



CSIR

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

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

Dated: 1<sup>st</sup> June, 2011

From: Head, RAB

To

The Directors of all CSIR Labs./Instts.

**Sub: Amendment in the CSIR Scientists Recruitment Rules.**

Sir,

I am directed to state that the competent authority has been pleased to approve certain amendments in the Recruitment 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. The background, in which it has been found necessary to amend certain provisions of CSRAP Rules, is given hereunder:

1. In keeping with the vision and directive of the Hon'ble President of CSIR, CSIR is rapidly transforming itself into an organization that will promote and deliver Innovation of the highest order. Several new initiatives have been launched by CSIR for the purpose during the past three years thus fulfilling this vision. These include amongst others, induction of scientists and technologists of eminence, both from India and overseas into CSIR as Distinguished and Outstanding Scientists and creation of a platform to Impart education in interdisciplinary Science and Technology (S&T) namely, Academy of Scientific and Innovative Research (AcSIR).
2. CSIR aspires to become one of the foremost organizations for acquisition, transmission and application of S&T based knowledge and innovation. Such an institution in the coming decades will be best served by highly qualified and relatively younger scientific and technical personnel in all disciplines of Interest to CSIR.
3. India is preparing itself to face the emerging challenges in an economic world order, where, the competitive advantage will be defined by the ability to generate new knowledge and innovations. Traditionally an economy based on natural resources and manufacturing has placed a high value on long years of experience of professionals. On the contrary, an economy driven by knowledge and innovation requires professionals who are very highly qualified and relatively young. Number of years of past experience is no longer the sole parameter for bestowing higher responsibility in the knowledge economy era. Rather, qualities such as cutting edge knowledge, risk taking and entrepreneurship will be the most sought after attributes for future leaders.
4. Disciplines such as advanced materials, life sciences, information technology, computational science and value-based engineering are characterized by rapidly changing developments, short technology life spans and smaller window of opportunity for converting S&T to applications and useful innovations. This requires a new breed of young men and women to assume leadership of S&T in CSIR in the years to come.

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5. In the late 40's, when transformation of India based on S&T was envisaged, India entrusted the responsibilities of building some of our most ambitious S&T programmes on men of eminence who were less than 45 years of age, like, Dr. Homi Bhabha, Dr. Vikram Sarabhai and Dr. S.S. Bhatnagar.

6. For CSIR to successfully transform itself into an efficient and nimble knowledge and innovation driven organization, it will have to attract committed younger professionals with substantially higher qualifications into its work force.

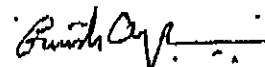
7. In the changing scenario, it is necessary to identify men and women of exceptional talent as well as leadership potential from within and outside CSIR system and nurture them so as to take up senior positions at a young age. Recently, a number of Directors of CSIR Laboratories (at Scientist H level) have been appointed. Several of them are below 50 years of age. However, most of the leadership grown within the CSIR is above 50 years of age. CSIR is in the process of defining a policy for succession planning. This will require creation of a talent pipe line of young leaders who are at the level of Scientist G, around the age of 45 years.

8. These considerations required some changes in the CSIR Scientists Recruitment and Assessment Promotion (CSRAP) Rules that were formulated in 2001. Additionally, in the intervening period, changes have taken place in the focus of CSIR (moving from service dominated organization to Innovation driven knowledge organization) which require enhancement of the minimum entry level qualifications.

9. The guiding principles that have been kept in mind while defining the changes in the Recruitment Rules, include - enhancing the qualification levels of all categories of Scientists, attracting the very best talent to CSIR, providing an environment where capable Scientists can grow faster in the system, moving away from the concept of lifelong employment and allowing organization renewal through turnover of Scientists, providing for career mobility of middle and senior level Scientists to migrate to/from other institutions both in academia and industry.

10. The amended provisions of Recruitment under CSRAP Rules, 2001 are enclosed and shall be effective from the date of this notification.

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.

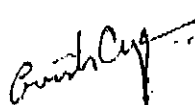
Enclosure to circular letter No.P.F.No.1-5(1)/174/2009-RAB, dated 01.06.2011

**Statement of existing and revised Recruitment Rules of CSIR**

| Existing   | Revised   |
|--|---|
| <p><b>Rule 4(vi) - "Scientist"</b> means R&amp;D scientific staff who are expected to generate, develop, advance, disseminate, diffuse, manage and protect new knowledge/methods/techniques by research/ design/ development/extension.</p> <p><b>Rule 5</b></p> | <p><b>Rule 4(vi) - "Scientist"</b> (other than where used as Designation) means R&amp;D scientific staff who are expected to generate, develop, advance, disseminate, diffuse, manage and protect new knowledge/methods/techniques by research/ design/ development/extension.</p> <p><b>Insertion of Para 5.2.1</b> - Chairperson, RAB may delegate, in writing, such of his powers, as may be necessary, to any one of the Co-chairpersons.</p> |

**Rule 6.1.1 as per Appendix****Rule 6.1.2** to the extent indicated hereunder:

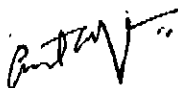
| Existing   | Revised  |
|--|--|
| <p>Recruitment shall normally be made at the Initial level of Scientists Group IV(1). Wherever need exists or arises, Director of Lab/Instt can fill up the posts at lateral level to the extent recommended by Research Council with the condition that the existing Roster position may not be disturbed. In exceptional circumstances, if there is a need to recruit at lateral level over and above the strength fixed, post in the Roster meant for Gr.IV(1) may be upgraded with the approval of Research Council, however, the post should be filled by candidate of the same category as per the roster point.</p> | <p>(i) Persons with engineering background and possessing BE/B.Tech. qualification will be recruited as Trainee Scientist (TS) and admitted to the Academy of Scientific &amp; Innovation Research (AcSIR) subject to meeting the norms of admission prescribed by the Academy from time to time. TS will be paid a stipend equivalent to the minimum of Pay Band-3 with Grade Pay of 5400 plus admissible allowances. TS will undergo a programme of training consisting of theory and practice in the areas of relevance to CSIR under the auspices of AcSIR. The TS upon successful completion of two years of training leading to Advanced Diploma with Distinction shall be eligible for consideration for appointment to the level of "Scientist" in CSIR.</p> <p>(ii) All advertisements for the positions of Scientist in CSIR, henceforth, shall be with regard to <u>Pay Band-3</u> or <u>Pay Band-4</u>. The Selection Committee depending upon the performance of the candidate may choose to place the candidate in any of the Grade Pay within the Pay Band subject to meeting the minimum eligibility criterion specified, without disturbing the existing Roster Position.</p> |

**Rule 6.2 as per Appendix**


| Existing  | Revised  |
|---|--|
| Rule 6.3.5 - In disciplines (including specialized areas or fields), other than mentioned under these Rules (i.e. Science, Engineering or Technology), such professional or technical qualifications, as are approved by the Government of India for appointment to superior posts and services shall be applicable. In cases, where a formal Degree or Diploma is not being awarded or has not been approved, the educational qualifications and experience shall be such as may be prescribed by the DG,CSIR. | Rule 6.3.5 - In disciplines (including specialized areas or fields), other than mentioned under these Rules (like Science, Engineering, Technology and Management), such professional or technical qualifications as otherwise required in CSIR and/or as are approved by the Govt. of India for appointment to specialized positions, shall be made applicable with due approval of DG,CSIR. In cases, where a formal Degree or Diploma is not being awarded or has not been approved, the educational qualifications and experience shall be such as may be prescribed by the DG,CSIR. |

| Existing  | Revised   |
|---|---|
| Rule 6.6.1 - Persons appointed to the post of Scientist Group IV(1) shall be on probation for a period of two years. Persons appointed to any other grade, viz. Scientist Group IV(2), IV(3), IV(4), IV(5) and IV(6) shall be placed on probation for a period of one year, provided that the appointing authority may extend or curtail the period of probation in accordance with the instructions issued by the Government of India from time to time. | Rule 6.6.1 - Persons appointed to the post under these rules shall be placed on probation for a period of one year. The appointing authority may extend or curtail the period of probation in accordance with the instructions issued by the Government of India from time to time. |

| Existing   | Revised   |
|--|---|
| Rule 6.7.2 - Up to three advance increments as recommended by the Selection Committee may be granted by the Director of the Lab./Instt. in respect of selections for which he is the appointing authority. Beyond three and up to five increments recommended by the Selection Committee may be granted by the DG, CSIR. Beyond five and upto seven increments recommended by the Selection Committee may be granted by the President, CSIR. | Rule 6.7.2 - Up to three advance increments as recommended by the Selection Committee may be granted by the Director of the Lab./Instt. in respect of selections for which he is the appointing authority. Beyond three and up to five increments recommended by the Selection Committee may be granted by the DG, CSIR. Beyond five and upto seven increments recommended by the Selection Committee may be granted by the Vice President, CSIR. |



**APPENDIX****Existing****Rule 6.1.1**

The grades/scales of pay of scientists covered under these rules shall be such as may be determined by CSIR from time to time. However, grades/scales applicable are as under:

| S.No. | Group/Grade and Designation of the Post | Scale of Pay        |
|-------|---|---------------------|
| 1.    | Scientist Group IV(1)                   | Rs. 8000-275-13500  |
| 2.    | Scientist Group IV(2)                   | Rs. 10000-325-15200 |
| 3.    | Scientist Group IV(3)                   | Rs. 12000-375-16500 |
| 4.    | Scientist Group IV(4)                   | Rs. 14300-400-18300 |
| 5.    | Scientist Group IV(5)                   | Rs. 16400-450-20000 |
| 6.    | Scientist Group IV(6)                   | Rs. 18400-500-22400 |
| 7.    | Scientist Group IV(7)                   | Rs. 22400-525-24500 |

**Revised****Rule 6.1.1**

The pay band and grade pay of scientists covered under these rules shall be such as may be determined by CSIR from time to time. Pay band and Grade pay, applicable at present, are as under:

| S.No. | Designation                           | Pay Band           | Grade Pay |
|-------|---------------------------------------|--------------------|-----------|
| 1.    | Junior Scientist*/Trainee Scientist** | 15600-39100 (PB-3) | 5400      |
| 2.    | Scientist                             | 15600-39100 (PB-3) | 6600      |
| 3.    | Senior Scientist                      | 15600-39100 (PB-3) | 7600      |
| 4.    | Principal Scientist                   | 37400-67000 (PB-4) | 8700      |
| 5.    | Senior Principal Scientist            | 37400-67000 (PB-4) | 8900      |
| 6.    | Chief Scientist                       | 37400-67000 (PB-4) | 10000     |

Note: Rules for appointment to the position of Outstanding Scientist in HAG Scale 67000-(annual increment @ 3%)-79000 have been notified vide Office Memorandum No. 5-1(62)/2008-PD, dated January 15, 2009 and those for the position of Distinguished Scientist in the HAG+ Scale 75500-(annual increment @ 3%)-80000 have been notified vide Office Memorandum 5-1(61)/2008-PD, dated January 15, 2009.

\* Existing Scientists Group IV(1)

\*\* New recruits

| Existing  | Revised  |
|---|--|
| Rule 6.2 The minimum qualifications, experience and maximum age limits for direct recruitment of Group IV Scientists at various levels shall be as follows: | Rules 6.2<br>The minimum qualifications, experience and maximum age limits for direct recruitment of Scientists at various levels shall be as follows: |

| Sl. No. | Group, Grade and Designation and scale of pay of the post | Qualifications  | Experience in required areas.                    | Age limit not exceeding |
|---------|---|---|--|-------------------------|
| 1.      | Scientist Gr. IV(1)<br>Rs. 8000-13500                     | 1st class M.Sc/B.E/B.Tech/MBA*<br>M.LibSci/MCA/MBBS or equivalent qualifications<br>OR<br>M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR<br>PhD                       | Nil  | 35 years                |
| 2.      | Scientist Gr. IV(2)<br>Rs. 10000-15200                    | 1st class M.Sc/B.E/B.Tech/MBA*<br>M.LibSci/MCA/MBBS or equivalent qualifications<br>OR<br>M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications<br>OR<br>PhD<br>OR<br>PhD(Engg) | 3 years<br><br>2 years<br><br>1 year<br><br>Nil  | 35 years                |
| 3.      | Scientist Gr. IV(3)<br>Rs. 12000-16500                    | 1st class M.Sc/B.E/B.Tech/MBA*<br>M.LibSci/MCA/MBBS or equivalent qualifications<br>OR<br>M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR<br>PhD<br>OR PhD(Engg)       | 7 years<br><br>5 years<br><br>4 years<br>3 years | 40 years                |

| Sl. No. | Designation       | Qualifications  | Experience in required areas. | Age limit not exceeding |
|---------|-------------------|---|-------------------------------|-------------------------|
| 1.      | Trainee Scientist | B.E./B.Tech. with minimum 70% marks or 7.0 CGPA   | -                             | 28 years                |
| 2.      | Scientist         | ME/M.Tech./M.Vet.Sc/M.D.<br>OR<br>B.Tech/M.Sc with Post Graduate degree in Intellectual Property Law, (1 <sup>st</sup> class or 60% on an aggregate or equivalent GPA) OR<br><br>BE/B.Tech with Advanced Diploma from AcSIR with distinction OR<br><br>PhD(Sc./Engg.) submitted | -<br><br>-<br><br>-           | 32 years                |
| 3.      | Senior Scientist  | Ph.D(Engg./Mgmt) or MBBS + PhD or<br><br>Ph.D (Sc.) / .<br><br>ME/M.Tech./M.D/M.Vet(Sc.) OR<br>B.Tech/M.Sc with MBA* or Post Graduate degree in Intellectual Property Law   | -<br><br>2 year<br>3 Years    | 37 years                |

|    |  |   |  |          |    |                            |   |                    |          |
|----|--|---|--|----------|----|----------------------------|---|--------------------|----------|
| 4. | Scientist Gr. IV(4)<br>Rs. 14300-18300     | 1st class M.Sc/B.E/B.Tech/ MBA*<br>M.LibSci/MCA/MBBS or equivalent qualifications OR<br>M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR PhD<br>OR PhD(Engg)    | 10 years<br>8 years<br>7 years<br>6 years    | 45 years | 4. | Principal Scientist        | Ph.D(Engg.) or<br>Ph.D (Sc.) or<br>Ph.D (Mgmt) or<br>MBBS + PhD or<br>MD/M.V.Sc | 3 years<br>5 years | 45 years |
| 5. | Scientist Gr. IV(5)<br>Rs. 16400-20000     | 1st class M.Sc/B.E/B.Tech/ MBA*<br>M.LibSci/MCA/MBBS or equivalent qualifications OR<br>M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR<br>PhD<br>OR PhD(Engg) | 13 years<br>11 years<br>10 years<br>9 years  | 50 years | 5. | Senior Principal Scientist | Ph.D(Engg.) or<br>Ph.D (Sc.) or<br>Ph.D (Mgmt) or<br>MD/MBBS PhD                | 6 years            | 50 years |
| 6. | Scientist Gr. IV(6)<br>Rs. 18400-500-22400 | 1st class M.Sc/B.E/B.Tech/ MBA*<br>M.LibSci/MCA/MBBS or equivalent qualifications OR<br>M.Tech/ME/M.VetSc./M.D. or recognized equivalent qualifications OR<br>PhD<br>OR PhD(Engg) | 16 years<br>14 years<br>13 years<br>12 years | 50 years | 6. | Chief Scientist            | Ph.D(Engg.) or<br>Ph.D (Sc.) or<br>Ph.D (Mgmt) or<br>MD/MBBS PhD                | 10 years           | 50 years |

\* This qualification shall be applicable for recruitment of Scientists for business development/project management/ human resource development group.

\* This qualification shall be applicable for recruitment of Scientists for business development/project management/ human resource development group.  
Ph.D.(Mgmt) will include Ph.D. in Economics, Information Science, IPR Law or equivalent for specific functions.

N.B. - Advertisements shall be issued asking for applications in terms of pay bands. Positioning of a candidate in terms of a particular grade in the band shall be appropriately done by the Selection Committee.

-Apart from qualifications indicated in the Ibid Rules, any other recognized qualification, which is equivalent to the prescribed qualification, shall be treated at par with that qualification.