

By Speed Post

File No. MoES/29/34/2014-RTI  
Government of India  
Ministry of Earth Sciences

Prithvi Bhawan, IMD Campus,  
Lodhi Road, New Delhi.  
Dated 11<sup>th</sup> June, 2014.

To

Shri Parasharam Kishanji Nandankar,  
156-C, H.B.Estate, Sonegaon,  
Nagpur-440025.

Subject:-Information sought by Shri Parasharam Kishanji Nandankar, 156-C, H.B.Estate, Sonegaon, Nagpur-440025 under RTI Act, 2005.

Sir,

Kindly refer to your RTI application dated 12/03/2014 (received on 19/3/2014) on the above mentioned subject.

2. The reply provided by the concerned officer vide MoES ID No MoES/29/13/2014-Estt. Dated 10/06/2014 of Ministry Earths Sciences, New Delhi is enclosed for necessary action.

3. An appeal, if any, against this reply may be made to the Appellate Authority of the Ministry, at the following address within 30 days of the receipt of the letter i.e. Shri M. K. Bansal, Director, (ICC), Ministry of Earth Sciences, Prithvi Bhawan, IMD Campus, Lodhi Road, New Delhi-110003.

Encl. As above.

Yours faithfully,



((B. K. Thakur)

Central Public Information Officer & Scientist 'C'  
Tel. No. 24669535.

Copy for information to:-

1. Director, (RTI/ICC), MoES, New Delhi.
2. Dr. M. Sudhakar, Transparency Officer, MoES, New Delhi.
3. PPS to JS, MoES, New Delhi.
4. In Charge IT Section (Sh. Krishnan is requested to upload this reply on website [www.moes.gov.in](http://www.moes.gov.in)).

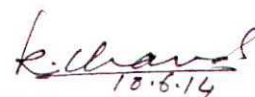
Ministry of Earth Sciences

Estt. Section

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Subject:- Request for providing requisitioned documents to Shri Parasram Kishanji Nandankar, Nagpur under RTI Act, 2005.

In continuation of this section's ID Note of even No. dated 25.4.2014 on the subject cited above, fifteen requisitioned documents to be provided to Shri Parasram Kishanji Nandankar under RTI are enclosed. CPIO is requested to provide the same to the applicant.



(Kailash Chand)

Under Secretary to the Govt. of India.

Encl: fifteen pages.

Shri B.K. Thakur, Scientist 'B' and CPIO


MoES ID No. MoES/29/13/2014-Estt.dated 10.06.2014.


Part-C

INTERNAL PEER GROUP REVIEW REPORT

1. Name : P.K. Nandankar
2. Designation : Scientist 'E'
3. Name of the Institution : India Meteorological Department
4. Qualification : M.Sc., Ph.D
5. Grading of the content of work reported : Very Good -7
6. Specific Innovation elements recognized :
- Developed web page and upkeeping the same in an operational environment. Also implemented e-service book system in RMC, Nagpur.
7. Specific highlights of the content of the work done :
- Managed RMC Nagpur well even under acute shortage of man-power.
8. Overall grading of the work report for the residency period:
- Top 10%    10-33%    33-50%    50-75%    Bottom 25%
9. Whether recommended for Assessment? : Recommended

  
(P. C. Joshi)  
Member

  
(O. P. Sharma)  
Member

  
(J. K. Garg)  
Member

  
(Swati Basu)  
Chair

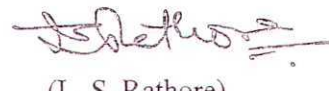
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**Part-D**  
**SPECIAL PEER REVIEW GROUP REPORT**  
**FOR CONSIDERATION FROM SCIENTIST 'E' TO SCIENTIST 'F'**

1. Name : P.K. Nandankar
2. Designation : Scientist 'E'
3. Name of the Institution : India Meteorological Department
4. Qualification : M.Sc., Ph.D
5. Grading of the content of work reported : Very Good -7
6. Specific Innovation elements recognized :
  - Developed web page and upkeeping the same in an operational environment. Also implemented e-service book system in RMC, Nagpur.
7. Specific highlights of the content of the work done :  
Managed RMC Nagpur well even under acute shortage of man-power.
8. Overall grading of the work report for the residency period:  
Top 10%    10-33%    33-50%    50-75%    Bottom 25%
9. We recommend/do not recommend Dr/Shri/Smt. P. K. Nandankar.....  
for the promotion from Scientist 'D' to 'E' w.e.f. 01.07.2014. He fulfils all the criteria for in-situ upgradation under MFCS including the relevant field experience.

  
(P. S. Goel)  
Member


  
(R R Navalgund)  
Member

  
(L. S. Rathore)  
Member


  
(O. P. Sharma)  
Member

  
(B N Goswami)  
Member

  
(P C Joshi)  
Member

  
(G. S. Bhatt)  
Member

  
(Rep. from DoP&T)  
Member

  
(Shailesh Nayak)  
Chairman

MINISTRY OF EARTH SCIENCES

**MINUTES OF THE MEETING OF THE DEPARTMENTAL PEER REVIEW COMMITTEE HELD ON 10<sup>TH</sup> DECEMBER, 2013 TO CONSIDER THE CASE OF UP-GRADATION UNDER MODIFIED FLEXIBLE COMPLEMENTING SCHEME (MFCS) OF SCIENTIST 'E' TO 'F'.**

The Departmental Peer Review Committee met under the Chairmanship of Secretary, Ministry of Earth Sciences at 02.30PM on 10<sup>th</sup> December, 2013 in his chamber to consider the case of promotion of Scientist 'E' to the grade of Scientist 'F' under Modified Flexible Complementing Scheme (MFCS). The DPRC noted the recommendations of the Screening Committee in respect of the following Scientist 'E'. The Committee also noted that the candidate has minimum residency period of 5 years required for promotion under MFCS from Scientist 'E' to Scientist 'F'.


2. The DPRC took note of the condition that **2 years of field experience** is essential for up-gradation to the grade of Scientist 'F'. The Committee noted that the following scientists fulfill the requirement of minimum residency period as laid down in the rules.

3. The DPRC after personal discussion with the candidate and after considering the qualifications, self assessment, confidential reports and field experience graded the officer as under:

Sl.No	Name and date of entry into present grade	Residency period completed as on 01.01.2014	ACR Gradings		Recommendations
			Required	Achieved	
1	Dr. John P George 01.01.2008	6 years	5 VG	1OS & 5 VG	Promoted w.e.f. 01.01.2014
2	Shri Saji Mohandas 01.01.2009	5 years	5 VG	6 VG	Deferred
3	Dr. Praveen Kumar Devarajan 01.01.2009	5 years	5 VG	2OS & 3 VG	Promoted w.e.f. 01.01.2014
4	Shri G Sudhakar Rao 09.10.1998	> 10 years in Sci. 'D' & 'E'	5 VG	2 OS, 4 VG & 1G	Promoted w.e.f. 01.01.2014
5	Dr. P. K. Nandankar 09.10.1998	> 10 years in Sci. 'D' & 'E'	5 VG	7 VG	Promoted w.e.f. 01.07.2014


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4. The Assessment Board has also acted as External Peer Review Committee. The recommendations in respect of each candidate are attached. This also constitutes Part 'D' of the MFCS.

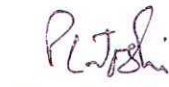
  
(P. S. Goel)  
Member

  
(R R Navalgund)  
Member

  
(L. S. Rathore)  
Member


  
(O. P. Sharma)  
Member

  
Swati Bora  
(B N Goswami)  
Member

  
(P C Joshi)  
Member

  
(G. S. Bhatt)  
Member

  
(Rep. from DoP&T)  
Member

  
(Shailesh Nayak)  
Chairman

14

CONFIDENTIAL

MINUTES OF THE MEETING OF THE SCREENING COMMITTEE HELD ON 12/11/2013 FOR PRELIMINARY SCREENING OF SCIENTISTS FOR UPGRADATION/PROMOTION FROM SCIENTIST 'E' TO 'F' Under MFCS.

The meeting of the Screening Committee constituted with the approval of Secretary, Ministry of Earth Sciences was held on 12<sup>th</sup> November, 2013 in New Delhi for Screening of Scientists who are under consideration on completion of their residency as per DoP&T's guidelines on MFCS for upgradation/promotion (in-situ) for promotion from Scientist 'E' to 'F' under the Modified Flexible Complementing Scheme (MFCS). As per the new scheme only those officers who satisfy the minimum residency period (5 years in the grade of Scientist 'E' for promotion to Scientist 'F') linked to their performance and fulfilling the minimum Benchmark of Very Good are to be screened in.

2. The Grading of the officers as per APAR/ACR along with the recommendations of the committee are as given below :

Sl. No.	Name and date of entry into Present Grade	Residency period completed as on 01.01.2014	Required gradings for eligibility	Achieved gradings	Recommended Screened in/ out
1.	Shri K V Sharma	(on deputation to abroad)			
2.	Dr.T. Shanmugaraj 01.01.2008	6 years	5 VG	3 VG, 2 G & 1 Average	Screened out
3.	Dr. D. Mohan 01.01.2008	6 years	5 VG	1 OS & 5VG	Screened in
4.	Dr. John P George 01.01.2008	6 years	5 VG	1 OS & 5 VG	Screened in
5.	Sh. Ranjit Singh 01.01.2009	5 years	5 VG	3 VG & 2 G	Screened out
6.	Sh. Saji Mohandas 01.01.2009	5 years	5 VG	6VG	Screened in
7.	Dr. Praveen Kumar Devarajan 01.01.2009	5 years	5 VG	2 OS & 3 VG	Screened in
8.	T.M. Balakrishnan Nair 03.01.2009	5 years	5 VG	1 OS, 4 VG & 1G	Screened in
9.	Shri G Sudhakar Rao 09.10.1998	>10 years in Sci.'D' & 'E'	5 VG	2 OS, 4 VG & 1G	Screened in
10.	Dr. P. K. Nandankar 09.10.1998	>10 years in Sci.'D' & 'E'	5 VG	7 VG	Screened in
11.	Sh Tata Sudhakar 01.01.2009	5 years	5 VG	5 VG	Screened in
12.	Sh C Raju Abraham 01.01.2009	5 years	5 VG	2 VG & 3G	Screened out
13.	Smt. Vijaya Ravichandran 01.01.2009	5 years	5 VG	5 VG	Screened in
14.	Dr. Basanta Kumar Jena 01.01.2009	5 years	5 VG	5 VG	Screened in


could not be considered due to non completion of required residency


OP Sharma


12/11/2013

P. C. Joshi

3. The Screening Committee has also acted as Internal Peer Review Committee. This also constitutes Part 'C' of the MFCS.

  
(P. C. Joshi)  
Member

  
(L.K. Garg)  
Member

  
(O. P. Sharma)  
Member

  
(Swati Basu)  
Chair



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No. AB-14017/37/2008-Estt(RR)  
Government of India  
Ministry of Personnel, Public Grievances & Pension  
Department of Personnel & Training

\*\*\*  
New Delhi, the 10<sup>th</sup> September, 2010

**OFFICE MEMORANDUM**

Subject: Modified Flexible Complementing Scheme for Scientists based on the recommendations of the 6<sup>th</sup> Central Pay Commission

A Flexible Complementing Scheme (FCS) for scientists is in position in some of the scientific Ministries/Departments of the Government of India and the same is presently governed by the guidelines issued by this Department under O.M. No.2/41/97-PIC dated the 9<sup>th</sup> November, 1998. There is also in position a separate, merit based promotion scheme in the DRDO and the Departments of Atomic Energy and Space. The Sixth Central Pay Commission (6<sup>th</sup> CPC) has examined these schemes in detail and observed that various time-bound promotion schemes may be necessary for scientific organizations as the morale of the scientists has to be kept high in order to keep them motivated and to stop the flight of talent from Government organizations involved in research and scientific activities. In this context, the 6<sup>th</sup> CPC has recommended that the existing scheme of FCS with necessary modifications has to be continued for R&D professionals in all S&T organizations, and the merit based promotion scheme in the Departments of Atomic Energy, Space and DRDO would also need to be persisted with. The Commission has, however, recommended certain features to be incorporated in the existing schemes of FCS and merit based promotion scheme so as to make them more relevant to the context.

2. The recommendations of the Commission have been examined in detail in the context of FCS and a revised comprehensive scheme is enclosed for immediate necessary action by all concerned Ministries and Departments. All the Ministries / departments shall initiate action for review of the provisions of the Flexible Complementing Scheme and amend the provisions of relevant recruitment rules so that the scheme is brought in conformity with the decision / guidelines being conveyed vide this Office Memorandum. Assessment of Scientists from 01.01.2011 shall be done accordingly.

3. The Ministries/Departments may bring the Scheme to the notice of concerned autonomous Organizations under their control for being placed before their respective Governing Bodies.

4. Hindi version will follow.

  
(Smita Kumar)  
Director  
23092479

To

- (i) Ministry of Science and Technology
- (ii) Department of Biotechnology
- (iii) Ministry of Communications and Information Technology (DIT)
- (iv) Ministry of Environment, Forests & Wild Life
- (v) Ministry of Non-Conventional Energy Sources
- (vi) Ministry of Earth Sciences,
- (vii) Ministry of Home Affairs
- (viii) Ministry of Water Resources
- (ix) Ministry of Health and Family Welfare
- (x) Department of Consumer Affairs
- (xi) All other Ministries/Departments of the Govt. of India

Copy to:

1. The President's Secretariat, New Delhi.
2. The Vice-President's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi.
4. The Cabinet Secretariat, New Delhi.
5. The Rajya Sabha Secretariat, New Delhi.
6. The Lok Sabha Secretariat, New Delhi.
7. The Comptroller and Auditor General of India, New Delhi.
8. The Union Public Service Commission, New Delhi.
9. All Attached Offices under the Ministry of Personnel, Public Grievances and Pensions.
10. Establishment Officer and Secretary, ACC (10 copies).
11. All Officers and Sections in the Department of Personnel & Training
12. Establishment (RR Division) (200 copies)
13. Estt.(D) (20 copies)
13. NIC, DOPT for uploading it in the Website of this Department

  
(Smita Kumar)  
Director  
23092479

### Flexible Complementing Scheme

- i. The Flexible Complementing Scheme in position in certain scientific Ministries/ Departments/ Organizations of the Government shall continue, and promotions under the FCS shall be limited to posts carrying a grade pay of Rs.10,000 or lower. The merit based promotion scheme in the Departments of Space, Atomic Energy and DRDO shall also continue and promotions under the scheme shall be limited to posts carrying a grade pay of Rs.12,000 or lower.
- ii. All the posts covered under FCS shall carry the following uniform pay bands/ grade pay, designation and the minimum residency period linked to performance.

Pay band & grade pay	Designation	Minimum Residency Period linked to Performance
1 PB-3 (Rs.15600-39100) Grade Pay Rs.5400/	Scientist B	3 years.
2 PB-3 (Rs.15600-39100) Grade Pay Rs. 6600/	Scientist C	4 years.
3 PB-3(Rs.15600-39100) Grade Pay Rs. 7600/	Scientist D	4 years
4 PB-4 (Rs.37400-67000) Grade Pay Rs. 8700	Scientist E	5 years
5 PB-4 (Rs.37400-67000) Grade Pay Rs. 8900	Scientist F	5 years
6 PB-4( Rs. 37400-67000) Grade Pay Rs. 10000/	Scientist G	----

- iii. There shall be two level of assessment for FCS. The first one would be at internal level for screening purpose and next level assessment should have majority of external members.
- iv. The assessment board for judging should have majority of external members possessing expertise in the field. Greater

emphasis to be placed on achievement as evaluated by an independent peer group rather than seniority. The revised assessment procedure as prescribed in Annexure I shall henceforth be followed by all scientific Ministries/ Departments for considering advancement under FCS.

- v. Henceforth, the benefits of FCS shall be extended only in such Departments as are involved in creating new scientific knowledge or innovative engineering, technological or medical techniques or which are predominantly involved in professional research and development and / or application of scientific knowledge. The modified criteria for identifying departments as scientific and technical and parameters for determining scientific activities and services, scientists and engineers and scientific posts will be as in the Annexure II to this scheme.
- vi. In order to extend the benefit of the Flexible Complementing Scheme to other scientific departments, the criteria for identifying an organisation as scientific would be decided and notified by the Department of Science and Technology, keeping in view the definition given in this regard. One such definition given by Department of Science and Technology is at Annexure III. The organisations that are demanding the extension of FCS in their case, the administrative Ministry of such organisations shall satisfy itself that such institutions are scientific and technical institutions and the officers are scientists holding scientific posts and are involved in scientific and technical activities as defined in the Annexure II to the FCS scheme and make its recommendations to the Department of Science and Technology. On receipt of such a request the Department of Science & Technology shall set up a Committee, which shall include eminent scientists relevant to the discipline, for examining the proposal referred by the administrative Ministry concerned. Since it is not necessary that all the pay scales under the Flexible Complementing Scheme should be applicable in all the scientific organizations, as the size of the organization may not justify introduction of the entire group of scales, the Committee, while making its recommendation, would take a specific view as to the number of scales that should be operated in the organization as well as the appropriate residency period for ensuring an even pace of promotion. However, the progression under Flexible Complementing Scheme will only be as per scales indicated in

para (ii) of the scheme. The recommendations of the committee shall be processed by the administrative ministry concerned and shall be considered in consultation with DoPT and Department of Expenditure.

vii If FCS is adopted by Autonomous Bodies, its implementation should not require ACC approval, as promotion/up gradation within autonomous Bodies does not come under the purview of ACC.

Viii The modified ACP as approved for Central government civilian employees would also be applicable to scientists covered under FCS. This is expected to provide an alternate channel for development for scientists and is expected to maintain the rigors of assessment required for assessment under FCS. Some illustrations are given below for clarity:

- A scientist 'B' is considered but does not get upgradation under the FCS. He would be entitled to grade of Scientist 'C', 'D' and 'E' on completion of 10/20/30 years of service subject to provisions of MACP notified vide OM No. 35034/3/2008-Estt. (D) dated 19<sup>th</sup> May, 2009.
- A Scientist 'B' gets upgradation to Scientist C under FCS in second chance after 4 years. After prescribed residency, he does not qualify under FCS for three successive years for upgradation to Sc. D. After completion of ten years in the grade pay of Scientist 'C' i.e. after 14 years of service he is upgraded to Scientist 'D' under MACPS, subject to provisions of MACP notified vide OM No. 35034/3/2008-Estt. (D) dated 19<sup>th</sup> May, 2009. After prescribed residency of 4 years in Scientist D, he would again be considered for upgradation to Scientist 'E' under FCS. In case he does not qualify for three successive years, he would be upgraded to Scientist 'E' after completion of 10 years in the grade pay of Scientist 'D' i.e. after 24 years of service. Further upgradation to Scientist F and Scientist 'G' would only be under FCS as the Scientist would have got three upgradations and no further upgradation under MACPS would be permissible.
- If a scientist gets three up-gradations under the FCS scheme, there would be no claim for any further up-gradation under MACPS as the MACP scheme only allows

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J.P.

J.P.

MACP

MACP  
1/1/09  
8-23 upgradations under FCS  
no claim for upgradation under MACPS

three financial up-gradation in the hierarchy of Pay bands and grade pay on completion of 10, 20 and 30 years of service respectively.

- ix Scientists/ Technical experts doing management/ administrative work in the Ministries should not be considered for up gradation under FCS, they should only be given benefit of up gradation under MACP.

J Host  
2.4

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**CRITERIA FOR CONSIDERING PROMOTIONS UNDER  
FLEXIBLE COMPLEMENTING SCHEME**

1. An annual work report format to capture scientific content of work performed has been designed in consultation with Department of Science & Technology (enclosed at Annexure IV). The annual work report format (part A) would be filled up by the officer along with the ACR and would get reported upon by the reporting officer. The nature of S&T work output indicators is also indicated. The internal peer assessment would be in part C at the time of consideration under FCS.

The new format on "annual work report" will not replace the regular system of recording ACR. The proposed format will be filled by the officer under consideration for the purpose of assessment and screening.

2. All scientists eligible as per the scheme for the FCS shall be considered for up-gradation under FCS. Exceptionally meritorious candidates with all outstanding grading may 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. However the assessment under FCS for next grade would only be three times and thereafter the scientist would be covered under modified ACP scheme according to provisions of that scheme. The scientist who has been granted any grade under MACP can be considered for next grade under FCS according to the eligibility and other provisions of FCS.

i. **Level 1 Screening (Internal)**

An internal screening committee shall be constituted by the concerned Department for evaluation of annual work reports vis-a-vis the criteria for up-gradation under FCS. An external member, from Departments of Atomic Energy, Space or DRDO who have developed over the years a fine tuned system of screening meritorious Scientists on the basis of ACRs, may be co-opted in the selection process. All scientists eligible according to the provisions of FCS and who meet the benchmark of 'Good'

Annual work report  
Bench ACR  
acc of  
grades  
have  
class  
for  
ACR  
made

for Scientist C and 'V. Good' for 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 part C of the reporting format and same would be made available to the external assessment committee.

ii. Level 2 Screening ( External)

The assessment boards shall be constituted in each scientific Department/ Ministry. The assessment board would have majority of the external members and possess expertise in the field. 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. The assessment board would have characteristic of independent peer group for the assessment of the scientific content of the work. The assessment board shall document specifically through one page summary, the specific content of the work done justifying the merit for consideration under FCS. The Departmental peer review committees shall undertake level 2 screening for assessment of scientists for their suitability for Scientist 'F' / scientist 'G'. The assessment boards/DPRC functioning as Special Peer Review Committee (SPRC) should specifically certify that the Scientists recommended met with all the criteria for in situ up gradation under FCS.

Composition of Assessment Board should be characteristic.

Departmental Peer Review Committee for Assessment

For FCS, DPRC, Level 2 Screening

3. Field experience in research and development and/or 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 FCS. Field experience of at least 2 years and 5 years respectively will be essential for promotion to Scientist F and Scientist G grades respectively. The criteria for field experience for different scientific activities have been elaborated under Scientific Activities and Services in Annexure II. To meet this requirement, existing scientists at Headquarters can be considered for appointment on deputation basis to the

Field experience

scientific laboratories/ institutes or other relevant scientific activities under the respective scientific Ministries/ Departments. In the case of small scientific Ministries/ Departments the feasibility of inter-departmental deputation can be explored. In future, initial appointment to the scientific posts in the scientific Ministries/



departments in the R&D management function should preferably be in the level of scientist 'D' and above.

4. Scientists/ Technical experts doing management/ administrative work in the Ministries should not be considered for up gradation under FCS, they should only be given benefit of up gradation under MACP.

MacP  
D-10