

Prithvi bhavan, Lodhi Colony,
New Delhi-110 003

Dated ⁵⁺1 May, 2018

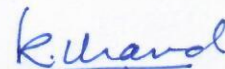
OFFICE MEMORANDUM

Subject: Circulation of Draft RRs among all stake holders for information and inviting suggestion.

The undersigned is directed to refer to the subject mentioned above and to circulate herewith draft RRs for the post of Scientists C to G for making recruitment in Ministry – Secretariat Proper, Attached & Subordinate Offices including in-situ promotion under MFCS as per DoP&T's guidelines among all stake holders.

2. All the stake holders are requested to submit their representation/suggestion if any within four(04) week from the date of issue of this OM. The draft RRs are made available in the Ministry's website www.moes.gov.in and respective website of all the attached and subordinate offices.

3. This issues with the approval of Joint Secretary, Ministry of Earth Sciences.



(Kailash Chand)

Under Secretary to the Govt.of India
Tel:01124669529(O)

To

Director, IT, MoES with a request to upload draft RRs in MoES website .

Copy for information to:-

PS to Secretary, MoES/PPS to JS(ES)/All Programme Heads(Scientist G)/DG, IMD/Head NCCR/Director, CMLRE/Head NCMRWF/Head NCS, New Delhi – All the Director(s)/Head(s) of attached, subordinate offices are requested to make arrangements for uploading soft copy of RRs in their respective website. The soft copy of the draft RRs has been mailed to the respective email.

Government of India

Ministry of Earth Sciences

New Delhi, the

May, 2018

G.S.R _____:- In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of Ministry of Earth Sciences (Group A posts) Recruitment Rules, 2012, 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 and the conditions of service to the Group A posts (Scientist C, Scientist D, Scientist E, Scientist F and Scientist G) in the Ministry of Earth Sciences and its attached/subordinate offices - India Meteorological Department (IMD), National Centre for Medium Range Weather Forecast (NCMRWF), Centre for Marine Living Resources and Ecology (CMLRE), National Centre for Coastal Research (NCCR) and National Centre for Seismology (NCS), namely:-

1. Short-title, commencement and application:-

- (i) These rules may be called the Ministry of Earth Sciences Group 'A' Scientific posts (Non-Ministerial) Recruitment Rules, 2018.
- (ii) 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 purposes of Modified Flexible Complementing Scheme (MFCS) promotions:-

- i) working experience in scientific laboratories or institutes, period spent on doctoral or post-doctoral degrees in basic/applied research after joining an organization, etc.;
 - ii) working experience in experimental development for application of scientific knowledge directed towards producing new or substantially improved material, 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;
 - iii) working experience in research and development laboratories 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 direct recruitment or deputation(Including Short Term Contract):-

- i) working experience in scientific laboratories or institutes, period spent on doctoral or post-doctoral degrees in basic/applied research.
- ii) 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.
- iv) working experience in research and development laboratories and institutions, scientific projects being operated in mission mode, working on international collaboration research and development projects etc.
- v) 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 of research work in journals of repute;

d) “Modified Assured Career Progression Scheme(MACP)” means Scheme as notified by the Department of Personnel and Training vide O.M. No. AB/14017/37/2008-Estt(RR) dated the 10th September, 2010, as amended from time to time;

e) “Scientists or Engineers” means persons who:-

- a) possess academic qualification of at least Master’s degree in Natural or Agricultural Science or Bachelors’ degree in Engineering or Technology or Medicines as specified against each post; and
- b) hold scientific posts

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

g) “scientific activities or services” means and includes the following namely:-

- i) 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 institutes, period spent on doctoral or post-doctoral degrees in applied research;

- ii) 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 institutes, period spent on doctoral or post-doctoral degrees in applied research.
- iii) 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 routine use of scientific knowledge but shall involve application of scientific knowledge for creation of new innovative systems, practices and models.

- iv) 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 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 Govt. of India in the Ministry of Earth Sciences.

3. Number of posts, classification and Pay Level :-

The number of posts, its classification and the Pay Level attached thereto shall be as specified under:

Sl. No.	Name of Post	Number of Posts	Pay level	Classification
1	Scientist ‘C’	245*[IMD-188, MoES(P)-18, NCS-CMLRE-07, NCCR-10, NCMRWF-22]	Pay Level 11(Rs.67,700-2,08,700)	General Central Service Group ‘A’ Gazetted (Non Ministerial Scientific and Technical)
2	Scientist ‘D’	81*[IMD-43, MoES(P)-16, NCS-CMLRE-03, NCCR-07, NCMRWF-12]	Pay Level 12 (Rs. 78,800-2,09,200)	
3	Scientist ‘E’	28*[IMD-19, MoES(P)-09 NCS-CMLRE-	Pay Level 13 (Rs.1,18,500 – 2,14,100)	

		NCCR- NCRMRF-,]	
4	Scientist 'F'	09*[MoES(P)-09, NCS- CMLRE- NCCR- NCRMRF-]	Pay Level 13A (Rs.1,31,100 - 2,16,600)
5	Scientist 'G'	09* IMD-05, MoES(P)-03, NCS-, MCLRE_ NCCR- NCRMRF-01]	Pay Level 14 (Rs.1,44,200 - 2,18,200)
	Total	372*	

*Subject to variation dependent on workload.

2) Total number of sanctioned posts from Scientist 'C' to 'G' at present is 372

Provided that there shall be complete interchangeability between the posts at these levels on account of in-situ promotions under Modified Flexible Complementing Scheme (MFCS) subject to condition that total number of posts of Scientist 'C' to 'G' taken together shall not exceed the total sanctioned strength.

3) In-situ promotions under MFCS shall be personal to the officer concerned and shall not result in specific vacancy in the lower grade on that account.

4) The post currently held by the concerned officer shall be upgraded and shall be personal to him for the duration of his/her holding the in-situ promotion post.

5) The vacancy that may be created owing to superannuation, resignation or death of the officer shall result in the post reverting to the original position.

4. Method of recruitment:

- i. The posts of Scientist C to G shall be selection posts.
- ii. The posts shall be exempted from the purview of the Union Public Service Commission for the purpose of recruitment, except for filling Scientist 'B' posts through promotion or deputation and absorption.
- iii. Recruitment for the posts of Scientist C to G shall be made either by direct recruitment or deputation (Including Short Term Contract) as specified in Schedule I
- iv. Particular method for recruitment for each post or each case shall be decided by the Central Government from time to time.
- v. Particular discipline or field of essential 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.
- vi. 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:- Promotion of Scientists shall be governed by the provisions of the Modified Flexible Complementing Scheme (MFCS) 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 & Training from time to time.

7.Probation – 1) Every Scientist on appointment to the Service by direct recruitment shall be on probation for a period of one year;

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) 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.

3) 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 to time.

8. Confirmation: Confirmation of Scientist appointed through direct recruitment shall be done by the Central Government on the recommendations of Departmental Confirmation Committee (for considering confirmation), the composition of which shall be as follows:-

For Scientist G:

- | | | |
|----|--|-----------|
| 1. | Secretary, Ministry of Earth Sciences | -Chairman |
| 2. | Officer of HAG Scale, Additional Secretary or above level, MoES or other scientific Ministry/Department | -Member |
| 3. | At least two experts not below the level of Scientist G from Outside the Department nominated by the Secretary | -Member |

For Scientist E & F

- | | | |
|----|--|-----------|
| 1. | Secretary, Ministry of Earth Sciences | -Chairman |
| 2. | Director/Head of at least one of the organization under MoES | -Member |
| 3. | At least two experts not below the level of Scientist G from outside the Department nominated by the Secretary | -Member |

For Scientist C&D

- | | | |
|----|--|-----------|
| 1. | Secretary, Ministry of Earth Sciences | -Chairman |
| 2. | Director/Head of at least one of the organization under MoES | -Member |
| 3. | At least two experts not below the level of Scientist G from outside the Department nominated by the Secretary | -Member |

9. Appointing Authority- In case of Scientist C, D, E & 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. Disqualifications: No persons,--

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

or

b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said posts.

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

11. Liability to serve in the Defence Service: Any person appointed to any of the said posts shall, if so required, be liable to serve in any of the Defence Services or posts connected with the Defence of India, for a period not more than four years including the period spent on training, if any:

Provided that such person shall not be required -

a) To serve as aforesaid after the expiry of ten years from the date of appointment ;

b) Ordinarily, to serve after attaining the age of forty years.

12. Liability of officers to serve in India and outside:-

i) Scientists appointed shall be liable to serve anywhere in India and outside India.

ii) Scientist appointed shall be liable to undergo such training and be detailed on courses of instruction in India or outside India as the Central Government may decide from time to time.

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

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 to do so, it may, by order and for reasons to be recorded in writing (in case of Scientist 'B' in consultation with the 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 and other concession required to be provided for Scheduled Casts and Scheduled Tribes 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 C to Scientist G

1.(A) Educational and other qualifications required for direct recruits (Scientist 'C') –

(a) Essential(Educational qualification):

Master's degree in Science in various discipline - Mathematics, Physics, Atmospheric Science/Physics, Chemistry, Zoology, Botany, Biology Science, Meteorology, Oceanography, Earth Sciences, Statistics, Operations Research, Environmental Science, Electronics & Instrumentation Remote Sensing, Agriculture, Geo-informatics, Soil Sciences, Geophysics, Geology, Geosciences, Geochemistry, Fisheries, Marine Sciences, Marine Biology, Marine Geology, Marine Geophysics, Biochemistry, Computer Sciences, Computer Applications, Aquaculture, Micro-biology, Seismology, Hydrochemistry , Agriculture Statistics, Geography (-Remote Sensing and GIS as specialization)

OR

Bachelor Degree in Engineering & Technology: Environmental Engineering, Ocean Engineering, Electronic & Communication Engineering, Marine Engineering, Civil Engineering, Mechanical Engineering, Information Technology, Telecom Technology, Earth quake Engineering, Chemical Engineering, Instrumentation & Technology, Mechatronics Electrical Engineering, Computer Biotechnology

(b) Essential Experience

Three years experience in Research and Development in Industrial and Academic Institutions/University or Science and Technology Organisation and scientific activities and services.

(c) Desirable:

Master Degree in Engineering & Technology (ME/M.Tech) or Doctorate in related subjects.

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 case where doctorate degree is not an essential qualification, subject to a maximum of three 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) Grades from which deputation/deputation (including short term contract) to be made (Scientist C)

Scientists or Technologists working in the Central Government or State Government 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 pay level Rs.56100 - 177500/- (PB3-Rs.15600-39100 +GP5400- 6th CPC) rendered after appointment thereto on regular basis ; and
- b) Possessing the educational qualifications and experience prescribed for direct recruits under serial number I (A) (a) above.

Note1: The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in same or some other Organisations 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 7 years with the approval of the competent authority as per DoP&T's instruction on the subject.

Note 2: The departmental candidates in the feeder category who are in the direct line of promotion(In-situ up-gradation) under Modified Flexible Complementing Scheme 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, deputationists shall not be eligible for consideration for promotion(In-situ up-gradation) under Modified Flexible Complementing Scheme.

Note 3: The maximum age limit for appointment by deputation shall be not exceeding fifty six years as on the closing date of receipt of application.

2(A) Educational and other qualifications required for direct recruits (Scientist 'D') –

(a) Essential(Educational Qualaification):

Master's degree in Mathematics, Physics, Atmospheric Science/Physics, Chemistry, Zoology, Botany, Biology Science, Meteorology, Oceanography, Earth Sciences, Statistics, Operations Research, Environmental Science, Electronics & Instrumentation Remote Sensing, Agriculture, Geo-informatics, Soil Sciences, Geophysics, Geology, Geosciences, Geochemistry, Fisheries, Marine Sciences, Marine Biology, Marine Geology, Marine Geophysics, Biochemistry, Computer Sciences, Computer Applications, Aquaculture, Microbiology, Seismology, Hydrochemistry, Agriculture Statistics, Geography (- Remote Sensing and GIS as specialization)

OR

Bachelor Degree in Engineering & Technology: Environmental Engineering, Ocean Engineering, Electronic & Communication Engineering, Marine Engineering, Civil Engineering, Mechanical Engineering, Information Technology, Telecom Technology, Earth quake Engineering, Chemical Engineering, Instrumentation & Technology, Mechatronics Electrical Engineering, Computer Biotechnology

(b) Essential Experience

Seven years experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisation or scientific activities and services.

(c) Desirable:

Master Degree in Engineering & Technology (ME/M.Tech) or Doctorate in related subjects.

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 case where doctorate degree is not an essential qualification, subject to a maximum of three 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) Grades from which deputation/deputation (including short term contract) to be made (Scientist D)

Scientists or Technologists working in the Central Government or State Government 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 pay level Rs. 67700-208200/-(PB3-Rs.15600-39100 +GP6600- 6th CPC) rendered after appointment thereto on regular basis or equivalent; and
- b) Possessing the educational qualifications and experience prescribed for direct recruits under serial number 2 (A) (a) above.

Note1: The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in same or some other Organisations 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 7 years with the approval of the competent authority as per DoP&T's instruction on the subject.

Note 2: The departmental candidates in the feeder category who are in the direct line of promotion (In-situ up-gradation) under Modified Flexible Complementing Scheme 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, deputationists shall not be eligible for consideration for promotion(In-situ up-gradation) under Modified Flexible Complementing Scheme.

Note 3: The maximum age limit for appointment by deputation shall be not exceeding fifty six years as on the closing date of receipt of application.

3. (A) Educational and other qualifications required for direct recruits (Scientist 'E') –

(a) Essential(Educational Qualification):

Master's degree in Mathematics, Physics, Atmospheric Science/Physics, Chemistry, Zoology, Botany, Biology Science, Meteorology, Oceanography, Earth Sciences, Statistics, Operations Research, Environmental Science, Electronics & Instrumentation Remote Sensing, Agriculture, Geo-informatics, Soil Sciences, Geophysics, Geology, Geosciences, Geochemistry, Fisheries, Marine Sciences, Marine Biology, Marine Geology, Marine Geophysics, Biochemistry, Computer Sciences, Computer Applications, Aquaculture, Micro-biology, Seismology, Hydrochemistry , Agriculture Statistics, Geography (-Remote Sensing and GIS as specialization)

OR

Bachelor Degree in Engineering & Technology: Environmental Engineering, Ocean Engineering, Electronic & Communication Engineering, Marine Engineering, Civil Engineering, Mechanical Engineering, Information Technology, Telecom Technology, Earth quake Engineering, Chemical Engineering, Instrumentation & Technology, Mechatronics Electrical Engineering, Computer Biotechnology

(b) Essential Experience

Eleven years experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisation or scientific activities and services, out of which five years shall be in management capacity in science, planning, development and co-operation

(c) Desirable:

Master Degree in Engineering & Technology (ME/M.Tech) or Doctorate in related subjects.

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 case where doctorate degree is not an essential qualification, subject to a maximum of three 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) Grades from which deputation/deputation (including short term contract) to be made (Scientist E)

Scientists or Technologists working in the Central Government or State Government 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 pay level Rs.78800 - 209200/-(PB3-Rs.15600-39100 +GP7600- 6th CPC) rendered after appointment thereto on regular basis or equivalent;
 - iii) with ten years service in the pay level Rs. 67700-208200/-(PB3-Rs.15600-39100 +GP6600- 6th CPC) rendered after appointment thereto on regular basis or equivalent; and
- b) Possessing the educational qualifications and experience prescribed for direct recruits under serial number 3 (A) (a) above.

Note1: The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in same or some other Organisations 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 as per DoP&T's instruction on the subject.

Note 2: The departmental candidates in the feeder category who are in the direct line of promotion(In-situ up-gradation) under Modified Flexible Complementing Scheme 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, deputationists shall not be eligible for consideration for promotion(In-situ up-gradation) under Modified Flexible Complementing Scheme.

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

4. (A) Educational and other qualifications required for direct recruits (Scientist 'F') –

a) Essential(Educational Qualification):

Master's degree in Mathematics, Physics, Atmospheric Science/Physics, Chemistry, Zoology, Botany, Biology Science, Meteorology, Oceanography, Earth Sciences, Statistics, Operations Research, Environmental Science, Electronics & Instrumentation Remote Sensing, Agriculture, Geo-informatics, Soil Sciences, Geophysics, Geology, Geosciences, Geochemistry, Fisheries, Marine Sciences, Marine Biology, Marine Geology, Marine Geophysics, Biochemistry, Computer Sciences, Computer Applications, Aquaculture, Microbiology, Seismology, Hydrochemistry, Agriculture Statistics, Geography (- Remote Sensing and GIS as specialization)

OR

Bachelor Degree in Engineering & Technology: Environmental Engineering, Ocean Engineering, Electronic & Communication Engineering, Marine Engineering, Civil Engineering, Mechanical Engineering, Information Technology, Telecom Technology, Earth quake Engineering, Chemical Engineering, Instrumentation & Technology, Mechatronics Electrical Engineering, Computer Biotechnology

(b) Essential Experience

sixteen years experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisation or scientific activities and services, out of which six years shall be in managerial capacity in science, planning, development and co-operation

c) Desirable:

Master Degree in Engineering & Technology (ME/M.Tech) or Doctorate in related subjects.

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 case where doctorate degree is not an essential qualification, subject to a maximum of three 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) Grades from which deputation/deputation (including short term contract) to be made (Scientist F)

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

- d) i) holding analogous post on regular basis; or
ii) with two years service in the pay level Rs.118500 - 214100/-(PB4-Rs.37400-67000 +GP8700- 6th CPC) rendered after appointment thereto on regular basis or equivalent;
iii) with seven years service in the pay level Rs.78800 - 209200/-(PB3-Rs.15600-39100 +GP7600- 6th CPC) rendered after appointment thereto on regular basis or equivalent; and
e) Possessing the educational qualifications and experience prescribed for direct recruits under serial number 4 (A) (a) above.

Note1: The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in same or some other Organisations 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 as per DoP&T's Instruction on the subject.

Note 2: The departmental candidates in the feeder category who are in the direct line of promotion(In-situ up-gradation) under Modified Flexible Complementing Scheme 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, deputationists shall not be eligible for consideration for promotion (In-situ up-gradation) under Modified Flexible Complementing Scheme.

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

5. (A) Educational and other qualifications required for direct recruits (Scientist 'G') –

a) Essential (Educational Qualification):

Master's degree in Mathematics, Physics, Atmospheric Science/Physics, Chemistry, Zoology, Botany, Biology Science, Meteorology, Oceanography, Earth Sciences, Statistics, Operations Research, Environmental Science, Electronics & Instrumentation Remote Sensing, Agriculture, Geo-informatics, Soil Sciences, Geophysics, Geology, Geosciences, Geochemistry, Fisheries, Marine Sciences, Marine Biology, Marine Geology, Marine Geophysics,

Biochemistry, Computer Sciences, Computer Applications, Aquaculture, Microbiology, Seismology, Hydrochemistry, Agriculture Statistics, Geography (- Remote Sensing and GIS as specialization)

OR

Bachelor Degree in Engineering & Technology: Environmental Engineering, Ocean Engineering, Electronic & Communication Engineering, Marine Engineering, Civil Engineering, Mechanical Engineering, Information Technology, Telecom Technology, Earth quake Engineering, Chemical Engineering, Instrumentation & Technology, Mechatronics Electrical Engineering, Computer Biotechnology

b) Essential Experience

- i) Twenty one years experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisation or scientific activities and services, out of which seven years shall be in managerial capacity in scientific programme, planning, development and co-operation;
- ii) Experience of evolving, managing and directing scientific programme; and
- iii) Published research work of high standard.

c) Desirable:

Master Degree in Engineering & Technology (ME/M.Tech) or Doctorate in related subjects.

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 case where doctorate degree is not an essential qualification, subject to a maximum of three 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) Grades from which deputation/deputation (including short term contract) to be made (Scientist G)

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

- i) holding analogous post on regular basis; or
- ii) with two years service in the pay level Rs.131100 - 216600/-(PB4-Rs.37400-67000 +GP8900- 6th CPC) rendered after appointment thereto on regular basis or equivalent;
- iii) with four years service in the pay level Rs. 118500 - 214100/-(PB4-Rs.37400-67000 +GP8700- 6th CPC) rendered after appointment thereto on regular basis or equivalent; and
- iv) Possessing the educational qualifications and experience prescribed for direct recruits under serial number 5 (A) (a) above.

Note1: The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in same or some other Organisations 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 candidates in the feeder category who are in the direct line of promotion(In-situ up-gradation) under Modified Flexible Complementing Scheme 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, deputationists shall not be eligible for

consideration for promotion (In-situ up-gradation) under Modified Flexible Complementing Scheme.

Note 4: The maximum age limit for appointment by deputation shall be not exceed fifty eight years as on the closing date of receipt of application.

6. 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 C	35 years
2	Scientist D	40 years
3	Scientist E	45 years
4	Scientist F	52 years
5	Scientist G	55 years

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

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

7. Screening and selection process (applicable for both direct recruitment and deputation).- The screening and selection process shall be as prescribed by Central Government. The composition of the screening cum-short listing Committee and interview Board etc. shall be as prescribed by Central Government. However, majority of the members in the screening –cum-shortlist Committee and Interview Board shall be from outside the Ministry of Earth Sciences. If considered necessary, the screening process shall include written test, to be conducted by the Central Government directly or through any other Central Govt. agency or Organisation having experience and expertise in the area.

SCHEDULE II

Modified Flexible Complementing Scheme

1. The Modified Flexible Complementing Scheme (MFCS) is an in-situ promotion for Scientist for which criteria shall be proven merit and records of research. The assessment norms for promotion under MFCS 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 upgradation under MFCS. However, they shall be given benefit of up-gradation under the Modified Assured Career Progression Scheme (MACPS).
3. The Scientists appointed on deputation or contract shall not be eligible for MFCS. Only regular Scientists of the Ministry shall be eligible for MFCS promotion.
4. There shall be no retrospective promotions under MFCS. The promotion under MFCS shall be effective from the date these are approved by the appointing authority.
5. The promotions under MFCS shall be limited upto Scientist G posts.
6. The promotion under MFCS shall be applicable only to those Scientists who hold scientific posts and are engaged in scientific activities and services as defined or specified in these rules. For promotions under MFCS, the Scientist shall possess the following qualifications namely:-

Master's degree in Mathematics, Physics, Atmospheric Science/Physics, Chemistry, Zoology, Botany, Biology Science, Meteorology, Oceanography, Earth Sciences, Statistics, Operations Research, Environmental Science, Electronics & Instrumentation Remote Sensing, Agriculture, Geo-informatics, Soil Sciences, Geophysics, Geology, Geosciences, Geochemistry, Fisheries, Marine Sciences, Marine Biology, Marine Geology, Marine Geophysics, Biochemistry, Computer Sciences, Computer Applications, Aquaculture, Microbiology, Seismology, Hydrochemistry, Agriculture Statistics, Geography (- Remote Sensing and GIS as specialization)

OR

Bachelor Degree in Engineering & Technology: Environmental Engineering, Ocean Engineering, Electronic & Communication Engineering, Marine Engineering, Civil Engineering, Mechanical Engineering, Information Technology, Telecom Technology, Earth quake Engineering, Chemical Engineering, Instrumentation & Technology, Mechatronics Electrical Engineering, Computer Biotechnology

OR

Master Degree in Engineering & Technology: Atmospheric Science, Ocean Science, Ocean Technology, Water Resources, Hydrology, Hydraulic & Coastal Engineering, Atmospheric Physics, Geotechnical & Geo-Environmental Engineering. Atmospheric – Ocean Science & Technology, Energy and Environmental Management, Ecology Environmental Science, Ocean Engineering and Management, Aerospace Engineering, Agricultural Engineering, Biotechnology, Geology & Geophysics, Mining Engineering, Marine Engineering, Environment Science & Technology, Geo-Engineering, Construction Technology & Natural Disaster Technology & Project Management, Structural Engineering & Natural Disaster Management, Disaster Management, Radar & Microwave Engineering or Post Doctorate or Doctorate degree in the relevant field from a recognized University or equivalent

7. All the posts covered under MFCS shall carry the following uniform Pay Level, designation and the minimum residency period linked to performance as follows:-

Sl.No.	Pay Level	Designation	Minimum residency period linked to performance
1	Pay Level 10 (Rs.56100 - 177500/-)	Scientist B	3 years
2	Pay Level 11(Rs.67700 - 208700/-)	Scientist C	4 years
3	Pay Level 12(Rs.78800 – 209200/-)	Scientist D	4 years
4	Pay Level 13(Rs.118500 – 214100/-)	Scientist E	5 years
5	Pay Level 13A(Rs.131100 – 216600/-)	Scientist F	5 years
6.	Pay Level 14 (Rs.144200 – 218200/-)	Scientist G	-

8.1 The following period 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 spent on deputation or foreign service to another scientific post;
- 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 the same for a period of one year
- iv. The period of earned leave not exceeding 180 days at a time sanctioned as per leave rules.

8.2 The period spent on deputation or foreign service to a non-scientific post and the period of leave on medical grounds, leave such as extraordinary leave availed on personal grounds shall not count towards the minimum residence 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 to the next higher grade under MFCS.

10. The exceptionally meritorious candidates with all outstanding gradings shall be granted relaxation in the residency period, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career.

11. 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 or Departments to higher grades under MFCS.

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

13. 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 institutes or universities or other relevant scientific activities.

14. 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.

15. The eligible Scientist shall be given three chances for assessment for MFCS for next grade. In case a Scientist does not qualify under MFCS for three successive years or chances for up-gradation to next higher grade, he shall be covered under the Modified Assured Career Progression Scheme according to the provisions of the same.

16. Board assessment process:-

- a) The process for promotion under MFCS shall be as prescribed by the Central Government in accordance with the MFCS guidelines issued by DoP&T from time to time.
- b) The process for assessment for MFCS promotions shall be undertaken twice a year, as on 1st January and 1st 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 MFCS assessment.

17. Level screening (Internal) – (1) There shall be two level of assessment for MFCS. The Assessment procedure shall be as under:

- a) An internal Screening Committee shall be constituted by the Central Government for evaluation of annual work reports vis a vis the criteria for up-gradation under MFCS. Level 1 Screening Committee shall assess the Scientists based on Annual Confidential Report or Annual Performance Appraisal Report and give its report and recommendations with specific reasons, on “screening out’ of the eligible candidates.
- b) candidates who are ‘screened out’ in Level screening process shall be considered again after one year when they earn at least one more ACRs/APAR and shall be subjected to the prescribed screening process again.
- c) All Scientists eligible according to the provisions of MFCS and who meet the benchmark of ‘Good’ for upgradation to Scientist C and ‘V. Good’ for upgradation to Sc. D and above would be screened in. The internal screening committee would

report on the scientific content of work done by the Scientist in the prescribed format (part C) and same would be made available to the external assessment committee.

18. Level 2 Screening (External)- Assessment Board or Departmental Peer Review Committee(DPRC) –

Composition of Departmental Peer Review Committee for promotion from the grade of Scientist F to Scientist G as under:

- | | | |
|------|---|-----------|
| i. | Secretary of the administrative Ministry concerned | -Chairman |
| ii. | Two Secretaries of other Scientific Ministries/Departments | -Member |
| iii. | At least three eminent scientists not below the level of Scientist G Outside the Department including at least one from Department of Space or Atomic Energy or DRDO specializing in the field of scientific activities | -Member |
| iv. | The nominee of the DoP&T as per extant instructions | -Member |

Composition of Departmental Peer Review Committee for promotion from the grade of Scientist E to Scientist F as under:

- | | | |
|------|---|-----------|
| i. | Secretary of the administrative Ministry concerned | -Chairman |
| ii. | Two Secretaries of other Scientific Ministries/Departments Or their representatives who are at least one level above The post to which in-situ promotion under MFCS is to be made | -Member |
| iii) | At least two eminent scientists not below the level of Scientist G Outside the Department including at least one from Department of Space or Atomic Energy or DRDO specializing in the field of scientific activities | -Member |
| iv) | The nominee of the DoP&T (not below the level of JS) as per extant instructions | -Member |

Composition of Departmental Peer Review Committee for promotion from the grade of Scientist D to D, C to D & Scientist B to C as under:

- | | | |
|------|--|---|
| v) | Secretary, Ministry of Earth Sciences or his nominee not below the level of Director of the Institute or Head of the Institute or Scientist 'G' Chairman. | – |
| ii) | Two Heads of the organisations under Ministry of Earth Sciences Members. | – |
| iii) | At least three experts not below the level of Scientist 'G' from outside the Department including at least one from Department of Space or Atomic Energy or Defence Research Development Organisation Members. | – |
- a) An Assessment Board shall be constituted by the Central Government for MFCS promotions upto Scientist E. the Assessment Board would have characteristic of independent peer group for the assessment of the scientific content of the work. The Departmental Peer Review Committee (DPRC) shall undertake level 2 screening for assessment of Scientists for their suitability for Scientist F or Scientist G.

- b) The composition of Level 2 Screening Committee/Assessment Board/DPRC shall be decided by Central Government in accordance with the guidelines of Department of Personnel & Training issued from time to time.
- c) Scientists 'screened in' by the Level 1 Screening Committee shall be placed before the Assessment Board (for MFCS promotions upto 'E' level) or before the DPRC (for promotions to Scientist 'F' and 'G' level).
- d) Such 'screened in' candidates shall be called for Interview by Level 2 Screening Committee (Assessment Board or DPRC as the case may be).
- e) Level 2 Screening Committee shall be free to devise its process and procedure for assessment, which may include presentations by the candidates, interview etc.
- f) The Assessment Board or DPRC shall, in each case, document specifically through a one page summary, the specific content of work done justifying the merit and the suitability of the candidates for promotion to the next higher grade.
- g) The Assessment Board or DPRC shall specifically certify that the Scientists recommend meet all the criteria for in-situ promotion under MFCS as prescribed under the rules.
- h) The Level 2 Screening Committee shall make its recommendations on the basis of assessment of Annual Work Reports, presentation made by the candidates before it, performance during the Interview, academic and professional record of the candidates, research and development experience of the candidates evidenced by publication of research work in journals of repute, and such other factors or parameters as the Assessment Board or DPRC may consider necessary.
- i) Candidates who are not recommended in the Level 2 Screening by Assessment Board/ DPRC shall go through the entire screening process viz. Level 1 Screening Level 2 Screening again after one year, when they earn at-least one more APAR.