



CSIR

चयन एवं मूल्यांकन बोर्ड
Recruitment & Assessment Board
वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH

P.F.No.1-5(1)/174(AsPr)/2009-RAB

Dated: 1st June, 2011

The Directors of all CSIR Labs./Instts.

Sub: Amendment of CSIR Scientists Assessment Promotion Rules.

Sir,

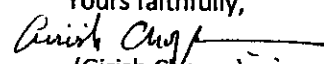
I am directed to state that the competent authority has been pleased to approve certain amendments in the Assessment Promotion Rules, in terms of Rule 9 of CSIR Scientists Recruitment and Assessment Promotion (CSRAP) Rules, 2001, as amended earlier and notified through CSIR circular letter No.1-5(1)/2008-RAB, dated 29.2.2008.

2. The guiding principles that have been kept in mind while defining the changes in the **Assessment Promotion Rules**, include – enhanced efficiency, timely completion of assessments, and saving time and cost in conducting the assessments. These principles have already been implemented for the assessment promotion of Scientists F to G, with the approval of Governing Body given at its meeting held on 22nd June, 2007. This has proved to be effective in timely completion of the assessment process. The extension of this process in respect of the Scientists at lower levels will result in greater efficiency in assessment at lower levels also. These modifications in the assessment process are also justifiable in view of marginal difference in the pay packages when the promotion is within the same pay band.

3. The following amendments are approved by the competent authority:

- Interview to be retained only for progression from PB-3 to PB-4, i.e. Sr. Scientist to Principal Scientist;
- For other levels, within a pay-band, the assessment will be based on the Annual Performance Report/Performance Mapping of Scientists and Work Report for the period of assessment;
- Besides declaring the result of assessment as "Fit for promotion" or "Not yet fit for promotion", an additional provision of "Promotion deferred by one year" has been introduced for those who are falling short by upto two marks only for promotion as per DRDO Scientists assessment promotion rules;
- The number of chances for assessment will not be limited;
- Existing Junior Scientists and "Scientists" who are currently not having the requisite entry level qualifications (as per revised recruitment rules notified vide letter No.1-5(1)/174/2009-RAB, dated 01.06.2011) in PB3 will have to acquire higher qualification prior to their being assessed for the next Pay band namely PB4.

4. The above amendments will be applicable for promotion of Scientists for the Assessment Year 2010-2011 and onwards.

Yours faithfully,

(Girish Chopra)
Deputy Secretary

Copy to

1. Sr COAs/COAs/AOs of all National Labs./Instts. of CSIR
2. Sr.DS (CO)/DS(PPS)/DS(Complex)
3. Legal Adviser, CSIR
4. US, O/o DG, CSIR
5. U.S., O/o JS (Admn.)
6. P.S. to FA, CSIR
7. P.S. to CVO, CSIR
8. Heads of PPD/TKDL/IPMD/HRDG/HRDC/URDIP/USD
9. Head, IT Division – May please put this circular on CSIR web-site.