

(2.2) Creation of Supernumerary Posts

(2.2.1) Scheme for creation of supernumerary posts for absorbing Indian Scientists and Technologists in the National Labs.1Instts. under the C.S.LR.

Govt. of India introduced a scheme in 1963 enabling Scientific institutions. to create supernumerary posts at their discretion. According to the scheme a scientific organisation can create supernumerary post in appropriate grades depending on the qualifications and experience of the candidates and the requirements of the organisation. Though the scheme was originally meant for Indian scientists etc. working abroad, it was later extended to include all Indian scientists and Technologists of outstanding merit irrespective of whether they have worked/studied abroad or not. Copies of relevant Government orders are enclosed.

In order to effectively implement the Govt. of India scheme in Council of scientific & Industrial Research a Guideline for creation of supernumerary posts in C.S.I.R. organisations and making appointment against the posts have been approved by the Vice-President, Council of Scientific & Industrial Research. A copy of the Guidelines is enclosed.

I would request you to keep these guidelines in view while making proposals for creation of supernumerary posts for appointment in your organisation.

(CSIR letter No.3(21)/70-EII, dated 17th June, 1972)

(2.2.2) A Guideline for creation of supernumerary posts in CSIR Organisations and making appointment against such posts as approved by the Vice-President, CSIR.

1. Creation of Supernumerary posts

A Supernumerary post may be created for a suitable person in any of the existing grades. The grade and the starting pay will be decided by the appointing authority. Tenure in the Supernumerary post will not ordinarily exceed 2 years. The creation of Supernumerary post will not depend on the question of availability or non-availability of a vacant post in the grade nor will the Supernumerary post be adjusted against a regular post.

The proposal for creation of the post and the appointment of a candidate against it would be forwarded to the DGSIR giving reasons for making the proposal and the qualification and experience of the candidate. The DGSIR will be competent to approve creation of the Supernumerary post in consultation with FA to CSIR.

2. Supernumerary appointments

Appointment offers against supernumerary post thus created will be made by the Director/Scientist-in-Charge of the organisations in the case of posts in the grades of Scientist B, C & E and by the DG-CSIR in the grades above that of Scientist 'E', after obtaining the approval of the competent authority.

3. Eligibility

A person will be eligible for appointment to a supernumerary post on his proven merit fitting with the need of the appointing organisations provided that he does not hold any appointment in India or is not bound by a contract to serve any organisation in India.

1. 4. Budget Provision

The creation of supernumerary posts will be subject to the availability of funds within the overall budget provision of the organisation of the CSIR proposing to create such posts.

5. Abolition Of Supernumerary post

Since a supernumerary post is created for a particular scientist in view, the post will cease to exist as soon as he leaves. A supernumerary appointee will, however, be eligible for recruitment against regular vacancies in the usual manner and if selected the supernumerary post held by him will cease to exist.

No. 2112163-MP

Government of India

Ministry of Home Affairs

(Directorate of Manpower)

Dated 24th August, 1963

Office Memorandum

(2.2.3) Assistance to promising young Indian Scientists working abroad to find suitable Jobs in India-creation of supernumerary posts for their absorption.

The Government of India have had under consideration for some time the measures to be taken for assisting young Indian scientists and technologists who are working abroad at present to find suitable posts in India so that they might contribute to and participate in the scientific and technical, development of the country. The Scientists' Pool administered by the Council of Scientific and Industrial Research provides temporary placement to well qualified Indian scientists and technologists returning from abroad until they are absorbed in suitable posts on a more or less permanent basis. While this has helped to mitigate the difficulties of scientists and technically qualified persons returning from abroad it is considered necessary to take further steps to help the absorption in Indian Institutions of Indian scientists technologists, engineers and medical specialists studying or working abroad.

The Government of India have, accordingly, decided that all approved scientific Institutions should be authorised to create a certain number of supernumerary posts to which temporary appointments could be made quickly from among the scientists working and studying abroad. Besides the scientific institutions, public undertakings should also have supernumerary posts specially in research units which should, if necessary, be established in such undertakings to utilise the scientists' skill.

The ban imposed on creation of posts in Home Ministry O.M. No. 14(24)-E.O.II/63, dated 13th June, 1963 will not apply to these posts. The posts should, however, be created in consultation with the Associate Expenditure Finance Division as it may have some repercussions also on the budget of the Department/organisation concerned. The grades in which the supernumerary posts should be created would depend largely on the qualifications and experience of the available candidates, and the requirements of work in a particular organisation.

It is requested that these decisions may be communicated to all approved scientific institutions with which the Central Government are concerned and also to all public undertakings of the Central Government for necessary action.

It will be appreciated if the Ministry of Home Affairs (Directorate of Manpower) are informed in due course of the action taken in this regard by Scientific Institutions/undertakings concerned.

No. 2112163-NW

Government of India

Ministry of Home Affairs

Dated 21st July, 1966

Office Memorandum

(2.2.4) Creation of supernumerary posts in approved scientific institutions and in Public sector undertakings *for absorbing Indian Scientists and Technologist.*

The undersigned is directed to refer to this Ministry's Office Memorandum No. 21/2/63-MP dated 24th August, 1963 on the above subject, (copy enclosed for ready reference) and to say that certain difficulty in the implementation of the aforesaid O.M. have come to the notice of this Ministry and it has become necessary to issue clarifications as under regarding the difficulties encountered:

1. Under the orders in O.M. No.21/2/63-MP dated 24th August, 1963, the following categories of personnel are eligible for appointment to supernumerary posts:

- a. All Scientists and Technologists studying or working abroad;
- b. All Officers working in the Scientist Pool and
- c. All Scientists and Technologists who have recently returned from abroad but are not working in the Pool or elsewhere.

(ii) The tenure of an appointee, to a supernumerary post should not ordinarily exceed two years;

(iii) All organisations which are considered suitable for the placement of Pool Officers at present and which are doing scientific and/or research work should be considered as empowered to create Supernumerary posts. This would hold good even if the organisation as a whole is not primarily concerned with scientific and/or research work but only a few posts therein are meant for such work. In cases where there is any doubt regarding the eligibility of a particular organisation to create supernumerary posts, the matter may be decided in consultation with the Ministry of Home Affairs (Directorate of Manpower).

2. It is requested that the above clarifications may please be communicated, for information and necessary action, to all scientific Institutions and Public Sector Undertakings with which the Ministry of Defence etc. are concerned.

(2.2.5) Scheme for creation of Supernumerary posts for absorbing Indian Scientists and Technologists in the National Labs.1 *Instts. under the C.S.LR.*

Reference this office letter No.3(21)/70-E.II, dated 17-6-1972 forwarding copies of the Government orders regarding the above mentioned scheme and the guidelines approved by the Vice-President, CSIR for creation of supernumerary posts in CSIR, organisations and making appointment against such posts.

Recently, a meeting was held under the Chairmanship of the Director General, Scientific & Industrial Research to review the progress of the scheme and suggest ways and means for the effective implementation of the scheme. At this meeting the following important decisions have been taken in consultation with the Department of Science and Technology and the Ministry of Finance. These are brought to your kind notice for guidance:

1. The task for which services of a specialist/outstanding scientist are required should first be identified by the Head of the Institution/ Research Laboratory.
2. When a suitable scientist is selected for performing the task referred to above, the Head of the Institution should state how the qualifications and experience of the selected candidate would match that work.
3. The Head of the Institution/Research Laboratory should certify that the candidate being recommended by him possesses such qualifications and experience that in his view he would be able to walk through any selection for regular appointment to a similar post.
4. The Head of the Laboratory/Institute should also give a specific recommendation whether the Scientist is considered outstanding or not.
5. If some scientist has failed to make the grade for regular appointment through the UPSC or otherwise, normally he should not be considered for appointment against any supernumerary post except when there are some over-riding considerations.
6. At the time of framing budget estimates an amount which is considered reasonable in the light of the actual experience gained till then should be provided specifically for creation of supernumerary posts. The quantum of this amount should be reviewed in the light of actual experience from year to year.

It is requested that the above requirements may kindly be kept in view while considering such proposals and a self-contained note covering information/certification in respect of all the points may be sent to this office for further processing.

I am further to request that while making proposals for creation of supernumerary posts/appointments under the aforesaid scheme the following information may also kindly be forwarded:-

- a. Five copies of the Bio-data of the Scientist(s) concerned (These are necessary for reference to the Experts to whom the proposal is sent for perusal and recommendation).
- b. The post proposed to be offered to him and the initial pay recommended.
- c. Names of 2-3 referees who are eminent persons in the field of specialisation of the candidates and who are not connected with the organisation.
- d. Whether funds are available for this purpose.

(CSIR letter No. 17(74)/74-E.11, dated 16th Jan., 1975)

(2.2.6) Creation of Supernumerary posts.

Very often proposals are being received from the Laboratories/Institutes for absorption of Indian Scientists working in foreign countries by appointment against supernumerary posts to be created specifically for the purpose. Such proposals are sometimes received at a time when the Scientists are due to return back to India from abroad and it is, therefore necessary to ensure that expeditious action is taken in such cases.

These proposals on receipt are required to be referred to the Associate Finance who often require information regarding:-

1. The number of supernumerary posts already sanctioned for the Laboratory/Institute and in operation (with dates)
2. Scales of pay, name of discipline etc. for such posts already in operation.
3. The immediate purpose for which the new appointment is recommended i.e. relevance to the research projects on hand to be indicated.
4. Whether adequate provisions exist in the sanctioned budget of the Laboratory/Institute for meeting the expenditure on the supernumerary posts proposed to be created.

5. Names of two to three Experts to whom reference could be made if necessary on the work of the scientists recommended

It will be appreciated if the above information is furnished whenever proposals for creation of supernumerary posts are forwarded to this office.

(CSIR letter No. 17(74)/74-E II, dated 17th September, 1975.)

(2.2.7) Appointments against Supernumerary post in the National Laboratory.

The proposals regarding appointment of Indian Scientist/Technologists serving abroad, in the National Laboratories/institutes against Supernumerary posts to be created in terms of CSIR Circular letter No.3(21)/70-E.II, dated 17th June, 1972 are being received from the Heads of the National Laboratories/Institutes.

While considering one such proposal, the DG-CSIR has made the following observation

"In all cases of Supernumerary posts each Director should justify:-

- a. task that is to be performed and
- b. has the talents match this task by appointing Supernumerary post."

Accordingly you are requested kindly to furnish the following information as and when a proposal for appointment of Scientists/Technologist against a Supernumerary posts is sent to this office in future

1. Specific task/project for which the appointment of a Scientist/Technologist in the Laboratory is being recommended against a Supernumerary post ;
2. How the talents of the Scientist/technologist match this task;
3. The scale of pay and pay to be offered;
4. Whether funds exist for this purpose;

5. Five copies of the Bio-data of the scientists concerned. These are necessary for reference to the Experts to whom the proposal is sent for perusal and recommendation.

It may please be noted that information as in 1 and 2 is also be furnished in respect of proposal initiated from this office.

(CSIR letter No.3(1)/74-E.II, dated 29th January, 1974)