

(2.1) Creation of contractual posts

(2.1.1) In accordance with the decision of the Governing Body of the C.S.I.R

The Posts of scientists 'B' and above are contractual posts and appointments to these posts are made on contractual basis. The incumbents of such posts are given contract for a period of 6 years in the first instance and after a period of 5 years, the incumbents are given option to be confirmed against permanent posts, if permanent posts in the cadre are available or they are allowed to continue on further contract.

Such contract-posts fall under the following two cadres:-

- (i) Those created for regular establishment of the Labs./Instts.
- (ii) Those created for the specific projects/schemes for specified periods.

The posts under the cadre (i) are created in the first instance on a temporary basis and since the incumbents to these posts are to be appointed on contract for a period of 6 years, these posts are to be taken as created for a period of 6 years, and their renewal on year to year basis is not necessary. These posts are brought on permanent footing with the concurrence of Financial Adviser of Council of Scientific and Industrial Research in accordance with the established procedure for conversion of temporary posts into permanent. The incumbents who are appointed on contract for a period of 6 years in the first instance are considered for confirmation against such permanent posts available or they have also the option to continue on contract for further period, subject to fulfilment of conditions as may be required from time to time.

In the case of temporary posts under cadre (ii) above created for specified projects/schemes for specified period, these posts are to exist for that specified period and the incumbents against such posts cannot be given normal contract for 6 years but their period of contract will only be for the specified period for which the schemes/projects are sanctioned.

The above clarifications are issued to enable the Laboratories/Institutes to follow uniform procedure in the matter of creation and renewal of contractual posts and offering of contractual appointments.

(CSIR letter No. 16(9)/61 -E I, dated, 15th July, 1969.)

(2.1.2) Clarification regarding creation of contractual posts.

i) The Contractual posts against which an officer having been appointed on a contract for 6 years resigns/gets transferred or promoted before the expiry of the full contractual term, needs sanction of the competent authority for a full term of another six years from the date a new incumbent is appointed against the same.

ii & iii) All such contractual posts against which permanent employees are officiating should be deemed to have been created for a period of 6 years and the approval of the Executive Council may be taken to that effect. The same procedure will apply if or when a contract officer is subsequently confirmed in a lower post.

iv) Contractual posts are deemed to have been created for a period of 6 years from the date it is filled. However we shall be able to give clearer replies, if specific cases are sent to us.

(CSIR letter No. 16(9)/61 -E.I, dated 16th Feb., 1970)