



वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH
अनुसंधान भवन, 2, रफी मार्ग, नई दिल्ली-110 001
Anusandhan Bhavan, 2, Rafi Marg, New Delhi-110 001



No. 7-1(1)/2001-R&A
No. _____

Dated 23rd January, 2003

From

संयुक्त सचिव (प्रशासन)
Joint Secretary (Admn.)

To

The Directors/Heads of all
National Laboratories/Institutes of CSIR

Sub:- Amendment to 'CSIR Scientists Recruitment and Assessment
Promotion (CSRAP) Rules, 2001

Sir,

I am directed to refer to CSIR letter of even number dated 16th October, 2002 on the subject cited above and to state that Director-General, CSIR, in his capacity as Chairman, Governing Body, had approved amendment to Rule 7.3(a) and inclusion of Rule 7.3(c) in the CSRAP Rules, 2001, as follows:-

Existing Rules

Rule 7.3(a):

"The period spent on deputation/foreign service to a non-scientific post and the period of leave including leave on medical grounds, EOL etc. availed on personal grounds shall not count towards the minimum residency period."

Rule 7.3(c):

"However, Scientists Gr. IV(1) who have completed minimum residency period of 3 years but less than 4 years as on 1-1-2001 may be given option for assessment either on completion of 3 years or 4 years. Those Scientists Gr.IV(1) who have completed more than 4 years but less than 5 years may be given option for assessment either on completion of 4 years as on 1-1-2001 or 5 years. Scientists Gr.IV(2)/(3) who have completed more than 4 years but less than 5 years may be given option for assessment either on completion of 4 years as on 1-1-2001 or 5 years. This shall be a one-time irrevocable option and subject to the condition that the benefit of option will be available to fresh cases only and not to those who have already been assessed in their existing grades."

Amended Rules

Rule 7.3(a):

"All periods of leave which count for earning increment, shall also count towards the minimum residency period."

Gf
R.P.

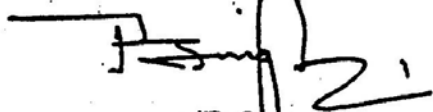
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Contd...2/-

The Governing Body in its 155th Meeting held on 19th December, 2002 has ratified the aforementioned amendments to the Rules.

Hindi version follows.

Yours faithfully,



(R.S. Antil)
Sr. Deputy Secretary

Copy to:-

- | | | | |
|----|---|----|-------------------------------|
| 1. | Chairperson, RAB | 2. | Head, RAB |
| 3. | DS & Sr. PPS to DG, CSIR | 4. | PPS to JS(A) |
| 5. | PA to FA, CSIR | 6. | DS(PPS)/DS(Genl.)/DS(Complex) |
| 7. | US(CO) | | |
| 8. | All Heads of Divisions at CSIR Hqs./Complex/IPMD/HRDC. Gzd. | | |

Kind Attention shri MKD Rao,
From, Rjeev Sharma 50, NGRJ.



**COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH
ANUSANDHAN BHAWAN, RAFTI MARG, NEW DELHI - 110001**

No.7-1 (1)/2002-R&A

Dated 14th October, 2003

To

Directors of all National Labs/Instts. of CSIR

Sub : Amendment to 'CSIR Scientists Recruitment & Assessment
Promotion Rules, 2001'.

Sir,

The Governing Body of CSIR in its 158th meeting held on 16th July, 2003 has approved the following amendments to 'CSIR Scientists Recruitment & Assessment Promotion Rules, 2001 :-

Existing Rule	Amended Rule
Rule 5.2 "The Chairperson shall prepare a panel of co-chairpersons which shall be approved by the Vice President. The validity of the panel shall be 5 yrs. However, any name be deleted or added during the currency of the panel with the approval of CSIR."	Rule 5.2 "The Chairperson shall prepare a panel of co-chairpersons which shall be approved by the Vice President. The validity of the panel shall be 3 yrs. However, any name be deleted or added during the currency of the panel with the approval of CSIR".
Rule 6.4 (II): Two External Experts To be nominated by the Chairperson of the Board, from the Panel of experts approved by RC of the Labs./CSIR Hqrs.	Rule 6.4 (II); 7.6.2(III) and 7.6.3(III) "Two external experts to be nominated by the Chairperson of the Board."
Rule 7.6.2(III): Two External Experts To be nominated by the Chairperson of the Board from the panel approved by the RC of the Lab.	
Rule 7.6.3(III): Two eminent External Experts to be nominated by the Chairperson of the Board from the panel of the specialists approved by the RC of the Labs. Members	

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Rule 7.5.3

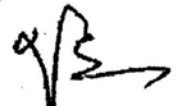
In case of Scientist Gr. IV(5) and above, DG, CSIR shall constitute discipline-wise Internal Screening Committees to review the Confidential Performance Appraisal Reports and other relevant records of all the scientists completing the prescribed residency period for shortlisting and recommending the candidates for assessment interview by the Assessment Committee as under :

- (i) An external Scientist/Technologist to be nominated by DG, CSIR-
Chairperson
- (ii) Two Scientists including Directors from CSIR Labs./Inst./Hqrs. nominated by the DG, CSIR
-Members
- (iii) The Director of the Lab/Inst./Head of the Division at Hqrs. - Member."

Rule 7.5.3

In case of Scientist Gr. IV(5) and above DG, CSIR shall constitute an Internal Screening Committee to review the confidential Performance Appraisal Reports and any other relevant records of all the Scientists completing the prescribed residency period for shortlisting and recommending the candidates for assessment interview by the Assessment Committee.

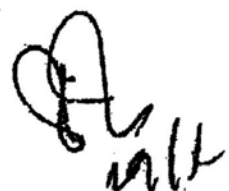
Yours faithfully,



(R S Antil)
Sr. Deputy Secretary

- Copy to:-
1. All COAs/ AOs of National Labs./Instits. of CSIR
 2. Chairperson, RAP
 3. DS(LA)/PPS/DS(CO)/DS(Cls.)/DS(Complex)
 4. Legal Adviser, CSIR
 5. Sr. PPS to DG, CSIR
 6. PPS to JS(Admin.)
 7. PA to FA, CSIR
 8. Head, URDIP, Pune

AD/ SOLR



22/12/11



COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH
ANUSANDHAN BHAWAN, RAJI MARG, NEW DELHI - 110001

No.7-1(1)/2001-R&A

28th September, 2004

To

Directors of all CSIR Labs./Instts.

Sub: Amendment to CSIR Scientists Recruitment and Assessment Promotion Rules, 2001 (CSRAP Rules, 2001).

Sir,

The Governing Body of CSIR in its 162nd meeting held on 26th July, 2004 has amended Rule 6.3.3 of the CSRAP Rules, 2001, as follows:

Amended Rule 6.3.3 :

Relaxation in age, qualification and/or experience may be permitted by DG, CSIR if the director of the laboratory based on the recommendation of the Screening Committee is of the opinion that sufficient number of candidates possessing the requisite qualification and / or experience are not likely to be available to fill up the posts."

For seeking relaxation in age, qualification and/or experience the instructions issued vide CSIR letter No. 2 (Misc.)/Recd. 24-R&A dated 22.11.1994 should be followed, scrupulously.

Yours faithfully

(RS Antil)
Sr. Deputy Secretary
Tel. No. 23710519

Copy to :

1. All Sr. COAs/COAs: AOs.
2. DS(LA/PPS)
3. DS(CQ)/DS, Complex/DS(Cite.)
4. Sr PPS to DG, CSIR
5. PPS to DS(Admin.)
6. Head, URDIP.
7. H/RAB
8. H/HRDG
9. H/HRDC

SPEED POST

वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH
अनुसंधान भवन, 2, रफी मार्ग, नई दिल्ली-110 001
Anusandhan Bhawan, 2, Rafi Marg, New Delhi-110001



198

No. 7-14(2)/2006-R&A

Dated 12.03.2007

No. _____

From

संयुक्त सचिव (प्रशासन)
Joint Secretary (Admn.)

To

The Directors of all
CSIR Laboratories/Institutes

Sub: Amendment to CSIR Scientists Recruitment & Assessment Promotion Rules, 2001.

Sir,

I am directed to state that in order to bring transparency in evaluation of merit and furtherance of confidence building amongst employees, DG, CSIR had constituted a committee to lay down parameters on which merit is to be decided in matters of selection, assessment and promotion of Scientific, Technical and Administrative Staff of CSIR.

On the recommendations of that committee, a proposal was placed before the Governing Body, CSIR in its 166th meeting held on 8.12.2006 to amend the CSIR Scientists Recruitment & Assessment Promotion (CSRAP) Rules, 2001.

Governing Body, CSIR has approved the proposal to amend the Rule 7.6.5 of CSRAP Rules, 2001 to read as follows:

"The Assessment Committee shall submit its recommendations as 'Fit for Promotion' or 'Not yet Fit for Promotion' on the basis of thresh-hold marks as given below:

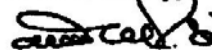
Level	1 st Chance	2 nd Chance	3 rd Chance	4 th Chance	5 th Chance
Scientist Gr.IV(1) to Gr.IV(2)	85%	80%	70%	65%	60%
Scientist Gr.IV(2) to Gr.IV(3)	85%	80%	75%	70%	60%
Scientist Gr.IV(3) to Gr.IV(4)	85%	80%	75%	70%	60%
Scientist Gr.IV(4) to Gr.IV (5)	85%	80%	75%	70%	-
Scientist Gr.IV(5) to Gr.IV(6)	85%	80%	75%	70%	-

Deved

This amended rule shall come into force w.e.f. 01.04.2007 i.e. the assessments falling due on or after 1.4.2007 will be governed as per the amended rule.

The above amendment to CSRAP Rules, 2001 may kindly be brought to the notice of all concerned in your Laboratory/Institute.

Yours faithfully,



(K.K. Chopra)
Deputy Secretary

Copy to:

1. Chairperson, RAB.
2. Head, RAB/DS(RAB)
3. Staff Officer to DG, CSIR
4. US, Office of Joint Secretary (Admn.)
5. PA to FA, CSIR
6. PA to LA, CSIR
7. PA to CVO, CSIR
8. Sr. Deputy Secretary/Deputy Secretaries, CSIR Hqrs./CSIR Complex.
9. Head, URDIP/Head, HRDG/Head, C-MMACS/OSD, HRDC
- ✓ 10. CSIR Website: www.csir.res.in



CSIR

No.1-5(1)/2008-RAB

चयन एवं मूल्यांकन बोर्ड
Recruitment & Assessment Board
वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH

Dated: 29th February, 2008

From: Head,
Recruitment & Assessment Board

To

Directors of all National Labs./Instts. of CSIR

Sub: Amendment to 'CSIR Scientists Recruitment & Assessment Promotion Rules, 2001'.

Sir,

The Governing Body of CSIR at its 170th meeting held on 28th January, 2008 has approved the following amendment to 'CSIR Scientists Recruitment & Assessment Promotion Rules, 2001':

Existing Rule	Amended Rule
Rule 9 Power to relax - The Governing Body may relax any or all the provisions of these Rules wherever considered necessary.	Rule 9 Power to relax/modify - Director General, CSIR, may relax/modify/amend any of the existing rules to overcome the operational difficulties and for speedy assessment of scientists on the recommendations of the Recruitment and Assessment Board, wherever considered necessary. Such relaxation/amendment/modification shall be applicable from the date of notification of the DG's decision unless specified otherwise. The relaxation/modifications/amendments, if any, shall be ratified by the Governing Body.

Yours faithfully,

(Girish Chopra)

Deputy Secretary, RAB

Copy to:

1. Chairperson, RAB
2. All COAs/AOs of National Labs./Instts. of CSIR
3. Sr.DS(LA/PPS)/DS(CO)/DS(Cte.)/DS(R&A)/Sr.DS(Complex)
4. Legal Adviser, CSIR
5. Heads of TNBD/IPMD/RDPD/HRDG/HRDC/URDIP
6. DS, O/o DG, CSIR
7. U.S., O/o JS (Admn.)
8. P.A. to F.A., CSIR
9. Dr R B Misra, Secretary, Staff Side, JCM, Industrial Toxicology Research Institute, Post Box No.80, MG Marg, Lucknow - 226 001
10. Head, IT Division - with the request that this circular may be made available on CSIR web-site.



चयन एवं मूल्यांकन बोर्ड
Recruitment & Assessment Board
वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH

No.1-5(1)/2008-RAB

Dated: 20th March, 2008

From: Head,
Recruitment & Assessment Board

To

Directors of all National Labs./Instts. of CSIR

Sub: Amendment to 'CSIR Scientists Recruitment & Assessment Promotion Rules, 2001

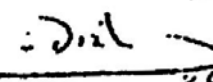
Sir,

The Governing Body of CSIR at its 169th meeting held on 22nd June, 2007 has approved the following amendment to Rule 7.2 of CSIR Scientists Recruitment & Assessment Promotion (CSRAP) Rules, 2001:

Existing Rule	Amended Rule
<p>Rule 7.2</p> <p>Promotion up to the level of Scientist Group IV(6) i.e. of Scientist Group IV(1), IV(2), IV(3), IV(4) & IV(5) shall be made on the basis of :</p> <p>(i) preliminary screening by an Internal Screening Committee formed as per Rule 7.5.1, which takes into account the Annual Confidential Reports recorded for the years covered under the residency period; and</p> <p>(ii) interview by the Assessment Committee as specified hereafter.</p>	<p>Rule 7.2</p> <p>(a) Promotion up to the level of Scientist Group IV(5) i.e. of Scientist Group IV(1), IV(2), IV(3), & IV(4) shall be made on the basis of :</p> <p>(i) preliminary screening by an Internal Screening Committee formed as per Rule 7.5.1, which takes into account the Annual Confidential Reports recorded for the years covered under the residency period; and</p> <p>(ii) interview by the Assessment Committee as specified hereafter.</p> <p>(b) Promotion to the level of Scientist Group IV(6) i.e. of Scientist Group IV(5) shall be made on the basis of:</p> <p>(i) preliminary screening by an Internal Screening Committee formed as per Rule 7.5.3, which takes into account the Annual Confidential Reports recorded for the years covered under the residency period; and</p> <p>(ii) Assessment by a duly constituted Peer Committee which takes into account the Annual Confidential Reports and the Work Reports for the years covered under the residency period without holding any assessment interview.</p>

The amendment in Rule 7.2 shall be implemented for all the cases of assessments, now onward coming before RAB, including pending cases of earlier years under CSRAP Rules, 2001 as approved by the Governing Body at its meeting held on 22.6.2007.

Yours faithfully,


(Girish Chopra)
Deputy Secretary, RAB

Copy to:

1. Chairperson, RAB
2. All COAs/AOs of National Labs./Instts. of CSIR
3. Sr.DS(LA/PPS)/DS(CO)/DS(Cie.)/DS(R&A)/Sr.DS(Complex)
4. Legal Adviser, CSIR
5. Heads of TNBD/IPMD/RDPD/HRDG/HRDC/URDIP
6. DS, O/o DG, CSIR
7. U.S., O/o JS (Admn.)
8. P.A. to F.A., CSIR
9. Dr R B Misra, Secretary, Staff Side, JCM, Industrial Toxicology Research Institute, Post Box No.80, MG Marg, Lucknow - 226 001
10. Head, IT Division - with the request that this circular may be made available on CSIR web-site.



चयन एवं मूल्यांकन बोर्ड
Recruitment & Assessment Board
वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH

No.1-5(1)/2008-RAB

Dated: 12th January, 2009

From: Head,
Recruitment & Assessment Board

To

The Directors/Heads of all National Labs./Instts. of CSIR

Sub: Amendment in 'CSIR Scientists Recruitment & Assessment Promotion Rules, 2001' – Appointing Authority for the post of Scientist Group IV(6) and for the posts at higher levels - reg.

Sir,

The Governing Body of CSIR at its 172nd meeting held on 7th November, 2008 has approved the following amendments to 'CSIR Scientists Recruitment & Assessment Promotion Rules, 2001':

Existing Provisions	Amended Provisions
As per Rule 6.9.1, for the post of Scientist Group IV(6) and above and posts in equivalent grades, the appointing authority shall be the President, CSIR.	(i) For the post of Scientist Group IV(6), the appointing authority shall be VP, CSIR; and (ii) For posts in Director's grade i.e. Rs.22,400-24,500 (pre-revised) and above and posts in equivalent grades, the appointing authority shall be the President, CSIR.
As per the existing provisions under Rule 6.4 (iv), even in the case of Scientist Group IV(6), DG or his nominee shall be a member on the Selection Committee.	(i) Existing provisions will be applicable for appointment upto Group IV(5); and (ii) In the case of Scientist Group IV(6) and above, DG, CSIR shall be a member on the Selection Committee.

Hindi version will follow.

Yours faithfully,


(Girish Chopra)
Deputy Secretary, RAB

P.T.O.

Copy to:

1. Chairman, RAB
2. Sr.COA/COA/AO of all Labs./Instts.
3. Sr.DFA/DFA/Sr.FAO/FAO of all Labs./Instts.
4. P.S. to DG, CSIR
5. US & PPS to J.S. (Admn.)
6. P.S. to F.A., CSIR
7. P.A. to CVO, CSIR
8. Legal Adviser, CSIR
9. Sr.DS(LA/PPS/Cte.)/US(CO)/DS(Complex)
10. Head, TNBD/IPMD/RDPD/HRDG/HRDC/URDIP/ISTAD/USD/ESD
11. Dr R B Misra, Secretary, Staff Side, JCM, Indian Institute of Toxicology Research,
Post Box No.80, MG Marg, Lucknow - 226 001
12. Head, IT Division - with the request to make this circular available on CSIR web-site.



CSIR

चयन एवं मूल्यांकन बोर्ड
Recruitment & Assessment Board
वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH

Circular No. 503

No. 1-5(1)/2008-RAB

Dated: 4th January, 2010

From: Head, RAB

To

The Directors/Heads of all National Labs. /Instts.

Sub: Counting of EOL towards the minimum residency period of assessment under CSRAP rules, 2001

Sir,

I am directed to state that the subject matter had been under consideration of the Recruitment and Assessment Board for quite some time and it was of the view that Extraordinary Leave (EOL) granted for taking up full time assignments within or outside the country in the overall interest of research and development should be allowed to be computed towards the minimum residency period under CSRAP Rules, 2001 even if the said period did not qualify for earning increments.

Accordingly, on the recommendations of the Chairman, RAB the Director General, CSIR, in his capacity as Chairman, Governing Body has been pleased to approve the following amendment in CSRAP Rule 7.3(a):

Existing Rule 7.3 (a)	Amended Rule 7.3 (a)
All periods of leave which count for earning increments shall also count towards the minimum residency period.	All kinds of leave including Extraordinary Leave (EOL) to the extent it counts for earning increments and also the period spent on deputation/foreign service shall count as qualifying service for eligibility for promotion. EOL granted for a full-time assignment within or outside the country shall also count for assessment, subject to a maximum of one year. However, EOL availed on personal grounds: shall not count as qualifying service.

The eligibility of EOL period to be counted for assessment will be based on the explicit recommendations of the Director of the lab/Institute.

The aforesaid benefit shall be admissible for assessment falling due from the assessment year 2008-09. In case the benefit falls before 1.4.2008 the same will not be considered and will be made effective only from 1.4.2008.

The above amendment shall come into force with immediate effect. The cases where assessment interviews have already been held, shall not be opened.

Yours faithfully,

(Signature)
(Jaiprakash Chaturvedi)
Section Officer, RAB

Copy to:

1. All Sr. COAs/COAs/AOs of National Labs. / Inette. of CSIR
2. Sr. DS(LA/PPS)/(DS(CO)/DS(Complex)
3. Legal Adviser, CSIR
4. Heads of PPD/IPMD/ISTAD/HRDG/HRDC/URDIP/USD
5. PS, O/o DG, CSIR
6. PS, O/o DG, CSIR
7. PA to FA, CSIR
8. Dr. RB Misra, Secretary, Staff Side, JCM, Industrial Toxicology Research Institute,
9. Head, IT Division-with the request that this circular may be made available of CSIR web-site.

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22/3
5/1/10
By, [Signature]



CSIR

चयन एवं मूल्यांकन बोर्ड
Recruitment & Assessment Board
 वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH

P.F.No.1-5(1)/174/2009-RAB

Dated: 1st June, 2011

From: Head, RAB

To

The Directors of all CSIR Labs./Instts.

Sub: Amendment in the CSIR Scientists Recruitment Rules.

Sir,

I am directed to state that the competent authority has been pleased to approve certain amendments in the Recruitment Rules, in terms of Rule 9 of CSIR Scientists Recruitment and Assessment Promotion (CSRAP) Rules, 2001, as amended earlier and notified through CSIR circular letter No.1-5(1)/2008-RAB, dated 29.2.2008. The background, in which it has been found necessary to amend certain provisions of CSRAP Rules, is given hereunder:

1. In keeping with the vision and directive of the Hon'ble President of CSIR, CSIR is rapidly transforming itself into an organization that will promote and deliver Innovation of the highest order. Several new initiatives have been launched by CSIR for the purpose during the past three years thus fulfilling this vision. These include amongst others, induction of scientists and technologists of eminence, both from India and overseas into CSIR as Distinguished and Outstanding Scientists and creation of a platform to Impart education in interdisciplinary Science and Technology (S&T) namely, Academy of Scientific and Innovative Research (AcSIR).
2. CSIR aspires to become one of the foremost organizations for acquisition, transmission and application of S&T based knowledge and innovation. Such an institution in the coming decades will be best served by highly qualified and relatively younger scientific and technical personnel in all disciplines of Interest to CSIR.
3. India is preparing itself to face the emerging challenges in an economic world order, where, the competitive advantage will be defined by the ability to generate new knowledge and innovations. Traditionally an economy based on natural resources and manufacturing has placed a high value on long years of experience of professionals. On the contrary, an economy driven by knowledge and innovation requires professionals who are very highly qualified and relatively young. Number of years of past experience is no longer the sole parameter for bestowing higher responsibility in the knowledge economy era. Rather, qualities such as cutting edge knowledge, risk taking and entrepreneurship will be the most sought after attributes for future leaders.
4. Disciplines such as advanced materials, life sciences, information technology, computational science and value-based engineering are characterized by rapidly changing developments, short technology life spans and smaller window of opportunity for converting S&T to applications and useful innovations. This requires a new breed of young men and women to assume leadership of S&T in CSIR in the years to come.

- 2 -

5. In the late 40's, when transformation of India based on S&T was envisaged, India entrusted the responsibilities of building some of our most ambitious S&T programmes on men of eminence who were less than 45 years of age, like, Dr. Homi Bhabha, Dr. Vikram Sarabhai and Dr. S.S. Bhatnagar.

6. For CSIR to successfully transform itself into an efficient and nimble knowledge and innovation driven organization, it will have to attract committed younger professionals with substantially higher qualifications into its work force.

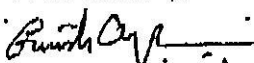
7. In the changing scenario, it is necessary to identify men and women of exceptional talent as well as leadership potential from within and outside CSIR system and nurture them so as to take up senior positions at a young age. Recently, a number of Directors of CSIR Laboratories (at Scientist H level) have been appointed. Several of them are below 50 years of age. However, most of the leadership grown within the CSIR is above 50 years of age. CSIR is in the process of defining a policy for succession planning. This will require creation of a talent pipe line of young leaders who are at the level of Scientist G, around the age of 45 years.

8. These considerations required some changes in the CSIR Scientists Recruitment and Assessment Promotion (CSRAP) Rules that were formulated in 2001. Additionally, in the intervening period, changes have taken place in the focus of CSIR (moving from service dominated organization to innovation driven knowledge organization) which require enhancement of the minimum entry level qualifications.

9. The guiding principles that have been kept in mind while defining the changes in the Recruitment Rules, include - enhancing the qualification levels of all categories of Scientists, attracting the very best talent to CSIR, providing an environment where capable Scientists can grow faster in the system, moving away from the concept of lifelong employment and allowing organization renewal through turnover of Scientists, providing for career mobility of middle and senior level Scientists to migrate to/from other institutions both in academia and industry.

10. The amended provisions of Recruitment under CSRAP Rules, 2001 are enclosed and shall be effective from the date of this notification.

Yours faithfully,


(Girish Chopra)
Deputy Secretary

Copy to:

1. Sr. COAs/COAs/AOs of all National Labs./Instts. of CSIR
2. Sr.DS (CO)/DS(PPS)/DS(Complex)
3. Legal Adviser, CSIR
4. US, O/o DG, CSIR
5. U.S., O/o JS (Admn.)
6. P.S. to FA, CSIR
7. P.S. to CVO, CSIR
8. Heads of PPD/TKDL/IPMD/HRDG/HRDC/URDIP/USD
9. Head, IT Division - May please put this circular on CSIR web-site.

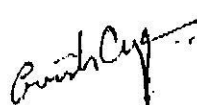
Enclosure to circular letter No.P.F.No.1-5(1)/174/2009-RAB, dated 01.06.2011

Statement of existing and revised Recruitment Rules of CSIR

Existing	Revised
<p>Rule 4(vi) - "Scientist" means R&D scientific staff who are expected to generate, develop, advance, disseminate, diffuse, manage and protect new knowledge/methods/techniques by research/ design/ development/extension.</p> <p>Rule 5</p>	<p>Rule 4(vi) - "Scientist" (other than where used as Designation) means R&D scientific staff who are expected to generate, develop, advance, disseminate, diffuse, manage and protect new knowledge/methods/techniques by research/ design/ development/extension.</p> <p>Insertion of Para 5.2.1 - Chairperson, RAB may delegate, in writing, such of his powers, as may be necessary, to any one of the Co-chairpersons.</p>

Rule 6.1.1 as per Appendix**Rule 6.1.2** to the extent indicated hereunder:

Existing	Revised
<p>Recruitment shall normally be made at the Initial level of Scientists Group IV(1). Wherever need exists or arises, Director of Lab/Instt can fill up the posts at lateral level to the extent recommended by Research Council with the condition that the existing Roster position may not be disturbed. In exceptional circumstances, if there is a need to recruit at lateral level over and above the strength fixed, post in the Roster meant for Gr.IV(1) may be upgraded with the approval of Research Council, however, the post should be filled by candidate of the same category as per the roster point.</p>	<p>(i) Persons with engineering background and possessing BE/B.Tech. qualification will be recruited as Trainee Scientist (TS) and admitted to the Academy of Scientific & Innovation Research (AcSIR) subject to meeting the norms of admission prescribed by the Academy from time to time. TS will be paid a stipend equivalent to the minimum of Pay Band-3 with Grade Pay of 5400 plus admissible allowances. TS will undergo a programme of training consisting of theory and practice in the areas of relevance to CSIR under the auspices of AcSIR. The TS upon successful completion of two years of training leading to Advanced Diploma with Distinction shall be eligible for consideration for appointment to the level of "Scientist" in CSIR.</p> <p>(ii) All advertisements for the positions of Scientist in CSIR, henceforth, shall be with regard to <u>Pay Band-3</u> or <u>Pay Band-4</u>. The Selection Committee depending upon the performance of the candidate may choose to place the candidate in any of the Grade Pay within the Pay Band subject to meeting the minimum eligibility criterion specified, without disturbing the existing Roster Position.</p>

Rule 6.2 as per Appendix


Existing	Revised
Rule 6.3.5 - In disciplines (including specialized areas or fields), other than mentioned under these Rules (I.e. Science, Engineering or Technology), such professional or technical qualifications, as are approved by the Government of India for appointment to superior posts and services shall be applicable. In cases, where a formal Degree or Diploma is not being awarded or has not been approved, the educational qualifications and experience shall be such as may be prescribed by the DG,CSIR.	Rule 6.3.5 - In disciplines (including specialized areas or fields), other than mentioned under these Rules (like Science, Engineering, Technology and Management), such professional or technical qualifications as otherwise required in CSIR and/or as are approved by the Govt. of India for appointment to specialized positions, shall be made applicable with due approval of DG,CSIR. In cases, where a formal Degree or Diploma is not being awarded or has not been approved, the educational qualifications and experience shall be such as may be prescribed by the DG,CSIR.

Existing	Revised
Rule 6.6.1 - Persons appointed to the post of Scientist Group IV(1) shall be on probation for a period of two years. Persons appointed to any other grade, viz. Scientist Group IV(2), IV(3), IV(4), IV(5) and IV(6) shall be placed on probation for a period of one year, provided that the appointing authority may extend or curtail the period of probation in accordance with the instructions issued by the Government of India from time to time.	Rule 6.6.1 - Persons appointed to the post under these rules shall be placed on probation for a period of one year. The appointing authority may extend or curtail the period of probation in accordance with the instructions issued by the Government of India from time to time.

Existing	Revised
Rule 6.7.2 - Up to three advance increments as recommended by the Selection Committee may be granted by the Director of the Lab./Instt. in respect of selections for which he is the appointing authority. Beyond three and up to five increments recommended by the Selection Committee may be granted by the DG, CSIR. Beyond five and upto seven increments recommended by the Selection Committee may be granted by the President, CSIR.	Rule 6.7.2 - Up to three advance increments as recommended by the Selection Committee may be granted by the Director of the Lab./Instt. in respect of selections for which he is the appointing authority. Beyond three and up to five increments recommended by the Selection Committee may be granted by the DG, CSIR. Beyond five and upto seven increments recommended by the Selection Committee may be granted by the Vice President, CSIR.



APPENDIX

Existing		Revised
Rule 6.1.1 The grades/scales of pay of scientists covered under these rules shall be such as may be determined by CSIR from time to time. However, grades/scales applicable are as under:		Rule 6.1.1 The pay band and grade pay of scientists covered under these rules shall be such as may be determined by CSIR from time to time. Pay band and Grade pay, applicable at present, are as under:
S.No.	Group/Grade and Designation of the Post	Scale of Pay
1.	Scientist Group IV(1)	Rs. 8000-275-13500
2.	Scientist Group IV(2)	Rs. 10000-325-15200
3.	Scientist Group IV(3)	Rs. 12000-375-16500
4.	Scientist Group IV(4)	Rs. 14300-400-18300
5.	Scientist Group IV(5)	Rs. 16400-450-20000
6.	Scientist Group IV(6)	Rs. 18400-500-22400
7.	Scientist Group IV(7)	Rs. 22400-525-24500

S.No.	Designation	Pay Band	Grade Pay
1.	Junior Scientist*/Trainee Scientist**	15600-39100 (PB-3)	5400
2.	Scientist	15600-39100 (PB-3)	6600
3.	Senior Scientist	15600-39100 (PB-3)	7600
4.	Principal Scientist	37400-67000 (PB-4)	8700
5.	Senior Principal Scientist	37400-67000 (PB-4)	8900
6.	Chief Scientist	37400-67000 (PB-4)	20000

Note: Rules for appointment to the position of Outstanding Scientist in HAG Scale 67000-(annual increment @ 3%)-79000 have been notified vide Office Memorandum No. 5-1(62)/2008-PD, dated January 15, 2009 and those for the position of Distinguished Scientist in the HAG+ Scale 75500-(annual increment @ 3%)-80000 have been notified vide Office Memorandum 5-1(61)/2008-PD, dated January 15, 2009.

*Existing Scientists Group IV(1)

** New recruits

Existing	Revised
Rule 6.2 The minimum qualifications, experience and maximum age limits for direct recruitment of Group IV Scientists at various levels shall be as follows:	Rules 6.2 The minimum qualifications, experience and maximum age limits for direct recruitment of Scientists at various levels shall be as follows:

Sl. No.	Group, Grade and Designation and scale of pay of the post	Qualifications	Experience in required areas.	Age limit not exceeding
1.	Scientist Gr. IV(1) Rs. 8000-13500	1st class M.Sc/B.E/B.Tech/MBA* M.LibSci/MCA/MBBS or equivalent qualifications OR M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR PhD	Nil	35 years
2.	Scientist Gr. IV(2) Rs. 10000-15200	1st class M.Sc/B.E/B.Tech/MBA* M.LibSci/MCA/MBBS or equivalent qualifications OR M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR PhD OR PhD(Engg)	3 years 2 years 1 year Nil	35 years
3.	Scientist Gr. IV(3) Rs. 12000-16500	1st class M.Sc/B.E/B.Tech/MBA* M.LibSci/MCA/MBBS or equivalent qualifications OR M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR PhD OR PhD(Engg)	7 years 5 years 4 years 3 years	40 years

Sl. No.	Designation	Qualifications	Experience in required areas.	Age limit not exceeding
1.	Trainee Scientist	B.E/B.Tech. with minimum 70% marks or 7.0 CGPA	-	28 years
2.	Scientist	ME/M.Tech./M.Vet.Sc./M.D. OR B.Tech/M.Sc with Post Graduate degree in Intellectual Property Law, (1 st class or 60% on an aggregate or equivalent GPA) OR BE/B.Tech with Advanced Diploma from AcSIR with distinction OR PhD(Sc./Engg.) submitted	- - -	32 years
3.	Senior Scientist	Ph.D(Engg./Mgmt) or MBBS + PhD or Ph.D (Sc.) / . ME/M.Tech./M.D./M.Vet(Sc.) OR B.Tech/M.Sc with MBA* or Post Graduate degree in Intellectual Property Law	- 2 year 3 Years	37 years

4.	Scientist Gr. IV(4) Rs. 14300-18300	1st class M.Sc/B.E/B.Tech/ MBA* M.LibSci/MCA/MBBS or equivalent qualifications OR M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR PhD OR PhD(Engg)	10 years 8 years 7 years 6 years	45 years	4.	Principal Scientist	Ph.D(Engg.) or Ph.D (Sc.) or Ph.D (Mgmt) or MBBS + PhD or MD/M.V.Sc	3 years 5 years	45 years
5.	Scientist Gr. IV(5) Rs. 16400-20000	1st class M.Sc/B.E/B.Tech/ MBA* M.LibSci/MCA/MBBS or equivalent qualifications OR M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR PhD OR PhD(Engg)	13 years 11 years 10 years 9 years	50 years	5.	Senior Principal Scientist	Ph.D(Engg.) or Ph.D (Sc.) or Ph.D (Mgmt) or MD/MBBS PhD	6 years	50 years
6.	Scientist Gr. IV(6) Rs. 18400-500-22400	1st class M.Sc/B.E/B.Tech/ MBA* M.LibSci/MCA/MBBS or equivalent qualifications OR M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR PhD OR PhD(Engg)	16 years 14 years 13 years 12 years	50 years	6.	Chief Scientist	Ph.D(Engg.) or Ph.D (Sc.) or Ph.D (Mgmt) or MD/MBBS PhD	10 years	50 years

* This qualification shall be applicable for recruitment of Scientists for business development/project management/ human resource development group.

* This qualification shall be applicable for recruitment of Scientists for business development/project management/ human resource development group.
Ph.D.(Mgmt) will include Ph.D. in Economics, Information Science, IPR Law or equivalent for specific functions.

N.B. - Advertisements shall be issued asking for applications in terms of pay bands. Positioning of a candidate in terms of a particular grade in the band shall be appropriately done by the Selection Committee.

- Apart from qualifications indicated in the Ibid Rules, any other recognized qualification, which is equivalent to the prescribed qualification, shall be treated at par with that qualification.

Handwritten signature



CSIR

P.F.No.1-5(1)/174(AsPr)/2009-RAB

Dated: 1st June, 2011

The Directors of all CSIR Labs./Instts.

Sub: Amendment of CSIR Scientists Assessment Promotion Rules.

Sir,

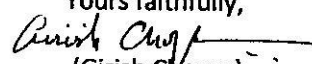
I am directed to state that the competent authority has been pleased to approve certain amendments in the Assessment Promotion Rules, in terms of Rule 9 of CSIR Scientists Recruitment and Assessment Promotion (CSRAP) Rules, 2001, as amended earlier and notified through CSIR circular letter No.1-5(1)/2008-RAB, dated 29.2.2008.

2. The guiding principles that have been kept in mind while defining the changes in the **Assessment Promotion Rules**, include – enhanced efficiency, timely completion of assessments, and saving time and cost in conducting the assessments. These principles have already been implemented for the assessment promotion of Scientists F to G, with the approval of Governing Body given at its meeting held on 22nd June, 2007. This has proved to be effective in timely completion of the assessment process. The extension of this process in respect of the Scientists at lower levels will result in greater efficiency in assessment at lower levels also. These modifications in the assessment process are also justifiable in view of marginal difference in the pay packages when the promotion is within the same pay band.

3. The following amendments are approved by the competent authority:

- Interview to be retained only for progression from PB-3 to PB-4, i.e. Sr. Scientist to Principal Scientist;
- For other levels, within a pay-band, the assessment will be based on the Annual Performance Report/Performance Mapping of Scientists and Work Report for the period of assessment;
- Besides declaring the result of assessment as "Fit for promotion" or "Not yet fit for promotion", an additional provision of "Promotion deferred by one year" has been introduced for those who are falling short by upto two marks only for promotion as per DRDO Scientists assessment promotion rules;
- The number of chances for assessment will not be limited;
- Existing Junior Scientists and "Scientists" who are currently not having the requisite entry level qualifications (as per revised recruitment rules notified vide letter No.1-5(1)/174/2009-RAB, dated 01.06.2011) in PB3 will have to acquire higher qualification prior to their being assessed for the next Pay band namely PB4.

4. The above amendments will be applicable for promotion of Scientists for the Assessment Year 2010-2011 and onwards.

Yours faithfully,

(Girish Chopra)
Deputy Secretary

Copy to

1. Sr COAs/COAs/AOs of all National Labs./Instts. of CSIR
2. Sr.DS (CO)/DS(PPS)/DS(Complex)
3. Legal Adviser, CSIR
4. US, O/o DG, CSIR
5. U.S., O/o JS (Admn.)
6. P.S. to FA, CSIR
7. P.S. to CVO, CSIR
8. Heads of PPD/TKDL/IPMD/HRDG/HRDC/URDIP/USD
9. Head, IT Division – May please put this circular on CSIR web-site.