

MINISTRY OF SCIENCE AND TECHNOLOGY**(Department of Biotechnology)****NOTIFICATION**

New Delhi, the 11th May, 2012

G.S.R. 355(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 and Scientific) Recruitment Rules, 2001, 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 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', Scientific Posts) Recruitment Rules, 2012.
(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) "age" means the upper age limit as specified in the Second Schedule;
 - (b) "candidate" means the person who is eligible for consideration for any post specified in the First Schedule;
 - (c) "Department" means the Department of Biotechnology;
 - (d) "competent authority" means the authority specified by the Central Government as such, from time to time;
 - (e) "controlling authority" means the Secretary in the Department of Biotechnology;
 - (f) "post" means a post of Scientist as designated under column (1) of the First Schedule;
 - (g) "Schedule" means a Schedule appended to these rules.
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 the First Schedule.

4. Recruitment norms-

- (1) The minimum educational qualifications for a post shall be as specified in Part -I of the Second Schedule and the specific area of biotechnology, as may be required for the post concerned shall be decided by the controlling authority and indicated in the advertisement.
- (2) The experience specified in Part-II of the Second Schedule shall be the experience acquired by the candidate in research and development in industrial or academic institution or an organisation of Science and Technology, 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 decided by the controlling authority and indicated in the advertisement for the relevant post.
- (5) The recruitment shall be made either by direct recruitment or deputation or absorption or search-cum-selection basis 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 and be indicated in the advertisement.
- (6) There shall be no direct recruitment to the posts of Scientist 'B' and Scientist 'C'.
- (7) Any recruitment by any method specified under sub-rule (5), shall be made on the recommendations of the Committees specified in sub-rules (1) and (2) of rule 11, as the case may be.
- (8) The Committees referred to in sub-rule (7) shall make its recommendations on the basis of the interview held with, and the evaluation of the past performance of, the candidates.
- (9) The recommendations of the Committees as specified in sub-rules (1), (2), (4) 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 under column (4) of Table in Part-II of the Second Schedule.

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, other backward classes 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.

(4) 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 Chanba District of Himachal Pradesh, the Union territory of the Andaman and Nicobar Islands or the Union territory of Lakshadweep)

6. Direct recruitment-

- (1) The candidates possessing the educational qualifications and experience as specified in the Second Schedule shall be eligible for appointment by direct recruitment in the manner specified in sub-rules (7) and (8) of rule 4.
- (2) If a departmental candidate is selected for appointment to any post by direct recruitment, the post shall be deemed to be filled by direct recruitment.
- (3) The selected candidates shall be appointed on probation for a period of two years, extendable twice by a further period not exceeding 6 months on each occasion.
- (4) The confirmation of the candidates appointed on probation shall be considered by the Departmental Promotion Committee specified in sub-rule (5) of rule 11.
- (5) The Central Government may, on the recommendation of the Expert Selection Committee referred to sub-rule (1) of rule 11, for reasons to be recorded in writing allow a candidate appointed in direct recruitment, in a deserving case, a higher initial start than the minimum of the pay 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 pay scale.

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

- (i) the candidate possesses minimum educational qualifications and experience as specified in the Second Schedule, and
- (ii) the candidate holds a post analogous to the post applied for, on regular basis in the parent cadre or Department.

8. **Deputation-**

- (1) The candidates from other Ministries or Departments of the Central Government, State Governments, Universities, public sector undertakings and research organisations or institutions funded by the Government may be appointed on deputation basis in the manner specified in sub-rules (7) and (8) of rule 4 and subject to fulfillment of the following conditions, namely :-
 - (i) the candidate possesses minimum educational qualifications and experience as specified in the Second Schedule; 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 on regular basis in the parent cadre or Department.
- (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 for a further period of two years 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.
- (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 up on deputation basis from the officers of the Central Government in accordance with the provisions of this rule.

9. Search-cum-Selection-

- (1) The following categories of candidates shall be eligible for appointment to the posts of the level of Scientist E and above by the Search-cum-Selection basis in the manner specified in the sub-rules (7) and (8) of rule 4 from amongst following scientists, namely:-
 - (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 basis 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 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 for appointment through search-cum-selection basis shall be the same as specified in the Second Schedule.
- (5) 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, for reasons to be 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 C, Scientist D, Scientist E and Scientist F, which shall be personal to the scientist concerned.
- (2) If the Departmental Assessment Committee or Departmental Peer Review Committee specified in sub-rule (4) or (5) of rule 11, as the case may be, finds the scientists fit for promotion to the posts of Scientist D or Scientist E or Scientist F or Scientist G, as the case may be, and such post is not available within the sanctioned strength at that time, the promotion may be given by upgrading the post of 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 inter-changeability without any restriction subject to condition that the total number of incumbents shall not exceed the total number of posts of Scientist C, Scientist D, Scientist E, Scientist F and Scientist G put together.
- (4) The minimum residency period (the qualifying service) as specified in the Third Schedule, for each grade shall be required for promotion under the Flexible Complementing Scheme.
- (5) On vacancy of a post by retirement or resignation or death or otherwise of a scientist, the post shall revert to the lowest level at which clear vacancy exists at that time.
- (6) The review for promotion through the Flexible Complementing Scheme shall be done twice in a year.
- (7) The cases maturing for promotion under the Flexible Complementing Scheme **during January to June** of a year shall be taken up for review in the month of **July** of that year and the cases maturing for promotion during July to December of a year shall be taken up for review in the month of January of the next year.
- (8) The date of promotion for those found suitable for promotion shall be **the date on which the competent authority approves the promotion.**
- (9) All scientists eligible for promotion under the Flexible Complementing Scheme shall fill up the Annual Work Report format (Part-A) specified under the Fourth Schedule alongwith the Annual Confidential Report and would get reported upon by the Reporting Officer.
- (10) All scientists eligible for promotion under the Flexible Complementary Scheme and who meet the benchmark of 'Good' for Scientist 'C' and 'Very Good' for Scientist 'D' and above would be screened by the Internal Screening Committee to be constituted by the Department co-opting an external member from the Department of Atomic Energy, Department of Space or Defence Research and Development Organisation which shall evaluate the annual work reports vis-à-vis the criteria for upgradation under Flexible Complementing Scheme and would report on the scientific content of the work done by the scientist in part 'C' of the Annual work report and be made available to the External Assessment Committee known as Departmental Assessment Committee or the Departmental Peer Review Committee, as the case may be.
- (11) 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.

- (12) The Departmental Assessment Committee constituted under sub-rule (4) of rule 11 shall undertake level-two screening (external) in respect of Scientists 'C' and 'D' and report specifically through one page summary, the specific content of the work done justifying the merit for consideration under Flexible Complementing Scheme and certify that the Scientists recommended met with all the criteria for in situ upgradation under Flexible Complementing Scheme.
- (13) The Departmental Peer Review Committee constituted under sub-rule (5) of rule 11 shall undertake level-two screening (external) in respect of Scientists 'E' and 'F' and shall certify that the scientists recommended met with all the criteria for in situ upgradation under Flexible Complementing Scheme.
- (14) There shall be no retrospective promotion.
- (15) In case of officers undergoing training or study leave or on deputation in India or abroad (**under FR 51**) shall be considered for in-situ promotion under Flexible Complementing Scheme to the next higher grade with effect from the date they would have completed the minimum residency period had they not proceeded on training or study leave or on deputation subject to fulfillment of following conditions, namely:-
- (i) the period of such training or study leave or on deputation is treated as on duty under **FR 9 (6)(b)** and,
 - (ii) they have been approved for in-situ promotion under Flexible Complementing Scheme to the next higher grade.
- (16) The following periods of service shall count towards the minimum residency period necessarily required to be put up in the lower grade for promotion to the next higher grade, namely:-
- (i) the period spend on deputation or foreign service to another scientific post or,
 - (ii) the period of study leave or any other leave taken for improving the academic accomplishments;
 - (iii) the period of maternity leave and leave taken in continuation of maternity leave upto a period of one year;
 - (iv) the period of Earned Leave upto one hundred and eighty days.

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- (17) The period spent on deputation or foreign service to a non-scientific post and the period of leave on medical ground, leave such as Earned Leave sanctioned for the period exceeding one hundred and eighty days at a time, Extra Ordinary Leave, etc., availed on personal grounds shall not count towards the minimum residency period.
- (18) The regular services rendered excluding ad-hoc service, non-qualifying service in a post shall count for the purpose of review for promotion to the next higher grade under the Flexible Complementing Scheme.
- (19) A scientist not found fit for promotion after a review by the Departmental Assessment Committee or Departmental Peer Review Committee, as the case may be, shall become eligible for the next review only after a lapse of one year from the date of such review.
- (20) In case a Scientist does not qualify for promotion under Flexible Complementing Scheme during three successive years, he shall be eligible for upgradation to the next higher grade on completion of 10/20/30 years of service subject to the provisions of Modified Assured Career Progression Scheme and after completion of the prescribed residency in the said grade, the Scientists shall again be considered for upgradation to the next higher grade under Flexible Complementing Scheme.
- (21) The criteria to be followed for considering promotion under Flexible Complementing Scheme shall be as specified under the Fifth Schedule.
- (22) The criteria for field experience for considering promotion under Flexible Complementing Scheme shall be as specified under the Sixth Schedule.

11. Composition of the Committees—

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

Sl. No.	Posts	Composition of the Expert Selection Committee
(1)	(2)	(3)
1.	Scientist C Scientist D Scientist E Scientist F	1. The Secretary of the Department — Chairman 2. Two experts from outside the Department to be nominated by the Secretary of the Department — 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
2.	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

(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:-

Sl. No.	Posts	Composition of the Search-cum- Selection Committee
(1)	(2)	(3)
1.	Scientist E Scientist F	1. The Secretary of the Department - Chairman 2. Two experts from outside the Department to be nominated by the Secretary of the Department - 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
2.	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

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

Sl. No. (1)	Posts (2)	Composition of the Internal Screening Committee (3)
1.	For promotion from the post of Scientist C to the post of Scientist D For promotion from the post of Scientist D to the post of Scientist E For promotion from the post of Scientist E to the post of Scientist F	<ol style="list-style-type: none"> 1. The Secretary of the Department or a Scientist who shall not be below the rank of Scientist 'H'. - 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 not below the rank of Scientist 'G' in the Department - Member
2.	For promotion from the post of Scientist F to the post of Scientist G	<ol style="list-style-type: none"> 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. A Scientist who shall not be below the rank of Additional Secretary to be nominated by the Secretary of the Department. - Member

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

Posts (1)	Composition of the Departmental Assessment Committee (2)
For promotion from Scientist C to Scientist D and from Scientist D to Scientist E	<ol style="list-style-type: none"> 1. The Secretary of the Department - Chairman 2. Two experts from outside the Department to be nominated by the Secretary of the Department - 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

(5) The Departmental Peer Review Committee shall consist of the following persons, namely:-

Posts	Composition of the Departmental Peer Review Committee
1	2
For promotion from Scientist E to Scientist F and from Scientist F to Scientist G	<ol style="list-style-type: none"> 1. The Secretary of the Department - Chairman 2. Two Secretaries of the other Scientific Departments. - Members 3. Two eminent Scientists not below the rank of Additional Secretary, specializing in the field of Scientific activity - Members 4. The Secretary, Department of Personnel & Training. - Member

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 as a member of 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.
- (6) The Departmental Promotion Committee (for confirmation) shall consist of the following persons, namely:-

Sl. No.	Posts	Composition of the Departmental Promotion Committee (for confirmation)
(1)	(2)	(3)
1.	Scientist C Scientist D Scientist E Scientist F	<ol style="list-style-type: none"> 1. The Secretary of the Department or his nominee who shall not be below the rank of Joint Secretary - Chairman 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 3. Joint Secretary in-charge of Administration in the Department - Member
2.	Scientist G Scientist H	<ol style="list-style-type: none"> 1. The Secretary of the Department - Chairman 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

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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 post under these rules 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 under these rules shall be liable to serve anywhere in India and outside India.
- (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) A Scientist detailed for training or course, the duration of which is six months or more or a 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.

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.

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, Other Backward Classes, 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.

THE FIRST SCHEDULE

[see rules 2(b), 2(f), 3 and 11(1)]

Sl. No.	Classification	Number of Posts	Scale of Pay ₹ Pay Band + Grade Pay
(1)	(2)	(3)	(4)
C	General Central Service (Group 'A' Gazetted)	31	PB-3: 15600-39100 + 6600
D	General Central Service (Group 'A' Gazetted)	12	PB-3: 15600-39100 + 7600
E	General Central Service (Group 'A' Gazetted)	\$	PB-4: 37400-67000 + 8700
F	General Central Service (Group 'A' Gazetted)	6	PB-4: 37400-67000 + 8900
G	General Central Service (Group 'A' Gazetted)	1	PB-4: 37400-67000 + 10000
H	General Central Service (Group 'A' Gazetted)	4	HAG: 67000-79000
	Total	54 **	

There is no sanctioned post of Scientist E since it was introduced in the light of Department of Personnel and Training Office Memorandum No. 2/41/97-PIC, dated 9th November, 1998.

Subject to variation.

THE SECOND SCHEDULE

[see rule 2(a), 4(1), 4(4), 5(1), 6(1), 7(i), 8(1) (i) and 9(4)]

Qualification:

Essential : Master of Science in Life Sciences or Bachelor of Veterinary Science or Bachelor of Medicine and Bachelor of Surgery (MBBS) or Bachelor of Engineering or Technology in the field of Biotechnology from a recognised University.

PART- II

Serial. Number	Name of Post	Minimum experience required after possessing educational qualifications as above	Upper Age limit for Direct Recruitment (Except for Departmental candidates)
(1)	(2)	(3)	(4)
1.	Scientist C	5 years	40 years
2.	Scientist D	8 years	45 years
3.	Scientist E	10 years	45 years
4.	Scientist F	12 years	Below 50 years
5.	Scientist G	15 years	Below 50 years
6.	Scientist H	20 years	Below 50 years

THE THIRD SCHEDULE

[see rule 10 (4)]

Sl. No.	Designation	Scale of Pay ₹ Pay Band + Grade Pay	Minimum Residency Period in the grade (i.e. the Qualifying service)
(1)	(2)	(3)	(4)
1.	Scientist C	PB-3: 15600-39100 + 6600	4 years
2.	Scientist D	PB-3: 15600-39100 + 7600	4 years
3.	Scientist E	PB-4: 37400-67000 + 8700	5 years
4.	Scientist F	PB-4: 37400-67000 + 8900	5 years

The Fourth Schedule

[see rule 10 (9), Fifth Schedule (1)]

Annual Work Report**Part A****SELF ASSESSMENT BY THE OFFICER REPORTED UPON**

1. Name:

2. Designation:

3. Area of Science and Technology Function

4. Brief Description of Science and Technology work function:

5. Science and Technology output indicators for assessment and measurement of work function (as appropriate to the officer)

6. Enumeration of major outputs from Science and Technology Function

7. Innovation content of work done (about 100 words)
8. Major impact reported during the financial year (if any) for work done during previous three years.
9. Scientific and technological methodologies used in the work function
10. Suggestions (if any) for work functions based on new or emerging scientific principles
11. New technologies if any introduced by the officer in work plan/ functions
12. Any other highlight of special Science and Technology content in the work
13. One page summary of the scientific and technical elements in the work done during the financial year
14. Quantified Science and Technology outputs as per the selected indicators (as annexed)

Signature of the officer reported upon

Part-B
ASSESSMENT BY THE REPORTING AUTHORITY

1. Accuracy of the Science and Technology work report
 - a. Generally accurate
 - b. Modifications needed (please specify)
2. Scientific merit of the work done
1-10% 10-33% 33-50% 50-75% Bottom 25%

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3. Short summary of the innovative content of the work done
4. General assessment of the scientific work report (in brief)
5. Final grading
1-10% 10-33% 33-50% 50-75% Bottom 25%

Signature of the Reporting Officer

Part-C
INTERNAL PEER GROUP REVIEW REPORT

1. Grading of the Science and 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 and Technology content of the work done
6. Overall grading of the Science and 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

Annexure
(to Annual Work Report)

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

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

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

12. Project Monitoring Parameters evolved and deployed

13. Technology intelligence/ assessment report prepared for Science and Technology

14. Science and Technology inputs provided to inter-Ministerial discussions in various committees

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

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

17. Policies/ Bills prepared during the year

18. Awards/ Membership of Institutions/ Academies

19. Others (please specify)

THE FIFTH SCHEDULE**[See Rule 10(21)]****CRITERIA TO BE FOLLOWED FOR CONSIDERING PROMOTION UNDER FLEXIBLE COMPLEMENTING SCHEME.**

1. The Annual Work Report as given at the Fourth Schedule would be filled up by the officer along with the Annual Confidential Report and would get reported upon by the Reporting Officer.
2. The internal screening committee would report on the scientific content of work done by the Scientist in part 'C' of the Annual Work Report which would be made available to the external assessment committee.
3. The assessment board shall document specifically through one page summary the specific content of the work done justifying the merit for consideration under Flexible Complementing Scheme.
4. The Department Peer Review Committees shall be constituted in each scientific Department/ Ministry.
5. The assessment board shall have majority of the external members and possess expertise in the field.
6. In case required, suitable amendment to the provisions for assessment boards in recruitment rules, etc., may be considered to bring the composition of assessment boards in tune with these instructions.
7. The assessment board shall have characteristic of independent peer group for the assessment of the scientific content of the work.
8. The assessment board shall document specifically through one page summary, the specific content of the work done justifying the merit for consideration under Flexible Complementing Scheme.
9. The Departmental peer review committees shall undertake level two screening for assessment of scientists for their suitability for Scientist 'F'/ Scientist 'G'.
10. 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 Flexible Complementing Scheme.

THE SIXTH SCHEDULE

[see rule 10 (22)]

A. Criteria for Field Experience

1. Field experience in research and development and experience in implementation of such scientific projects is compulsory for promotion of scientists recruited to the posts in the Secretariat of the Scientific Ministries/Departments to higher grades under Flexible Complementing Scheme.

2. Field experience of at least two years and five years respectively shall be essential for promotion to Scientist F and Scientist G grades respectively.

3. The criteria shall cover the aims and objectives of the institution or organisation, qualifications of the personnel, qualitative requirements for performance of various types of activities, etc.

B. Scientific Activities and Services

(a) Fundamental/basic research:

(i) Original investigation to gain new scientific knowledge, not necessarily directed towards any specific practical aim or application;

(ii) working in scientific laboratories/ institutes, period spent on doctoral or post doctoral degrees in basic research after joining an organisation, etc., shall constitute field experience for the purpose of Flexible Complementing Scheme.

(b) Applied Research:

(i) Original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective;

(ii) working in scientific laboratories/ institutes, period spent on doctoral / post doctoral degrees in applied research after joining an organisation, etc., would constitute field experience for the purpose of Flexible Complementing Scheme.

(c) Experimental Development:

(i) Application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services; 'field experience' would depend on the work profile of the Department.

(ii) the defining factor would be that the work is not of routine use of scientific knowledge but involves application of scientific knowledge for creation of new or innovative systems, practices, models.

(d) Promotion of Science and Technology activities:

(i) Science and Technology activities which are directly linked to Research and Development in terms of promoting the scientific activities and services.

(ii) coordination of Research and Development programmes in biotechnology, national and international network projects in biotechnology, mission mode projects, biotechnology regulation and such other works would constitute field experience.

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