

## **Scheme for Mobility of Scientists/ technologists/ engineers from CSIR to industry/ R&D institutions and vice versa**

### **1. Background**

The mobility of scientists/ technologists/ engineers from industry to other R&D institutions and vice-versa is an essential component of seamless transfer of knowledge and technologies besides imparting newer skills as well as for fostering long lasting relationships. The mobility could be utilized for leveraging knowledge, commercialization and/or further development of knowledgebase jointly and for developing/ learning together newer specialized skills.

Recognizing the importance of mobility of scientists/ technologists/ engineers from CSIR to industry / other R&D institutions and vice versa in enhancing and deepening public-private partnership, the Sivaram Committee, while reviewing the guidelines for Technology Transfer and Utilization of Knowledgebase, observed that the competitive advantage in knowledge intensive areas increasingly depends on the underlying technical skills of the people. For building newer skills, competencies and capabilities, the Committee recommended mobility of its scientists / engineers from CSIR to industry / other R&D institutions and vice versa to disseminate and acquire newer skills.

The Governing Body in its 166<sup>th</sup> meeting held on 16<sup>th</sup> February 2006 considered the Scheme for Mobility of Scientists/ technologists/ engineers from CSIR to industry/ R&D institutions and vice versa and approved the same for implementation. The details of the scheme are as mentioned below:

### **2.0 The scheme**

The scheme will be known as Mobility of scientists/technologists/engineers.

The main objective of the scheme is to promote and facilitate mobility of scientists / technologists / engineers from CSIR to Industry / other R&D institutes and vice versa for building newer skills, competencies and capabilities.

## **2.1 Guiding principles**

The proposal shall operate on a “Lender and Borrower” concept. Here the CSIR, industry and other R&D institutes could either be a ‘Lender’ or a ‘Borrower’. Two scenarios emerge from such a consideration, viz. (i) the mobility is in the interest of the Lending organisation (scenario I); and (ii) the mobility is in the interest of the Borrowing organisation (scenario II). The rules that govern each of these situations will be different and some illustrative provisions that govern the scenarios are given below:

### **2.1.1 Scenario I: CSIR as a ‘Lender’**

1. On a specific request from CSIR / CSIR laboratory (hereinafter known as the ‘Lender’) and on the acceptance of the Borrowing organisation, hereinafter known as the ‘Borrower’) the mobility of the S&T personnel could be affected;
2. The objective of such a mobility must clearly be identified and specifically spelt out in the proposal (on proforma as at Annexure). The laboratory would further need to justify the reasons for such lending. In case of mobility to an organization abroad, the status of the specific R&D area in the country vis-à-vis that country (wherein the mobility is being sought) needs to be highlighted alongwith the basis for identifying the chosen organization abroad;
3. The mobility will be permissible for carrying out R&D activities and associated functions such as technology dissemination and diffusion, business development, knowledge management, technology and IP management, quality assurance, informatics, information technology, etc. at any relevant organization in India or abroad;
4. The mobility under the said scheme shall be admissible to scientists/ technologists/ engineers (group IV) and technical staff (Group III) of CSIR, who have rendered not less than six years of service in CSIR and/or its laboratories;
5. The mobility shall be granted once in six years, irrespective of other deputation or assignment during the preceding six years, barring study and sabbatical leave;
6. In case(s) of applicant(s), who have availed study or sabbatical leave, the incumbent should complete the bond period before being eligible for consideration under the said scheme;
7. The official (scientist/engineer) being considered under the said scheme must have at least six years of remaining service period available after completion of Mobility period under the said scheme;
8. The duration of such mobility under the said scheme shall be limited to a maximum period of two years. This provision could be utilized in favour of a scientist once in 10 years, subject to a maximum of two such terms;

9. The scientist/ engineer concerned shall be paid salary and other allowances as per his entitlement by CSIR for the period under mobility. Additionally, the scientist/ engineer concerned shall be allowed to receive/ retain any stipend, remuneration, bursary, honorarium and ad-hoc payment offered by the host organization (where he/she is posted) without any restrictions whatsoever. However the scientist concerned shall disclose such payments to CSIR for the purpose of Income Tax calculation etc.;
10. During the period of such mobility, the CSIR scientist/ engineer concerned shall be allowed to retain the Council's accommodation on the same terms and conditions as are applicable to other serving Council employees in the same scale and grade;
11. For all purposes, the mobility period under the said scheme shall be treated as on duty and also count for all future benefits and assessments as applicable to other serving Council employees; and
12. The employees permitted under mobility scheme shall execute a bond worth Rs. 5 lakh with CSIR. The bond agreement shall include operational clauses so as to ensure that the said scheme is properly utilized in furthering the interest of the organization.

#### **2.1.2 Scenario II: CSIR as a 'Borrower'**

1. On a specific request from CSIR / CSIR laboratory (the 'Borrower' organisation) and on the acceptance of the 'Lender' organisation, the mobility of the S&T personnel could be affected;
2. The objective of mobility shall need to be clearly defined in the prescribed application made (in the proforma at Annexure) by the person concerned. The concerned CSIR laboratory shall clearly explain with proper justification the necessity for such borrowing. In case of mobility from an organization abroad, the status of the R&D area within the country vis-à-vis that country (wherefrom the mobility is being sought) and available (quality of) manpower are to be clearly spelt out and the need for choosing a personnel from abroad shall be sufficiently justified;
3. The mobility shall be for R&D and associated functions such as technology dissemination and diffusion, business development, knowledge management, technology and IP management, quality assurance, informatics, information technology, etc;
4. The position under the said scheme shall be admissible to Scientists/ technologists/ engineers and or IP professionals / working with industry and other R&D institutions either in India or abroad. Family members retained at his/her

headquarters shall be covered by an insurance cover to meet medical requirements;

5. The position is limited to a maximum period of two years;
6. During the period of his/her stay in CSIR, the scientists/ technologists/ engineers / professional / academician concerned shall be paid competitive and consolidated remuneration by CSIR. Consolidated remuneration shall be decided by the laboratory on the basis of its location, experience of the incumbent and area of the proposed work. The laboratory could provide accommodation and charge for the same as per provisions of rules applicable to Council employees. Further, the incumbent shall also be allowed to retain any payment on account of salary etc. made available from their parent organisation;
7. The Lender organisation may be located within the country or abroad; and
8. Wherever required the incumbent officer under mobility shall pay all necessary contributions to his parent organization, 'the Lender', as necessary while he being in service such as pension contribution, leave salary contribution etc.

### **2.1.3 All other scenarios**

The laboratory shall have the freedom to work out the terms and conditions on 'case to case' basis.

**2.2** The proposed scheme replaces the present scheme of deputation of scientists/ technologists/ engineers to industry, as appearing in the Guidelines for Technology Transfer and Utilization of Knowledgebase (chapter 12), and in force presently.

**2.3** The selection for mobility in all the scenarios explained above shall be made through a specially constituted Committee at laboratory level. The Committee shall comprise of: Director of the laboratory, two senior scientists of the laboratory (at the level of Scientist G/F), Director/ Senior Scientist from a sister laboratory and one RC member.

In case of CSIR HQs the selection for mobility shall be made by a Standing Committee comprising a Director of the laboratory, two Heads of Divisions (one of them shall be concerned Divisional Head), FA,CSIR and Head, TNBD (Convener). The Standing Committee shall be constituted by DG,CSIR on the recommendation of Head, TNBD.

The recommendations of the aforesaid Committees will be forwarded to Technology Networking and Business Development (TNBD) Division, CSIR HQs. for further processing and seeking approval of DG,CSIR.

**2.4** The competent authority for approving the proposals under the scheme shall vest with DG, CSIR. He shall also have the powers to relax the limits.

**2.5** The expenditure for the mobility would be met from laboratory budget (CSIR HQs. budget) or LHRF as may be necessary.

**2.6** The present scheme shall form part of the CSIR Guidelines for Technology Transfer and Utilization of Knowledgebase, effective from June 1, 2005.

**2.7** The effective date of operationalizing the scheme for Mobility of Scientists/ technologists/ engineers from CSIR to industry/ R&D institutions and vice versa will be the date of issue of this OM.

**2.8** The scheme will be reviewed after 2 years for further refining.

## **Scheme for Mobility of Scientists/ technologists/ engineers from CSIR to industry/ R&D institutions and vice versa**

### **Proforma for seeking approval for mobility from CSIR to industry/ R&D institutions**

1. Name :
2. Designation :
3. Name of Laboratory :
4. Date of joining CSIR / Laboratory :
5. Length of service in CSIR :
6. Details of deputation availed in last ten years :
  
7. Details of Study Leave availed (including the period and place of study) :
  
8. Date of superannuation :
9. Date of proceeding (for proposed mobility) :
10. Period of mobility : From----- To-----
11. Name of organization for proposed mobility :
  
12. Nature of organization
  
13. Broad area of proposed work  
(Research & development / Business development / Technology and IP management / Quality assurance / Informatics / Information technology / any other associated function)

14. Objective of mobility

15. Expected benefit to CSIR/Laboratory from the mobility

16. Any other relevant information to support the need for mobility

Signature -----

Place -----

Date -----

Remarks, views and recommendations of the Director of the Laboratory

Signature of the Director with stamp

Date-----

Approval of DG, CSIR

(Only for deputation abroad/ In case of deputation from CSIR Hq.)

Signature of DG, CSIR

## **Scheme for Mobility of Scientists/ technologists/ engineers from CSIR to industry/ R&D institutions and vice versa**

### **Proforma for seeking approval for mobility from industry/ R&D institutions to CSIR/ Laboratory**

1. Name :
2. Designation :
3. Name of Organization :
4. Nature of organization :
5. Date of joining the Organization :
6. Length of service in the Organization :
7. Name of Laboratory where mobility sought :
8. Period of mobility : From----- To-----
9. Broad area of proposed work  
(Research & development / Business development / Technology and IP management / Quality assurance / Informatics / Information technology / any other associated function)
10. Objectives of mobility
11. Expected benefit to CSIR/Laboratory from the proposed mobility



12. Any other relevant information to support the need for mobility

Signature -----

Place -----

Date -----

Remarks, views and recommendations of the Expert Committee constituted for considering the request and need of deputation

(To be completed by COA of the laboratory-attach recommendations of the committee)

Remarks, views and recommendations of the Director of the Laboratory/ HoD at CSIR (In case of CSIR Hq.)

Signature of the Director with stamp

Date-----

Approval of DG, CSIR

(In case of deputation to CSIR Hq.)

Signature of DG, CSIR