum-Selection Committee.

10. **Promotion through Flexible Complementing Scheme (in situ promotion).-**

- (1) The Flexible Complementing Scheme shall be followed in the matter of in situ promotions of the scientists in the Department, in the grades of Scientist B, Scientist C, Scientist D, Scientist E and Scientist F. The promotion under this scheme shall be personal to the scientist concerned.
- (2) If the Departmental Assessment Committee as specified in sub-rule (4) of rule 11, finds the scientists fit for promotion to the posts of Scientist C, Scientist D, Scientist E, Scientist F and Scientist G and such posts are not available within the sanctioned strength at that time, promotions may be given by upgrading the posts of Scientist B to Scientist C, Scientist C to Scientist D, Scientist D to Scientist E, Scientist E to Scientist F and Scientist F to Scientist G.
- (3) There shall be complete inter-changeability without any restriction except that the total number of incumbents shall not exceed the total number of posts of Scientist B, Scientist C, Scientist D, Scientist E, Scientist F and Scientist G put together.
- (4) The minimum residency period, i.e. the qualifying service as specified in Annexure-III, for each grade shall be required for promotion under the Flexible Complementing Scheme.
- (5) On retirement, resignation, death etc. of a scientist, the post shall revert to the lowest level at which clear vacancy exists at that time.
- (6) The assessment norms for promotion under the Flexible Complementing Scheme shall have emphasis on evaluation of scientific and technical knowledge so that only the scientists who have to their credit demonstrable achievements or higher level of technical merit are recommended for promotion.
- (7) As a one time measure, the Scientists D previously known as the Principal Scientific Officers, who were in position as such on 9.11.1998, shall continue to be considered for promotion direct to the grade of Scientist F after completion of the eligibility service of 5 years in the grade of Scientist 'D'.
- (8) The review for promotion through the Flexible Complementing Scheme shall be done twice a year, in the months of January and July every year.
- (9) The cases maturing for promotion under the Flexible Complementing Scheme during January-June of a particular year shall be taken up for review in the month of July of that year, whereas, the cases maturing for promotion under the Flexible Complementing Scheme during July-December of a particular year shall be taken up for review in the month of January of the next year and the date of promotion for those found suitable for promotion shall be the 1<sup>st</sup> January or the 1<sup>st</sup> July, as the case may be.

- (10) All scientists eligible for promotion under the Flexible Complementing Scheme shall be first screened by a Screening Committee as specified in sub-rule (3) of rule 11 on the basis of the gradings in the Annual Confidential Reports.
- (11) The Annual Confidential Reports shall be assessed on a 10-point scale giving 10 marks for “outstanding”, 8 marks for “very good”, 6 marks for “good”, 4 marks for “average”, and Zero marks for “poor” and only those scientists who secure the required percentage of marks linked to the number of years in the grade and possess the field experience as specified in Annexure-IV shall be ‘screened in’.
- (12) The exceptionally meritorious candidates with all outstanding gradings may be granted relaxation in the residency period (i.e. qualifying service), the relaxation being not more than one year on any single occasion and such a relaxation shall be limited to a maximum of two occasions in their entire career.
- (13) All scientists who are ‘screened in’ by the Screening Committee shall be called for interview by the Departmental Assessment Committee as specified in sub-rule (4) of rule 11, to assess and recommend their suitability for promotion to the higher grades under the Flexible Complementing Scheme, and the performance in the interview shall also be graded similarly on a 10-point scale and the eligibility for promotion shall be based on the same norms as specified in Annexure-IV.
- (14) There shall be no retrospective promotion.
- (15) Where an eligible scientist is not physically available for review due to his deputation or foreign service anywhere in India or abroad, his case shall be considered in the immediate review falling due on his return.
- (16) A scientist not found fit for promotion after a review by the Departmental Assessment Committee shall become eligible for the next review only after a lapse of one year from the date of such review.
- (17) The regular services rendered, excluding ad-hoc service, in a post shall count for the purpose of review for promotion to the next higher grade under the Flexible Complementing Scheme.

**11. Composition of the Committees.–**

- (1) The Expert Selection Committee, for recruitment to the posts specified in Annexure-I by direct recruitment or absorption or deputation, shall consist of the following persons, namely:-

<b>Posts</b>	<b>Composition of the Expert Selection Committee</b>
<b>1</b>	<b>2</b>
Scientist B	1. The Secretary of the Department
Scientist C	- Chairman
Scientist D	2. Two experts from outside the Department to be nominated by the
Scientist E	Secretary of the Department
Scientist F	– Members
	3. Director, Institute of Secretariat Training and Management. (Nominee
	of the Department of Personnel and Training)
	– Member
	4. Joint Secretary in-charge of Administration in the Department
	– Member

- Scientist G  
Scientist H
1. The Secretary of the Department  
- Chairman
  2. Three experts from outside the Department to be nominated by the Secretary of the Department  
- Members
  3. An officer not below the rank of Secretary from outside the Department having administrative background to be nominated by the Department of Personnel and Training  
- Member
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- (2) The Search-cum-Selection Committee, for recruitment to the posts of the level of Scientists E and above by Search-cum-Selection, shall consist of the following persons, namely:-

<b>Posts</b>	<b>Composition of the Search-cum- Selection Committee</b>
<b>1</b>	<b>2</b>
Scientist E Scientist F	<ol style="list-style-type: none"> <li>1. The Secretary of the Department - Chairman</li> <li>2. Two experts from outside the Department to be nominated by the Secretary of the Department - Members</li> <li>3. Director, Institute of Secretariat Training and Management. (Nominee of the Department of Personnel and Training) - Member</li> <li>4. Joint Secretary in-charge of Administration in the Department - Member</li> </ol>
Scientist G Scientist H	<ol style="list-style-type: none"> <li>1. The Secretary of the Department - Chairman</li> <li>2. Three experts from outside the Department to be nominated by the Secretary of the Department - Members</li> <li>3. An officer not below the rank of Secretary from outside the Department having administrative background to be nominated by the Department of Personnel and Training - Member</li> </ol>

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(3) The Screening Committee shall consist of the following persons, namely:-

<b>Posts</b>	<b>Composition of the Screening Committee</b>
<b>1</b>	<b>2</b>
For promotion of Scientist B to Scientist C	1. The Secretary of the Department or his nominee who shall not be below the rank of Joint Secretary – Chairman
For promotion of Scientist C to Scientist D	2. A nominee of the Department of Atomic Energy or Department of Space or Defence Research and Development Organisation of atleast one level above the post to which promotion is being made. – Member
For promotion of Scientist D to Scientist E	3. Joint Secretary in-charge of Administration in the Department – Member
For promotion of Scientist E to Scientist F	
For promotion of Scientist F to Scientist G	1. The Secretary of the Department - Chairman 2. A nominee of the Department of Atomic Energy or Department of Space or Defence Research and Development Organisation of atleast one level above the post to which promotion is being made. - Member 3. An officer who shall not be below the rank of Additional Secretary to be nominated by the Secretary of the Department - Member

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(4) The Departmental Assessment Committee shall consist of the following persons, namely:-

<b>Composition of the Departmental Assessment Committee</b>	
<b>1</b>	<b>2</b>
For promotion of Scientist B to Scientist C	1. The Secretary of the Department – Chairman
For promotion of Scientist C to Scientist D	2. Two experts from outside the Department to be nominated by the Secretary of the Department – Members
For promotion of Scientist D to Scientist E	3. Director, Institute of Secretariat Training and Management, (Nominee of the Department of Personnel and Training) – Member
For promotion of Scientist E to Scientist F	4. Joint Secretary in-charge of Administration in the Department – Member
For promotion of Scientist F to Scientist G	1. The Secretary of the Department – Chairman  2. Three experts from outside the Department to be nominated by the Secretary of the Department – Members  3. An officer not below the rank of Secretary from outside the Department having Administrative background to be nominated by the Department of Personnel and Training – Member

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(5) The Departmental Promotion Committee (for confirmation) shall consist of the following persons, namely:-

Posts	Composition of the Departmental Promotion Committee (for confirmation)
1	2
Scientist B Scientist C Scientist D Scientist E Scientist F	<p>1. The Secretary of the Department or his nominee who shall not be below the rank of Joint Secretary – Chairman</p> <p>2. One Scientist of the Department of atleast one level above the post to which confirmation is being made, to be nominated by the Secretary of the Department – Member</p> <p>3. Joint Secretary in-charge of Administration in the Department – Member</p>
Scientist G Scientist H	<p>1. The Secretary of the Department – Chairman</p> <p>2. Two Scientists working in the Government Departments of atleast one level above the post to which confirmation is being made, to be nominated by the Secretary of the Department – Members</p>

Note :

- (i) No person who is a recipient of grants or funding from the Department or who is closely related to such a recipient shall be invited to join the Committees.
- (ii) Where officers of the Government, autonomous bodies and Public sector undertakings are nominated as members of the Committees, they shall be at least one level above the post to which the recruitment or promotion or confirmation is being made.
- (iii) The composition of the Search-cum-Selection Committee for posts of the level of Scientist G and above shall be decided with the prior approval of the Department of Personnel and Training.

12. **Disqualifications.-** 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 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.

13. **Liability to serve in the Defence Services for recruits with engineering degree.** – Any person with a degree in engineering appointed to any of the aforesaid posts on or after the date of publication of these rules in the Official Gazette, shall, if so required, be liable to serve in any Defence Services or posts connected with the Defence of India for a period of not more than four years including the period, if any, spent on training: Provided that such person shall not be required –
- (a) to serve as aforesaid after the expiry of ten years from the date of appointment, and
  - (b) ordinarily, to serve as aforesaid after attaining the age of forty years.
14. **Liability to serve in India and outside.** –
- (1) The Scientists appointed shall be liable to serve anywhere in India and outside.
  - (2) The Scientists appointed shall be liable to undergo such training and be detailed on such courses of instruction in India or abroad as the controlling authority may decide from time to time.
  - (3) Any scientist detailed for training or course, the duration of which is six months or more or any Scientist detailed for training outside India or with private firms or factories in India, irrespective of the duration of the training, shall be required to execute a Bond to serve the Central Government for a minimum period of three years and shall be liable to refund in full the cost of the training, if, for any reason, during the training or within a period of three years after the completion of such training, he chooses to discontinue his service from the Department.
15. **Power to relax.**- Where the Central Government is of the opinion that it is necessary or expedient so to do, 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.
16. **Saving.**- Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the candidates belonging to the Scheduled Castes, the Scheduled Tribes, the Ex-Servicemen and the other special categories of persons in accordance with the Orders issued by the Central Government from time to time in this regard.
17. **Benefit of added years of service.**- The benefit of added years of service admissible under rule 30 of the Central Civil Service (Pension) Rules, 1972, as amended from time to time, shall be applicable to all the posts covered under these rules.

sd/-

(S.L.BHAT)

JOINT SECRETARY

{File No. A-11011/03/99-Estt.II}

**ANNEXURE-I**  
**(see rules 1(3), 3 and 11(1))**

Designation	Classification	Number of Posts	Scale of Pay (Rs)
1	2	3	4
Scientist B	General Central Service (Group 'A' Gazetted)	2	8000-275-13500/-
Scientist C	General Central Service (Group 'A' Gazetted)	12	10000-325-15200/-
Scientist D	General Central Service (Group 'A' Gazetted)	11	12000-375-16500/-
Scientist E	General Central Service (Group 'A' Gazetted)	*	14300-400-18300/-
Scientist F	General Central Service (Group 'A' Gazetted)	6	16400-450-20000/-
Scientist G	General Central Service (Group 'A' Gazetted)	1	18400-500-22400/-
Scientist H	General Central Service (Group 'A' Gazetted)	1	22400-525-24500/-
Total		33	

\* The grade of Scientist E has been introduced as per the modified Flexible Complementing Scheme issued by the Department of Personnel and Training vide their Office Memorandum No. 2/41/97-PIC dated 9.11.1998.

**ANNEXURE-II**  
**(see rule 2(e), 4(1), (2), 5(1), 6(1), 7, 8(1) and 9(4))**

Minimum Educational Qualifications :

(i) M.Sc. or B.V.Sc. or M.B.B.S. or B.Tech or B.E. or its equivalent degree from a recognised University.

(ii) Ph.D. or M.V.Sc. or M.Tech. or its equivalent degree from a recognised University.

Serial. Number	Name of Post	Minimum experience required for recruitment for those possessing minimum educational qualifications at (i) above	Minimum experience required for recruitment for those possessing minimum educational qualifications at (ii) above	Upper Age limit for Direct Recruitment (Except for departmental candidates)
1	2	3	4	5
1.	Scientist B	Nil	Nil	35 years
2.	Scientist C	5 years	Nil	40 years
3.	Scientist D	8 years	6 years	45 years
4.	Scientist E	10 years	8 years	45 years
5.	Scientist F	12 years	10 years	Below 50 years
6.	Scientist G	15 years	15 years	Below 50 years
7.	Scientist H	20 years	20 years	Below 50 years

**ANNEXURE-III**  
**(see rule 10 (5))**

Designation	Scale of Pay	Minimum Residency Period in the grade (i.e. the Qualifying service)
1	2	3
Scientist B	8000-275-13500/-	3 years
Scientist C	10000-325-15200/-	4 years
Scientist D	12000-375-16500/-	4 years
Scientist E	14300-400-18300/-	5 years
Scientist F	16400-450-20000/-	5 years

**ANNEXURE-IV**  
**(see rule 10(12) and (14))**

	Number of Years in the grade					
	3	4	5	6	7	8
	Minimum percentage for eligibility					
For promotion of Scientist B to Scientist C	85%	80%	70%	65%	60%	-
For promotion of Scientist C to Scientist D	-	85%	80%	75%	70%	60%
For promotion of Scientist D to Scientist E	-	85%	80%	75%	70%	60%
For promotion of Scientist E to Scientist F	-	-	85%	80%	75%	70%
For promotion of Scientist F to Scientist G	-	-	85%	80%	75%	70%

**Note :**

- (i) Field experience in research and development or experience in implementation of the scientific projects is compulsory for the promotion of scientists to the higher grades under the FCS.
- (ii) Field experience of atleast 2 years and 5 years shall be essential for promotion to Scientist F and Scientist G grades respectively.
- (iii) During the transitional period, the Committee may relax this requirement in case of meritorious candidates.