

(11.4)Recruitment of Scientists etc. for Major Projects.

(11.4.1) The question of formulation of a methodology for quick recruitment of Scientists for Major Projects and for strengthening the Core Staff of the Laboratories/Institutes' has been under consideration for some time past. The then DGSIR appointed a Committee under the Chairmanship of Dr. A.P. Mitra, formerly Director, NPL, New Delhi (now Director-General, CSIR) with the following terms of reference.

- 1. To suggest methodology of quick recruitment of scientist vis-a-viz major projects of national priorities and sponsored projects;**
- 2. To look at the recruitment policy of young scientists in CSIR system;**
- 3. To suggest new strategies deemed necessary for the purpose; and**
- 4. Any other related matter with the permission of the Chair.**

The recommendations made by the above Committee have been approved by the Governing Body at its meeting held on 22nd May, 1986. A copy of the Scheme for quick recruitment of Scientists as recommended by the above Committee and approved by the Governing Body is sent herewith for information and necessary action. Some other recommendations of the above Committee as approved by the Governing Body are also reproduced below for information and necessary action:

- (a) The Committee felt that there was an urgent need for a flowing system for new inputs into the staffing patterns of CSIR Laboratories/Institutes. It has been the experience that some posts of scientists at different levels invariably remain vacant each year and these should be advertised at the appropriate time, so as to facilitate consideration of the cases of Laboratories fellow proposed to be recruited Under Section (1) above (please see the enclosed Scheme) along with younger and bright scientist available in open market. These vacancies should be made available by the Laboratory if necessary by redeployment of the staff or readjustment of the R&D work so that the Fellows thus appointed have fair chance of getting selected against regular posts within reasonable time before the conclusion of the Fellowship.**

(b) When the selection is made in an area of work where more posts are likely to be available, a panel may be drawn. The life of the panel should be one year so that vacancies occurring in the next one year could be filled up from this panel, provided of course the qualifications and job requirements are the same as for the advertised posts for which the selection and the panel were made.

(c) Appointments of Fellows

(a) Selection Procedure:

When a Scientist of talent is identified in India or abroad, and is known to be available immediately or in the near future, the Director of the Laboratories may proceed as follows.

If the Scientist is abroad..

Bio-data may be got referred to at least two distinguished experts outside the CSIR system, and if the Director finds the candidate outstanding& highly suitable for the required work, he may obtain the prior approval of DGSIR and then offer the appointments. The Executive Committee may be informed in its next meeting:

If the Scientist in India:

The Director may constitute a Committee with himself as Chairman, and the following as Members:

- Two outside expert members of RAC**
- Area Coordinator/Group Leader of the concerned area in the laboratory.**
- Another senior scientist of the Laboratory in the concerned or related areas.**

The Committee may interview the Scientist, who may, if considered necessary, be required to give a talk before the Committee and other Scientist of the Laboratory.

If the Committee finds the Scientist to be outstanding and highly suitable for the required work, they may recommend the induction of the scientist as fellow and also suggest the emoluments and the range within which the appointment is to be made:

The Director may make the appointment accordingly, and report it to the Executive Committee in its next meeting.

If, however, the prescribed length of experience vide (f) below is to be relaxed in any case, the prior concurrence of DG, CSIR must be taken before the appointment is made.

Appointing Authority:

The Director of the Laboratory/Institutes will be the Appointing Authority.

(c) Designation of the Scientists:

The Scientists concerned will be designated as a "Fellow" of the Laboratory.

(d) Levels of Emoluments:

The levels of pay in which the Scientists can be appointed under the New Scheme will be as follows Range (1) Rs. 2400/2500/2600/2800/2900/3000

Range (2): Rs. 3000/3100/3200/3400/3500/3600/3800/4000

Range (3): Rs. 3600/3800/4000/4300/4600/5000

The above scales do not envisage grant of annual increments of Rs. 100/- per month. The object of indicating the scales in the above manner is that the scientists can be appointed at any stage in the above three different ranges of pay;

The above ranges may be reviewed in the event of any revision in the present pay structures in respect of regular scientific cadres

Review of emoluments will be undertaken at the end of two years. At this time all cases can be reviewed by the above Committee as to whether a scientist deserves higher emoluments within the same range. On the recommendations of the Committee, the Director may grant higher rate of emoluments.

Duration of Tenure:

The appointment of such Fellows will be on contract for a period not exceeding three years, and it may be terminated by a notice of three months from either side (or three month's emoluments in lieu thereof). The contract cannot be extended beyond the above maximum period.

(f) Qualifications:

Qualifications for scientists recruited under the New Scheme will be as follows:

(i) Range No. 1.

M.Tech. or equivalent degree/MBBS with one year internship/Ph.D(Sc.), with uniformly outstanding academic record, and clear potential for high quality R&D work.

(ii) Range No. 2.

M.Tech. or equivalent degree with three years experience,/MD/Ph.D.(Se.)/ Ph.D(Engg.). with outstanding academic record, and proven ability for high quality R&D work.

(iii) evidence by highly innovative patents or outstanding publications - evidence of leadership, with minimum of 5 year R&D experience.

(g) Police Verification of Scientists on initial appointments

Police verification prior to actual appointments need not be insisted upon in non-sensitive jobs. If, however a particular scientist is being appointed in a project or projects which is/are of

sensitive or strategic nature from the view point of security, prior police verification may be done.

(h) Applicability of conduct and other rules :

The Scientists recruited under the new scheme will be subject to the operation of the CCS (Conduct) Rules, 1964 and CCS (CCA) Rules, 1965, as made applicable to other employee of the CSIR and subject to other Rules and Regulations of the CSIR in force.

(i) Strength of Fellows in a Laboratories/Institutes:

The number of positions of Fellows in each Laboratory will be fixed by the DGSIR, normally between 5 and 10 having regard to the needs of the Lab. and the number and expertise of the Scientific Personnel already available.

Medical Benefits:(k) Leave and other service benefits

Fellows appointed under this scheme will be entitled to leave to the extent of 30 days per annum.

(1) Residential Accommodation:

The question of leasing flats for the Fellows appointed under the Scheme will be considered in the context of the over-all review of housing matters, which are being looked into by a separate Committee.

(11.4.3) Recruitment of Scientists (Fellows) for Major Projects.

The scheme for quick Recruitment of Scientist for Major Projects was inadvertently omitted. It is requested that the following may be inserted as Clause 0) in the above Scheme

Residential Accommodation

The Scientist thus recruited will be allowed hostel accommodation wherever available

Scientists apartments like those at Maharani Bagh, New Delhi may be constructed at each Laboratory for providing housing facility to Scientists specially to those recruited from abroad. Rent for hostel/apartment accommodation may be recovered at 5% of the emoluments as fixed in each case.

Where such accommodation cannot be provided, the Fellows may be allowed House Rent Allowance as per CSIR Rules, on the basis of the emoluments fixed in each case.

The question of leasing flats for the Fellows appointed under the Scheme will be considered in the context of the over-all review of housing matters, which are being looked into by a Separate Committee.

The existing Clause (m) may be omitted as the same has been incorporated in Clause (j).

(CSIR letter No. 17(155)/86-E.II., dated, the 9th Jan, 1987)

(11.4.4) Recruitment of Scientists (Fellows) for Major Projects.

Reference this office letter of even number dated 18th July, 1986 on the above subject forwarding therewith a copy of the scheme for quick recruitment of Scientists for Major Projects and to state that DGSIR with the concurrence of Member (Finance) has been pleased to approve the revision of the emoluments of the Fellow as follows, w.e.f. 1.4.1987

Range-1 Rs. 2400/2500/2600/2800/2900/3000

Range-2 Rs. 3000/3100/3200/3400/3500/3600/3800/4000

Range-3 Rs. 3600/3800/4000/4300/4600/4800/5000

The remuneration of existing fellows under this scheme will be fixed at point to point basis.

(CSIR letter No. 17(155)/86-E.II.(U-2), dated 31st Mar., 1987

(11.4.5) Recruitment of Scientists (Fellows) for Major Projects.

This office letter of even number dated 18th July 1986 on the above subject along with which a copy of the Scheme for Quick Recruitment of Scientist of Major Projects was forwarded to you, and to state that DGSIR has decided that strength of fellow under this scheme will be 5 (Five) in each Laboratory/Institute.

However, if at any point of time, more than five Fellows are required for Major Projects or part of a Major projects in thrust areas, the proposal with full justification may be sent consideration of DGSIR.

(CSIR letter No. 17(155)/86-E.II., dated, the 18th Aug, 1986)

(11.4.6) Procedure for calculation of level in respect of fellow of the CSIR.

CSIR has recently circulated a scheme for making quick recruitment of Scientists for Major Projects vide reference No. 17(155)/86-E.II, dated 18th July, 1986. Under this scheme the fellows appointed, are entitled to 30 days leave per annum. It has been decided that these fellows will be entitled to avail this leave on pro-rata basis.

(CSIR letter No. 17(155)/86-E.II.(U-2), dated, the 10th Aug., 1987)

(11.4.7) Recruitment of Scientists etc. for Major Projects.

Reference this office letter of even number dated 10.8.87. 30 days leave per annum is admissible to the Scientists recruited under Quick Hire Scheme and this leave can be allowed on pro-rata basis.

The matter has since been reconsidered and DGSIR has been pleased to decide that the Scientists recruited under the Quick Hire

Scheme will be entitled to 30 Days leave as prescribed in Rule-26 of CCS Leave Rule 1972 i.e. 15 days leave may be credited to the Scientists account on 1st Jan. and another 15 days on 1st July every year. When a Scientist joins in the course of a given half year Pro-rata credits may be given for the initial half year in the same manner as prescribed in the Normal Leave Rules. In the event of any unexpected termination of the appointment the total leave entitlement may be calculated on pro-rata basis and if any excess leave had been availed off, monetary adjustment may be made in the final remuneration claim of the Scientist.

(CSIR letter No. 17(155)/86-E.II.(U-2), dated. the 8th Dec., 1987)

(11.4.8) Recruitment of Scientists etc. for Major Projects.

On review of the scheme the need of adding two more pay-ranges of emoluments was felt to attract brilliant young people, preferably fresh from the academic institutions to a career in scientific R&D and senior level scientists and professionals with outstanding achievements in R&D to supplement inputs available in-house in CSIR for major projects and facilities and Missions.

The Governing Body of the CSIR at its meeting held on 24.2.89 has accordingly approved the following two additional ranges:

R(I) : Rs. 1600/- (fixed)

Eligibility: M.Sc./B.E./B.Tech. degree outstanding academic career and age below 25 years.

R(4) : Rs. 5500/5700/5900/6100/6300/6500/6750/7000/7250/7500

Eligibility : M.Tech/Ph.D. or equivalent with 10 years of experience; outstanding academic career and professional work as reflected in publications, patents involvements in Major Projects etc.

Accordingly, there will now be total five pay ranges under this Scheme as under R(O) : Rs. 1600/- (fixed)

R(I): Rs. 2400/2500/2600/2800/2900/3000

R(2): Rs. 3000/3100/3200/3400/3500/3600/3800/4000

R(3) Rs. 3600/3800/4000/4300/4600/4800/5000

R(4) Rs.

5500/5700/5900/6100/6300/6500/6750/7000/7250/7500

Whereas persons eligible for ranges R(1) to R(3), can be considered in the sense to have opted for a career in R&D, R(O) is expected to serve as an incentive to attract bright fresh university graduates to seek a career in R&D. With the prospect of quick appointment and deployment on a R&D project, they may be inducted to stay. This would also help CSIR in its pursuit for "Catch Them Young".

R(4) would facilitate the utilisation of outstanding Scientists and professionals at a senior level to supplement the inputs available in-house for major projects. This would help CSIR to utilise external resources and thus optimise on expertise to be created in-house.

The scheme notified vide CSIR letter of even number dated 18.7.1986 and other instructions issued from time to time now stand modified to the above extent from the date of issue of these orders.

(CSIR letter No. 17(155)/86-E.II.(U-2), date, 12nd May, 1989)

(11.4.9) Recruitment of Scientists (Fellows) for Major Projects.

Reference this office circular letter of even number dated 18th July 1986 pertaining to appointment of Scientist Fellow by the National Laboratories/Institutes. In partial modification of clause

(1) of the aforementioned orders on the Scheme. It has been decided in consultation with the IFA, CSIR that female Scientist Fellow appointed under Quick Hire Scheme will be eligible to the grant of maternity leave upto a period of 90 days as per conditions stipulated in Rule-43 of CCS(Leave) Rules, 1972. The orders circulated vide this office circular letter of even number dated 8th December 1987 with regard to grant of 30 days leave, as per Rule-26 of CCS(Leave) Rules, 1972 will, however, continue to operate as usual.

(CSIR letter No. 17(155)/86-E.II., date, 3rd July, 1990)

(11.4.10) Quick Recruitment of Scientist for Major Projects

The communications issued regarding the "Scheme of Quick Recruitments of Scientist for Major Projects" from time to time are listed below :-

- | | | |
|-------|--------------------------------|-----------|
| i) | Letter No. 17(155)86-EII dated | 18.7.1986 |
| ii) | -do- | 18.8.1986 |
| iii) | -do- | 9.1.1987 |
| iv) | -do- | 31.3.1987 |
| v) | -do- | 10.8.1987 |
| vi) | -do- | 8.12.1987 |
| vii) | -do- | 11.5.1989 |
| viii) | -do- | 3.7.1990 |

2. It is hoped that all these communication are available in your Laboratories/Institutes and the recruitments of scientists under the Scheme is being made with due regard to these instructions/guidelines.

3. This scheme has been in operation for more than five years. It, therefore, became necessary to evaluate the scheme and effect changes, if necessary.
4. Accordingly, the Director General, CSIR appointed a Committee to review the Scheme. The recommendations made by the Committee, as approved by GB at its meeting held on 6.5.1992, have been incorporated in the enclosed statement for further action in your Laboratories/Institutes. The modified provisions (including the revised level of emoluments) will be applicable in respect of appointments made on or after 6.5.1992 i.e. the date of the meeting of the GB.

(CSIR letter No. 17(155)/91 -E.II, date. 3rd Aug., 1992)

**(11.4.11) Scheme for Quick recruitment of Scientists for major Projects -
Some amendments as approved by the Governing Body**

Existing Provisions

Modified

Provisions(**)**

1. Appointments of Fellow

(a) Selection procedure

When a Scientist of talent is identified in India or abroad, and is known to be available immediately or in the near future, The Director of Lab. may proceed as follows:

If the Scientist is abroad

Bio-data may be got referred to at least two distinguished experts outside the CSIR system, and if the Director finds the candidate outstanding and highly suitable for the required work, he may obtain the prior approval of DGSIR and then offer the appointments. The Executive Committee may be informed in its next meeting.

If the Scientist in India

******No change, except that the matter may be reported to the Research Council in its next meeting.**

The Director may constitute a Committee with himself as Chairman, and the following as members:

****** No changes except the following Two outside experts members of RAC.**

****** i) Committee should be constituted with prior approval of the Chairman, Research Council; and**

Area Coordinator/Group Leader of the concerned area in the Laboratories.

******ii) Atleast one R.C. member should be included area in the Laboratories. in the Committee as an outside expert.**

Another senior scientist of the Lab. in the concerned or related areas.

The Committee may interview the Scientist, who may, if considered necessary, be required to give a talk before the Committee and other Scientists of the Lab.

*******No Change**

If the Committee finds the Scientist to be outstanding and highly suitable for the required work, they may recommend the induction of the Scientist as a Fellow, and also suggest the emoluments and the range within which the appointment is to be made.

******No Change**

The Director may make the appointment accordingly, and report it to the Executive Committee in its next meeting.

**** The Director may make the appointment accordingly, and report it to the R.C. in its next meeting.

If, however the prescribed length of experience vide(f) below is to be relaxed in any case, the prior concurrence of DG,CSIR must be taken before the appointment is made.

*****No Change

(b) Appointing/Authority

The Director of the Laboratories/Institutes will be the Appointing Authority.

*****No Change

(c) Designation of the Scientists

The Scientist concerned will be designated as a "Fellow" of the Laboratory.

*****No Change

(d) Levels of Emoluments

The levels of pay in which the Scientists can be appointed under the new Scheme will be as follows ..-

Range (0) : Rs. 1600/-fixed

Range (1) : Rs. 2400/2500/2600/2800/2900/3000

Range (2): Rs. 3000/3100/3200/3400/3500/3600/3800/4000

Range (3): Rs. 3600/3800/4000/4300/4600/4800/5000

Range	(4):	Rs.
5500/5700/5900/6100/6300/6500/6750/7000/7250/7500		

The levels of emoluments in which the Scientists can be appointed under the new Scheme will be as follows :-

Range (0) : Rs. 18001- fix

Range (1) : Rs. 2500/2700/2900/3100/3300/3500

Range (2) : Rs. 3200/3400/3600/3800/4000/4200/4400/4600

Range (3): Rs. 3900/4100/4300/4500/4700/4900/5100/5300/5500

Range (4) : Rs. 5900/6100/6300/6550/6800/7100/7400/7700/8000

The above scales do not envisage grant of annual increments of Rs.100/- per month. The object of indicating the scales in the above manner is that the scientists can be appointed at any stage in the above five different ranges of pay;

No change

The above ranges may be reviewed in the event of any revision in the present pay structures in respect of regular scientific cadre;

*******No change**

Review of emoluments will be undertaken at the end of two years. At this time all cases can be reviewed by the above Committee as to whether a Scientist deserves higher emoluments within the same range. On the recommendations of the Committee, the Director may grant higher rate of emoluments.

******* No change except that the performance of the fellow during the first two years of the Fellowship should be assessed before reviewing the emoluments.**

(e) Duration of Tenure:

The appointment of such Fellows will be on contract for a period not exceeding three years, and it may be terminated by a notice of three months from either side (or three month's emoluments in lieu thereof). The contract cannot be extended beyond the above maximum period.

*****No Change

(f) Qualification:

Qualification for scientists recruited under the New Scheme will be as follows:

Range (0)

M.Sc./B.E./B.Tech. degree with outstanding academic career and age below 25 years.

*****No Change

Range (1)

M.Tech or equivalent degree/MBBS with one year internship/Ph.D(Sc.), with uniformly outstanding academic record & clear potential for high quality R&D work.

*****No Change

Range (2)

MTech equivalent degree with three years experience/MD/Ph.D(Sc.)/Ph.D (Engg.), with outstanding academic record, and proven ability for high quality R&D work.

*****No Change

Range(3)

M.Tech/MD/Ph.D or equivalent degree in respective discipline, with original work as evidence by highly innovative patents or outstanding publications - evidence of leadership, with minimum of 5 year's R&D experience.

*******No Change**

Range (4)

M.Tech./Ph.D. or equivalent with 10 years of experience; outstanding academic career and professional works as reflected in publications, patents. involvements in Major Projects etc.

*******No Change**

9) If, however, a particular scientist is being appointed in a project/projects which is/re of sensitive or strategic nature from the view point of security, prior police verifications may be done.

*******No Change**

(h) in each Laboratory/Institute However, if at any point of time, more than five fellows are required for Major projects as part of Major Projects in thrust areas, the proposal with full justification may be sent for consideration of DGSIR.

*******The number of Fellow will be as under:**

(i) Labs./Instts. having regular staff strength upto 1000 - maximum 5

(ii) Labs./Instts. having regular staff . strength upto 1000 and above. - maximum 10

(however, if at any point of time more Fellows than the limit prescribed are proposed for Major Projects, the proposal with full Justification will require prior approval of

DGSIR.) (iii) Fellows in the level R(0) should be limited to 20% i.e. only one in the case of the smaller laboratories and two in the case of larger ones.

(iv) The maximum age restriction in different categories of "Fellows" should be as follows:-

R(0) 25 years

R(I) to R(3) 40 years

R(4) 45 years

(j)***No Change**

(k) Medical Benefits

Medical benefits as applicable in the CSIR Labs./Instts. for their employees may be made available to these scientists.

*******No Change**

(l) Leave and other service benefits :

Fellows appointed under this Scheme will be entitled to 30 days leave as prescribed in Rules-26 of CCS(Leave) Rules, 1972, i.e. 15 days leave may be credited to the scientist account on 1st Jan. and another 15 days on 1st July every year. When a scientist joins in the course of a given half year, pro-rata credits may be given for the initial half year in the same manner as prescribed in the normal leave Rules. In the event of any unexpected termination of the appointment the total leave entitlement may be calculated on pro-rata basis and if any excess leave had been availed off, monetary adjustment may be made in the final remuneration claim of the Scientist.

*****No change.

Note :

- 1 . The present procedure as provided in the CSIR letter No. 17(155)186-E.11 dated 18.7.86 5 for consideration of the Scientist Fellow along with other bright scientists available in open market for regularisation may continue.
2. recruitment of 'Fellows' be so expedited so as to ensure that the appointee is in position within three months.

(CSIR letter No. 17(155)/91-E.II, date, 3rd Aug., 1992)

(11.4.12) Scheme for "Quick" recruitment of scientists for major projects

- 1.The scheme for "Quick" recruitment of scientists for major projects" was introduced in CSIR with the objective of providing a flowing system for new inputs into the staffing patterns of CSIR and for attracting brilliant young people for starting research career and senior level scientists/professionals with outstanding achievements for implementing inputs available in- house for major projects.
2. The scheme has been in operation for about six years. Accordingly, it was evaluated and changes, as approved by the Governing Body at its meeting held on 6.5.1992 have been notified vide this office circular letter of even number dated 3.8.1992. I hope you have, by now, received the modified provisions.
3. The Governing Body at the aforesaid meeting had also emphasised that recruitments of Scientist Fellow under the scheme should not become an indirect way of entry

into the CSIR system. I had assured the GB that I will apprise the directors about this concern.

4. One shall request you kindly to keep the concern expressed by the Governing Body in view while making recruitment of Scientist Fellow in your Laboratory/Institute in future. All appointments should be with a clear and explicit understanding that this appointment is not a step to a regular job in Laboratory.

(CSIR letter No D.O. 17(155)/91-E.H., date, 20th Aug., 1992)

(11.4.13) Quick Recruitment of Scientist (Fellows) for Major Projects.

The scheme as approved by the Governing Body at its meeting held 6.5.92, were circulated vide this office letter of even number dated 3.8.1992 for information and guidance. In order to eliminate the disparity between the fellows existing as on 6.5.1992 and those recruited thereafter, it has been decided that the emoluments of Fellows in positions as on 6.5.1992 may be fixed at the corresponding stage in the same Range as per revised levels of emoluments given in CSIR circular cited above. The Financial benefits will occur w.e.f. 6.5.1992.

(CSIR letter No. 17(155)/91-E.II.. date, 23rd Dec., 1992)

(11.4.14) Sub: Quick Recruitment of Scientists for major projects.

Reference this Office Circular letter of even number dated 3.8.92 containing revised guidelines for quick recruitment of Scientists for major Projects. The question of the rates of TA/DA payable to the Scientists (Fellow) appointed under the said Scheme has been under

consideration for some time. The DG, CSIR, in consultation with FA, CSIR has now been pleased to approve the Following rates:-

SI.NO	Allowance		D.A.		Travelling	
	By Rail	By Road 'A'Class Places	All other Cities	'B-I' Cities	Class	
	Hotel	Ordinary Hotel	Ordinary Hotel		Ordinary	
1	R(O') Rs. 1 800/- 68/100		Ist Class/ 83/120	Deluxe	53/75	
	(Fixed)	AC Chair	Bus			
	AC III tier					
	Sleeper/					
	Shatabadi					
	Express.					
2.	Range(I)	-do- 75/135	-do- 98/190		60/115	
	(Rs.2500-3500)					
3.	Range (2)	-do- -do-	-do-	-do-	-do-	
	(Rs. 3200-4600)					

3. Range (2)	-do-	-do	-do-	-do-
	-do-			

(Rs. 3200-4600)

4. Range (3)	Ist Class/ 105/225	70/160	84/180
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(Rs. 3900-5500)	AC 11 Tier
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Sleeper/

Shatabdi

Express/

Rajdhani

Express

5. Range(4)	-do-	-do-	78/205
	85/225	106/265	

(Rs.5900-8000)

The rates will come into force with immediate effect.

(CSIR Letter No. 17(155)/91 -E.II, dated 08-09-1995).

(11.4.15) Sub: Quick Hire Scheme - Revision of Emoluments of Fellows.

Reference CSIR letter No.17(155)91-E.II dated 03-08-1992 forwarding a copy of the CSIR Scheme for Quick Recruitment of Scientist for Major Projects. The matter regarding revision of the emoluments structure for various ranges tinder the said Scheme has been under consideration for some time.

The matter was accordingly considered by the Governing Body at its 140th meeting held on 31.10.1995, and approved the revised emoluments structure as under

Range	Existing Emoluments	Revised Emoluments
	(Rs.)	(Rs.)
Range(O)	1800/-	2800/-