

वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद
COUNCIL OF SCIENTIFIC & INDUSTRIAL
RESEARCH

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File No. 5-1(62)/2009-PD

Date: 02.06.2014

From

(प्रशासन) सचिव तसंयुक्
Joint Secretary (Admn.)

To,

The Directors/Heads of all
CSIR National Labs./Instts./Hqrs.
/Complex/Centres/Units.

Sub: Absorption of Director of CSIR Laboratory/Institute/Centre against a Director's Grade
Post (Scientist-H/Outstanding Scientist) in CSIR-reg.

Sir,

The Governing Body in its 185th meeting held on 26.03.2014, has approved the amendments to the "Recruitment Rules, 2008 for the post of Director of CSIR Laboratory/Institute/Centre" and amendment/addition to "Recruitment Rules, 2008 for the post of Scientist H-/Outstanding Scientist of CSIR" which is as under:

I. Amendment to the Recruitment Rules, 2008 for the post of Director of CSIR Laboratory/Institute/Centre by introducing Rule 10.3 therein which shall be read as:

"Rule 10.3: The incumbent holding the tenure post of Director can be considered for absorption in CSIR as Director's Grade Scientist i.e. Scientist H/Outstanding Scientist subject to the availability of vacancies, on completion of minimum of 3 years of service as Director in terms of Rule 8.3 of the Recruitment Rules, 2008 for the post of Scientist-H/Outstanding Scientist of CSIR".

II. Amendments to the 'Recruitment Rules, 2008 for the post of Scientist-H/Outstanding Scientist of CSIR' as under:

a) Adding the following lines in Rule 3, "Scope of Rules" to read as:

Existing Provisions	Amended Provisions
<u>Scope of Rules:</u> These Rules shall govern recruitment and extension to the post of Scientist-H/Outstanding Scientist of CSIR to be placed at various Labs./Instts./Centres/Hqrs. of CSIR.	<u>Scope of Rules:</u> These Rules shall govern the recruitment and extension to the post of Scientist-H/Outstanding Scientist of CSIR to be placed at various Labs/ Instts./ Centres/ Hqrs. of CSIR and absorption of Director of Lab/Instt/Centre of CSIR against the post of Scientist-H/Outstanding Scientist".

b) Amendment to Rule 8 to read as:

Existing Provisions	Amended Provisions
Process of Search, Screening and Selection	Process of Search, Screening and Selection of Scientist-H/Outstanding Scientist and Absorption of Director

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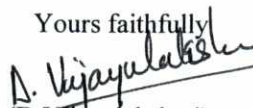
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c) Addition of Rule 8.3 to read as:

8.3 Constitution of Absorption Committee:

- (i) DG, CSIR with the approval of Vice President, CSIR shall constitute an Absorption Committee for recommending the suitability of a Director for absorption against the post of Scientist-H/ Outstanding Scientist in CSIR.
- (ii) The Absorption Committee shall comprise of the following five members:
 - a) Chairman, CSIR RAB as Chairman;
 - b) Three eminent Scientists/Technologists in the relevant fields of which at least one shall be external to CSIR; and
 - c) DG, CSIR and Secretary, DSIR.
- (iii) The recommendations of the Committee shall be submitted by the DG, CSIR to the President, CSIR for approval.
- (iv) In the event of a Director not recommended for absorption as Scientist-H/ Outstanding Scientist in CSIR, the tenure shall expire as per the terms and conditions of appointment as Director.

A copy of "Recruitment Rules, 2008 for the post of Director of CSIR Laboratory/Institute/Centre" and "Recruitment Rules, 2008 for the post of Scientist-H/Outstanding Scientist of CSIR" incorporating the aforesaid amendments/additions as submitted to the 185th Governing Body, CSIR are enclosed for information.

Yours faithfully

(D Vijayalakshmi)
Deputy Secretary

Encl. As above

Copy to:

- ✓ 1. Head, IT Division with the request to make this circular available on the website & Policy Repository.
- 2. Office copy.

**RECRUITMENT RULES, 2008 FOR THE POST OF DIRECTORS OF LABS./
INSTTS/CENTRES OF CSIR**

1. In exercise of powers conferred under Bye-law 11 of the Rules & Regulations and Bye-laws of CSIR, the Governing Body of CSIR formulates the following Recruitment Rules for the post of Director of Laboratory / Institute / Centre CSIR.
2. Short Title & Enactment :

These Rules shall be called 'Recruitment Rules, 2008 for the post of Director of CSIR Laboratory / Institute / Centre CSIR' and shall come into force with effect from the date of notification.
3. Scope of Rules:

These Rules shall govern recruitment / selection and extension to the post of Director of CSIR Laboratory / Institute / Centre.
4. Definitions:

All words and abbreviations in these Rules shall have the same meaning and definition/ interpretation as given in the Rules & Regulations and Bye-laws of CSIR.
5. Qualifications, Experience, and Age:
 - 5.1 Essential Qualifications: PhD in Natural / Social Sciences or Masters Degree in Engineering/ Health/ Medical Science.

Desirable Qualification : Ph.D in Engineering/ Health/ Medical Sciences.
 - 5.2 Experience: 16 years of experience in Research and Development in the areas of activities of Laboratory / Institute / Centre and demonstrated excellence of leadership therein.

Years of experience shall be computed from the beginning of his research career.
 - 5.3 Age: 45 years or above but not exceeding 58 years.
 - 5.4 Relaxation: The qualifications, age and experience can be relaxed in the case of exceptionally meritorious candidates with approval of DG, CSIR.
6. Constitution of Search-cum-Selection Committee*:
 - 6.1 DG, CSIR, with the approval of Vice-President, CSIR, shall constitute a Search-cum-Selection Committee comprising of 7 members as follows.
 - 6.2 One eminent Scientist/ Technologist/ Expert in the relevant field to be designated as Chairman by the DG, CSIR; four eminent Scientists/ Technologists/ Experts in the relevant field (at least one Scientist being an outsider); one of the Secretaries of the Scientific Departments; and DG, CSIR.
 - 6.3 In case there is no Vice- President in position, approval of President, CSIR shall be obtained.

D. Vijayalakshmi

7. Notification/ Advertisement:

The post of Director of CSIR Laboratory / Institute / Centre shall be advertised and given wide publicity.

8. Process of Search and Selection:

8.1 The Search-cum-Selection Committee shall consider

- (a) application received in response to advertisement,
- (b) nominations received.

8.2 The Search-cum-Selection Committee may shortlist eligible applicants/nominees and invite them for personal discussion. The Committee may also consider the candidature of an applicant/ nominee in absentia.

8.3 The recommendations of the Search-cum-Selection Committee shall be submitted by DG, CSIR to the appointing authority for approval.

9. Scale of Pay:

The post of Director of Laboratory / Institute / Centre shall be in pay scale of Rs. 22400-525-24500 (Revised to HAG pay scale of Rs. 67000 (annual increment @ 3%)-79000).

10. Tenure of Appointment:

10.1 The appointment to the post of Director shall be made for a tenure of six years or till superannuation whichever is earlier.

10.2 In deserving cases the tenure period can be extended by another term upto six years or till the age of superannuation whichever is earlier. Extension in tenure shall be considered by a Committee comprising of DG, CSIR as Chairman and four eminent Scientists/ Technologists/ Experts in the relevant field to be constituted by VP, CSIR. The Committee's recommendations shall be accepted by the VP, CSIR. Any proposal to reject the recommendations of the Committee will require approval of the ACC.

10.3 The incumbent holding the tenure post of Director can be considered for absorption in CSIR as Director's Grade Scientist i.e. Scientist H/ Outstanding Scientist subject to availability of vacancy, on completion of minimum of 3 years of service as Director in terms of Rule 8.3 of the "Recruitment Rules, 2008 for the post of Scientist-H/ Outstanding Scientist of CSIR".

* Any modification in the present rule will be carried out in harmony with the extent orders issued by Government of India on the subject for Autonomous bodies.

A. Vijayalakshmi

Recruitment Rules, 2008 for the post of Scientist-H/ Outstanding Scientist of CSIR

In exercise of powers conferred under Bye-law 11 of the Rules & Regulations and Bye-laws of CSIR, the Governing Body of CSIR formulates the following Recruitment Rules for the post of Scientist-H/ Outstanding Scientist of CSIR to be placed in various Labs. / Instts. / Centres /Hqrs. of CSIR.

2. Short Title and Enactment:

These Rules shall be called "Recruitment Rules, 2008 for the post of Scientist-H/ Outstanding Scientist of CSIR" to be placed in various Labs. / Instts. / Centres /Hqrs. of CSIR and shall come into force with effect from the date of notification.

3. Scope of Rules:

These Rules shall govern recruitment and extension to the post of Scientist-H/ Outstanding Scientist of CSIR to be placed at various Labs. / Instts. / Centres /Hqrs. of CSIR and absorption of Director of Lab/ Instt./Centre of CSIR against the post of Scientist H/ Outstanding Scientist.

4. Definitions:

All words and abbreviations in these Rules shall have the same meaning and definition/ interpretation as given in the Rules & Regulations and Bye-laws of CSIR.

5. Qualifications, Experience and Age:

- 5.1 Essential Qualifications : Ph.D. in any branch of Science/ Social Science or Master Degree in Engineering or Health/ Medical Sciences
(Specific qualifications/ specialization will be indicated at the time of Advertisement)
- 5.2 Desirable Qualifications/ Recognition: (i) Ph.D. in Engg. or Health/ Medical Sciences.
(ii) National/ International recognition like Awards, Fellowships of Academies, Visiting Fellow/ Professor.
- 5.3 Experience: (i) Minimum 16 years of experience in Research and Development in National/ International R&D/ Academic laboratory/ Institution including corporate R&D.
(ii) Should hold position at Scientist-F/G/ Professor level in Govt./ Statutory/ Autonomous Institutions or equivalent in Non-Govt./ Private Institutions with outstanding academic records.
- 5.4 Age: Minimum 45 years.
- 5.5 Relaxation: The qualifications, age and experience can be relaxed in the case of exceptionally meritorious candidates with approval of DG, CSIR.

A. Vijayalakshmi

6 **Eligibility Criteria:**

The Applicant must be citizen of India.

7. **Notification/ Advertisement:**

The post of Scientist-H/ Outstanding Scientist of CSIR to be placed in various Lab / Instt. / Centre /Hqrs. of CSIR shall be advertised and given wide publicity.

8. **Process of Search, Screening and Selection of Scientist-H/ Outstanding Scientist and Absorption of Director:**

8.1 **Constitution of Screening Committee**

- (i) DG, CSIR shall appoint a Screening Committee to:-
 - (a) consider applications received in response to advertisement and to consider nominations of candidature received from eminent Scientists/Technologists; and
 - (b) shortlist eligible applicants.
- (ii) The Committee shall comprise of three eminent scientists/ technologists in the relevant fields to be nominated by DG, CSIR.

8.2 **Constitution of Search-cum-Selection Committee:**

- (i) Search-cum-Selection Committee for recommending the suitable candidate(s) in each discipline/ area shall be constituted with the approval of Vice-President, CSIR. In case, there is no Vice-President in position, approval of the President, CSIR shall be obtained.
- (ii) Search-cum-Selection Committee shall comprise:
 - (a) Chairman, CSIR-RAB as Chairman;
 - (b) three eminent Scientists/ Technologists in the relevant fields of which at least one shall be external to CSIR; and
 - (c) DG, CSIR & Secretary, DSIR.
- (iii) The recommendations of the Search-cum-Selection Committee shall be submitted by DG, CSIR to the appointing authority for approval.

8.3 **Constitution of Absorption Committee:**

- (i) DG, CSIR with the approval of Vice-President, CSIR shall constitute an Absorption Committee for recommending the suitability of a Director for absorption against the post of Scientist-H/ Outstanding Scientist in CSIR.
- (ii) The Absorption Committee shall comprise of the following five members:
 - (a) Chairman, CSIR RAB as Chairman;
 - (b) Three eminent Scientists/ Technologists in the relevant fields of which at least one shall be external to CSIR; and
 - (c) DG, CSIR and Secretary, DSIR.

D. Vijayalakshmi

- (iii) The recommendations of the Committee shall be submitted by the DG, CSIR to the President, CSIR for approval.
- (iv) In the event of a Director not recommended for absorption as Scientist-H/ Outstanding Scientist in CSIR, the tenure shall expire as per the terms and conditions of appointment as Director.

9. **Scale of Pay:**

The posts of Scientist-H/ Outstanding Scientist to be placed in various Labs / Instts / Centres /Hqrs. of CSIR shall be in pay scale of Rs. 22,400-525-24,500 (revised to HAG pay scale of Rs. 67000- (annual increment @ 3%)-79000). Pay will be as recommended by the Committee.

10. **Tenure of Appointment:**

For those who are not in service of CSIR, the tenure for appointment of Scientist-H/ Outstanding Scientist shall be for a period of five years or till superannuation, whichever is earlier. For those who are in service of CSIR, the term shall be till superannuation.

11. **Extension of tenure:**

Extension of tenure shall be considered by an Evaluation Committee comprising of DG, CSIR as Chairman; Chairman, CSIR RAB; and three eminent Scientists/Technologists/Experts in the relevant fields to be constituted by the Vice-President, CSIR. The Committee's recommendations shall be accepted by the Vice-President, CSIR. Any proposal to reject the recommendations of the Committee will require the approval of the President, CSIR.

12. **Appointing Authority:**

The Appointing Authority for the position of Scientist-H/ Outstanding Scientist shall be the President, CSIR.

A. Vijayalakshmi