

**REVISED  
MERIT AND NORMAL  
ASSESSMENT SCHEME  
(MANAS)**

**FOR**

**SCIENTIFIC, TECHNICAL & SUPPORT STAFF  
(Effective from 1-4-1992)**

**UP-DATED VERSION  
(February, 2004)**



**COUNCIL OF SCIENTIFIC AND INDUSTRIAL  
RESEARCH, NEW DELHI**

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**PREFACE**

In order to provide a better "Flexible Complementing System" for the benefit of Scientific, Technical and Support staff, viz. staff members in Group I, II, III, IV & V Grades, the Merit and Normal Assessment Scheme (MANAS) was revised and was made effective from 1-4-1992 among all the CSIR Labs./Instts. The Revised MANAS was a culmination of earlier schemes such as NR&AS, MANAS, etc. Over a number of years, the Revised MANAS has become more and more established and standardized through a number of clarifications and amendments issued from time to time.

The present document portrays the *modus operandi* of assessments in respect of staff members in Group I, II, III & V(A) grades. In order to introduce a rationale into the recruitment and assessment processes in respect of Scientists who are engaged in R&D efforts, separate rules entitled "CSIR Scientist Recruitment & Assessment Rules, 2001" were introduced and segregated from the present effort. While the basic tenets remain more or less the same, the implementation part has undergone some change and made simpler.

This compilation is expected to cater to the needs of CSIR Labs./Instts. without referring to the various circulars issued so far on the subject. In order to make it handy, the Annexures which were provided with Revised MANAS are not being reproduced here.

I hope this document would be an useful tool in the hands of administrative authorities all over.

Dated:

(Sudhir Kumar)  
Jt. Secretary (Admn.)

# **REVISED MERIT AND NORMAL ASSESSMENT SCHEME**

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