

Council of Scientific & Industrial Research
Anusandhan Bhawan, 2, Rafi Marg, New Delhi – 110001

No. : 5-1(814)/2022-PD

Dated : 19.11.2025

OFFICE MEMORANDUM

Sub: Notification of CSIR Scientist Recruitment & Assessment Promotion (CSRAP) Rules, 2025 [CSRAP Rules, 2025] - reg.

The undersigned is directed to state that GB, CSIR in its 208th meeting held on 28.03.2025 and 210th Meeting held on 15.09.2025 has considered and approved **CSIR Scientist Recruitment & Assessment Promotion (CSRAP) Rules, 2025**.

2. The “**CSIR Scientist Recruitment & Assessment Promotion (CSRAP) Rules, 2025**” are enclosed herewith for information, guidance, and necessary action of all concerned.

3. Hindi version shall follow.


- 19/11/25
(Kumar Rahul)
Deputy Secretary (PD)

Encl.: As above

To,

1. The Directors/Heads of all CSIR National Labs./Instts./Hqrs./Units
2. Chairman, RAB
3. Head, RAB

Copy to:

1. O/o Vice President, CSIR
2. O/o DG, CSIR
3. O/o JS, (Admn), CSIR
4. O/o FA, CSIR
5. O/o CVO, CSIR
6. O/o LA, CSIR
7. Heads, All Scientific Directorates of CSIR-Hqrs.
8. All Sr.DS/Sr.CoA/DS/CoA/US/AO of all CSIR National Labs./Instts./Hqrs./Units
9. All Sr.Dy FA/Sr CoFA/Dy FA/CoFA/FAO of all CSIR National/Labs./Instts./ Hqrs./Units
10. DS (Director Recruitment Cell)
11. US (Committee Section)
12. CSIR Website
13. Office Copy



CSIR SCIENTIST RECRUITMENT & ASSESSMENT PROMOTION RULES, 2025

CSRAP Rules, 2025



2025

COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH
Anusandhan Bhawan, 2, Rafi Marg, New Delhi.

Part –I: Preliminary

1. ENACTMENT:

In exercise of powers conferred under Bye Law 11 of the Rules & Regulations and Bye-laws of the CSIR, the Governing Body of CSIR formulates the following Recruitment and Assessment Rules for Scientific Posts in CSIR.

2. SHORT TITLE AND COMMENCEMENT:

- (a) These rules shall be called the **CSIR Scientist Recruitment & Assessment Promotion Rules, 2025 [CSRAP Rules, 2025]**.
- (b) They shall come into force with effect from 01.01.2026 in respect of Recruitment and Assessment Promotion of Scientist.

3. SCOPE OF THE RULES/APPLICABILITY:

These rules shall govern Recruitment and Assessment promotions to the posts of Scientific Staffs (Scientist-B to Scientist-G) in CSIR.

4. DEFINITIONS:

In these rules, unless the context otherwise requires: -

- (a) **"Appointing Authority"** means the authority as specified in 'Rule 7'.
- (b) **"Appropriate level"** means the status of an Expert holding a professional position / post and pay which is at least one level above the post for which Recruitment / Assessment is being made.
- (c) **"Assessment Committee"** means the Committee specified under 'Rule 18'.
- (d) **"Assessment Year"** means the period between 1st January of a year to 31st December of a year.
- (e) **"Board"** means Recruitment and Assessment Board (RAB) established by CSIR as defined under 'Rule 19' of Part-IV of these Rules.
- (f) **"Council"** means Council of Scientific and Industrial Research (CSIR).
- (g) **"Cluster"** means broad R&D areas in which Council is undertaking Research and Development viz. Biosciences & Biotechnology; Chemical Sciences & Technology; Engineering Sciences & Technology; Material Sciences & Technology; Physical, Earth & Environmental Sciences; Management of Science & Technology and Policy Studies.

- (h) **“Discipline”** means core and / or thrust areas of a R&D cluster of CSIR in which the scientists are recruited and assessed.
- (i) **“Due Date of Assessment”** means the date on which the scientist becomes eligible to be considered for assessment promotion on completion of his residency period.
- (j) **“Eligibility for Assessment”** means minimum averaged percentage of PMS/APAR scores and prescribed residency period as specified in ‘**Rule 16**’ which is required to be obtained by a Scientist to be eligible for consideration for his assessment promotion to the next higher post/level.
- (k) **“Government”** means the Government of India.
- (l) **“Level”** means a pay level attached to that post as specified under ‘**Rule 5 (b)**’ of these Rules.
- (m) **“President”** means the President of the CSIR.
- (n) **“Residency Period”** means the time period in which a Scientist acquires eligibility to be assessed for the next higher post/pay level as specified under ‘**Rule 14(A)**’ of these Rules.
- (o) **“Scheduled Castes and Scheduled Tribes”** shall have the same meanings as assigned to them respectively in clauses (24) and (25) of Article 366 of the Constitution of India.
- (p) **“Scientist”** means an Indian Citizen, who is recruited and appointed in a Scientific post in the Council to do Research & Development and who is expected to innovate, formulate, plan, generate, test, advance, develop, disseminate, diffuse, manage, implement, coordinate and protect new knowledge/methods/techniques/policies, by research/design/development/planning/application of S&T knowledge/extension/execution of S&T activities.
- (q) **“Service”** means service in the CSIR.
- (r) **“Screening Committee for Recruitment”** means the Committees specified under ‘**Rule 10**’.
- (s) **“Selection Committee for Recruitment”** means the Committees specified under ‘**Rule 11**’.

- (t) **“Vice-President”** means the Vice-President of the CSIR.
- (u) **“Work Report”** means a record of all the work done by the scientist during his residency period on a format as may be devised by CSIR from time to time.
- ❖ **Note:** All other words and abbreviations, which are not defined under these Rules, shall have the same meaning and definition/ interpretation as given in the Rules & Regulations and Bye-laws of CSIR, or any other Rules applicable to the employees of the CSIR.

Part –II: Recruitment

5. RECRUITMENT:

- (a) The CSIR shall recruit its Scientists against the vacancies within the sanctioned strength allocated to each CSIR Lab/Instt. and CSIR Head Quarters.
- (b) The posts and pay scales of Scientists covered under these rules shall be as follows:

Sl. No.	Designation/Post	Pay Level (7 th CPC)
1.	Scientist-B	L-10
2.	Scientist-C	L-11
3.	Scientist-D	L-12
4.	Scientist-E	L-13
5.	Scientist-F	L-13-A
6.	Scientist-G	L-14

- (c) Recruitment and Assessment Board (RAB) serves as the centralized Recruiting Agency/Body of CSIR. The entire recruitment process of recruitment of Scientists at all levels shall be done by RAB. Part-IV of these rules outlines comprehensive information about RAB, including its constitution, power, functions and responsibilities etc.
- (d) The recruitment of 'Scientist-B' shall be done on all India basis by Open Competitive Written Examination and Interview. The final merit list shall be drawn on the basis of total marks obtained in the written examination and interview. However, Open Competitive Written Exam and Interview shall have 70% weightage and 30% weightage in total marks, respectively. RAB shall determine the minimum qualifying marks in written test to ensure quality of candidates shortlisted for interview.
- (e) The recruitment of 'Scientist-C' and above shall be done on the basis of Interview only and in consultation with CSIR Labs/Instts. The final merit list shall be drawn on the basis of total marks obtained in the Interview.
- (f) The concerned Lab/Instts shall place the requirement of Scientist positions on the basis of the recommendation of its Research Council (RC)/Director General (in case of CSIR Hqrs.) to the Recruitment and Assessment Board (RAB).

- (g) Recruitment shall normally be made at the level of sanctioned posts of scientists. Wherever need exists or arises, recruitment at higher levels can be made on specific request of the Director with the recommendation of Research Council (RC) and DG, CSIR in accordance with the instructions of the Dept of Expenditure, Govt of India issued from time to time and the approval of the competent authority. In case of CSIR Hqrs, this shall be done on the recommendations of the Head of the Division and DG, CSIR in accordance with the instructions of the Dept of Expenditure, Govt of India issued from time to time and the approval of the competent authority.
- (h) All Labs./Instts. of CSIR shall remain actively engaged in the recruitment process through outreach and interaction to attract the best talent.

6. MAINTENANCE OF POSTS:

- (a) All sanctioned posts shall be at the level prescribed by CSIR with the approval of Department of Expenditure. However, upgradation of posts over and above sanctioned posts at each level shall be done in accordance with instructions of Dept of Expenditure, Government of India in vogue, with the approval of the Competent Authority on case to case basis.
- (b) Vacancies in any level due to retirement, resignation etc. shall revert in which the post was earmarked initially.
- (c) No vacancies shall arise on promotion of a person from the present level to the next higher level.

7. APPOINTING AUTHORITY:

- (a) For Scientific posts, up to Scientist-F in CSIR Hqrs., the DG, CSIR shall be the Appointing Authority.
- (b) For Scientific posts, up to Scientist-F in National Labs./Instt of CSIR, the Director of the National Labs./Instts. shall be the Appointing Authority.
- (c) The Vice President, CSIR shall be the Appointing Authority for all Scientist-G posts in CSIR.

8. ESSENTIAL QUALIFICATIONS - EDUCATION QUALIFICATION, EXPERIENCE AND UPPER AGE LIMIT FOR DIRECT RECRUITMENT:

The Stream/Discipline wise minimum Essential Qualifications viz., Educational Qualification, Experience and Upper Age limit for direct recruitment at various levels of Scientist posts shall be as under:

(i) SCIENTIST-B (L-10):

Stream/ Discipline	Essential Qualification		Upper Age Limit (In years)
	Educational Qualification	Experience (In years)	
Science	: M. Sc or equivalent	NIL	32
Engineering	: BE / B.Tech. / BS(Engg) / BSc (Engg.) or equivalent		
Medical	: MBBS / BAMS / BHMS / BSMS / BUMS or equivalent		
Pharma	: B. Pharma or equivalent		
Veterinary Science & Animal Husbandry	: BVSc & AH or equivalent		
Agriculture	: M. Sc (Agri) or equivalent		
Information Technology	: BE / B.Tech (IT / CS), or M.Sc (IT/CS) / MCA (with Bachelor / Graduate degree in Science / Engg. /Tech) or equivalent		
Management Science	: MBA (with Bachelor / Graduate degree in Science / Engg. /Tech) or equivalent		

(ii) SCIENTIST-C (L-11):

Stream/ Discipline	Essential Qualification		Upper Age Limit (In years)
	Educational Qualification	Experience (In years)	
Science	: Ph.D (Sci.) or equivalent	NIL	35
Engineering	: ME/M.Tech/MS (Engg)/ M.Sc (Engg.) or equivalent		
Medical	: MD or equivalent		
Pharma	: M. Pharma or equivalent		
Veterinary Science & Animal Husbandry	: MVSc & AH or equivalent		
Agriculture	: Ph.D (Agri) or equivalent		
Information Technology	: ME / M.Tech (IT / CS) or equivalent Or M.Sc(IT/CS)/ MCA (with Bachelor/Graduate degree in Science/Engg. /Tech) or equivalent		
Management Science	: Ph.D (Mgmt) or equivalent (with Bachelor / Graduate degree in Science/Engg./ Tech)		

(iii) SCIENTIST-D (L-12):

Stream/ Discipline	Essential Qualification		Upper Age Limit (In years)
	Educational Qualification	Experience (In years)	
Science	: Ph.D (Sci.) or equivalent	3	40
Engineering	: ME/M.Tech/MS (Engg)/ M. Sc (Engg.) or equivalent	3	
	: Ph.D (Engg.) or equivalent	Nil	
Medical	: MD or equivalent	3	
	: MBBS + Ph.D or equivalent	Nil	
Pharma	: M. Pharma or equivalent	3	
	: Ph.D (Pharma) or equivalent	Nil	
Veterinary Science & Animal Husbandry	: M.V.Sc & AH or equivalent	3	
	: Ph.D (Vet. Sci.) or equivalent	Nil	
Agriculture	: Ph.D (Agri) or equivalent	3	
Information Technology	: ME/M.Tech(IT/CS) or equivalent	3	
	: Ph.D or equivalent	Nil	
Management Science	: Ph.D (Mgmt) or equivalent (with Bachelor/Graduate degree in Science/Engg./Tech)	3	

(iv) SCIENTIST-E (L-13):

Stream/ Discipline	Essential Qualification		Upper Age Limit (In years)
	Educational Qualification	Experience (In years)	
Science	: Ph.D (Sci.) or equivalent	6	45
Engineering	: Ph.D (Engg.) or equivalent	3	
Medical	: MD or equivalent	6	
	: MBBS + Ph.D or equivalent	3	
Pharma	: M. Pharma or equivalent	6	
	: Ph.D (Pharma) or equivalent	3	
Veterinary Science & Animal Husbandry	: M.V.Sc & AH or equivalent	6	
	: Ph.D (Vet. Sci.) or equivalent	3	
Agriculture	: Ph.D (Agri) or equivalent	6	
Information Technology	: Ph.D (IT/CS) or equivalent	3	
Management Science	: Ph.D (Mgmt) or equivalent (with Bachelor/Graduate degree in Science/Engg./Tech)	6	

(v) SCIENTIST-F (L-13A):

Stream/ Discipline	Essential Qualification		Upper Age Limit (In years)
	Educational Qualification	Experience (In years)	
Science	: Ph.D (Sci.) or equivalent	10	50
Engineering	: Ph.D (Engg.) or equivalent	7	
Medical	: MD or equivalent	10	
	: MBBS + Ph.D or equivalent	7	
Pharma	: Ph.D (Pharma) or equivalent	7	
Veterinary Science & Animal Husbandry	: Ph.D (Vet. Sci.) or equivalent	7	
Agriculture	: Ph.D (Agri) or equivalent	10	
Information Technology	: Ph.D(IT/CS) or equivalent (with Bachelor/Graduate degree in Science/Engg./Tech)	7	
Management Science	: Ph.D (Mgmt) or equivalent (with Bachelor/Graduate degree in Science/Engg./Tech)	10	

(vi) Period of Experience: The period of experience in the requisite discipline/area of work where prescribed shall be counted with effect from the date of acquiring the prescribed minimum educational qualification required for the grade.

9. RECRUITMENT PROCEDURE:

(i) For Scientist-B:

- (a)** The vacancies at the Scientist-B along with their reservation status shall be communicated to RAB by the Lab/ Instt., with the approval of their Research Council (RC) or by the CSIR Hqrs. with the approval of DG, CSIR.
- (b)** The Lab/Instt/CSIR Hqrs shall also specify the discipline/area of each post proposed to be advertised by RAB.
- (c)** The applications, in response to the advertisement to fill up vacancies in Scientist-B, shall be received at the RAB.
- (d)** The recruitment to fill up vacant posts in Scientist-B shall be carried out by the RAB in two stages:
 - (i)** Written Examination &
 - (ii)** Interview
- (e)** On the basis of Written Test Selection Committee shall shortlist minimum of 03 (three) and up to 12 (twelve) candidates for interview against each advertised post.
- (f)** The Selection Committee shall interview the shortlisted candidates and recommend a panel of (i) recommended and (ii) wait-listed candidates in order of merit, for each post as advertised.
- (g)** The “Cut-off Marks” shall be decided by the Selection Committee and shall be mentioned in its ‘Proceedings’.
- (h)** RAB shall declare the panel of successful candidates as per ‘Proceedings of the Selection Committee’ approved by the Chairperson, RAB. Thereafter, all relevant documents of successful candidates, shall be forwarded to the concerned Appointing Authority i.e., Director of the Lab/Instt. or DG, CSIR (as the case may be) to take appropriate action in accordance with laid down procedure before issuance of the offer of appointment letter.

(ii) For Scientist-C & above:

- (a)** The vacancies at the Scientist-C (L-11) & above; along with their reservation status, if applicable, shall be communicated to RAB by the Lab/ Instt., with the approval of their Research Council or by the CSIR Hqrs. with the approval of DG, CSIR.

- (b) The applications, in response to the advertisement to fill up vacancies in Scientist–C & above shall be received at RAB.
 - (c) The recruitment to fill up vacant posts in Scientist–C & above shall be carried out by RAB in two stages:
 - (i) Screening to short-list candidates by the “Screening Committee”.
 - (ii) followed by Selection Interviews of the short-listed candidates by the “Selection Committee”.
 - (d) The Selection Committee shall interview the shortlisted candidates and recommend a panel of (i) recommended and (ii) wait-listed candidates in order of merit, for each post as advertised.
 - (e) The “Cut-off Marks” shall be decided by the Selection Committee and shall be mentioned in its ‘Proceedings’.
 - (f) RAB shall declare the panel of successful candidates as per ‘Proceedings of the Selection Committee’ approved by the Chairperson, RAB. Thereafter, all relevant documents of successful candidates, shall be forwarded to the concerned Appointing Authority i.e., Director of the Lab/Instt. or DG, CSIR (as the case may be) to take appropriate action in accordance with laid down procedure before issuance of the offer of appointment letter.
- (iii) **Special Conditions:**
- (a) Acting Director of a Lab/Instt., may initiate proposal for recruitment of Scientist up to 10% of the existing vacancies in a calendar year at Entry Level only.

10. SCREENING COMMITTEE FOR RECRUITMENT:

- (a) The Screening Committee for recruitment of Scientist–C & above shall be constituted by RAB with the approval of the DG, CSIR, as follows:

Sl. No.	Composition	Role
1.	One Scientist from sister Lab/Instt/CSIR Hqrs. from the relevant discipline/area.	Chairperson
2.	One Scientist of concerned CSIR Lab/Instt/CSIR Hqrs from the same discipline /area as an Internal Expert.	Member
3.	One Scientist of sister Lab/Instt /CSIR Hqrs from the same discipline/area as an External Expert.	Member
4.	Director of the Lab./Instt. or his nominee / nominee of DG, CSIR in case of CSIR-Hqrs.	Member
❖ Notes: (i) Chairperson shall not be below the rank of Scientist-F. (ii) Member(s) shall be at least one Level higher than the post advertised. (iii) Representatives of SC/ST, OBC, Minority, Women of appropriate level to be co-opted as per extant Govt. of India / CSIR orders and instructions. Quorum: Chairperson plus two members, one of whom shall be the External Expert.		

- (b) The Committee shall screen the applications received. The Screening Committee shall follow the process, as under, to screen and shortlist the applications received by due date as under:
- (i) **Primary Screening** to scrutinize and screen-out all applications not fulfilling the prescribed Age, Educational Qualifications and Experience as advertised.
- (ii) **Secondary Screening** to short-list eligible applications on the basis of screening criteria devised by the Screening Committee keeping in view the suitability to the advertised post.

- (c) If necessary, the Screening Committee, for Scientist-C & above shall organize a written test and/or seminar/presentation for short listing the candidates to be called for interview.
- (d) The Screening Committee, for Scientist-C & above, shall shortlist a **minimum of 03 (three) and up to 12 (twelve)** candidates for each post for interview.
- (e) The result of the Screening Committee shall be notified by RAB along with the screening criteria after completion of screening process.

11. SELECTION COMMITTEE FOR RECRUITMENT:

- (a) The constitution of the 'Selection Committee' for recruitment of Scientist-B to Scientist-F shall be as under:

Sl. No.	Composition	Role
1.	Chairperson of the RAB. [However, the Chairperson of the RAB can nominate one of the persons from the panel of Co-Chairpersons, prepared by the Chairperson of the Board and approved by the VP, CSIR, to act as Chairperson of the Selection Committee in his /her place].	Chairperson
2.	Two External Experts	Member(s)
3.	One Departmental Core (CSIR) Expert	Member
4.	Director of the Lab./Instt. or his nominee / nominee of DG, CSIR in case of CSIR-Hqrs.	Member
❖ Notes: (i) External Experts of appropriate Level shall be nominated by the Chairperson of the RAB. (ii) Departmental Expert Member shall be nominated by the DG, CSIR. (iii) Representatives of SC/ST, OBC, Minority, Women of appropriate level to be co-opted as per extant Govt. of India / CSIR orders and instructions. ▪ Quorum: The quorum for the meeting of a Selection Committee is three (3) members including the Chairperson.		

- (b) The call letter for Written Test/Interview to the shortlisted candidates shall be issued by RAB.

- (c) The meetings of Selection Committee shall normally be held at RAB. However, RAB may hold the meeting of Selection Committee at a location other than the RAB.
- (d) The Selection Committee shall interview the shortlisted candidates and recommend a panel of (i) recommended and (ii) wait-listed candidates in order of merit, for each post as advertised.
- (e) The “Cut-off Marks” shall be decided by the Selection Committee and shall be mentioned in its ‘Proceedings’.
- (f) RAB shall declare the panel of successful candidates as per ‘Proceedings of the Selection Committee’ approved by the Chairperson, RAB. Thereafter, all relevant documents of successful candidates, shall be forwarded to the concerned Appointing Authority i.e., Director of the Lab/Instt. or DG, CSIR (as the case may be) to take appropriate action in accordance with laid down procedure before issuance of the offer of appointment letter.
- (g) The Selection Committee may consider candidates of Indian nationality residing abroad/visiting abroad, for the Scientist posts through any digital/online conferencing mode as accepted by the RAB. Record of such digital/online conferencing interview must be documented within the Proceedings. “In-absentia selection” shall not be permitted.
- (h) Selection Committee shall recommend a panel of candidates in order of merit for each post or group of posts as advertised.
 - (i) The panel shall be valid for one year from the date of the Selection Committee meeting. The panel shall be operated for completing pre-appointment formalities and issue of appointment thereafter to the extent the vacancies are notified.
 - (ii) In exceptional cases, such Panel may be extended for a maximum period of six months by the Appointing Authority after recording the reasons for such extension.
 - (iii) If any of the candidate who has been issued the offer of appointment does not accept the offer or does not join by the stipulated date, or a candidate joins but he resigns or dies within a period of one year from the date of his joining and if a fresh panel is not available by then, then a candidate from the waitlist panel, if any, can be offered the post.

12. RELAXATION IN AGE AND EDUCATIONAL QUALIFICATION:

- (a)** Recruitment of Scientists in CSIR strictly be done only on the basis of notified Recruitment Rules/Instructions/Orders issued by the CSIR from time to time in this regard. No relaxation in Educational Qualification shall be allowed.
- (b)** Nothing in these rules shall affect Reservations, relaxation of Age-limit and other concessions required to be provided for the Scheduled Castes (SC), the Scheduled Tribes (ST), Other Backward classes (OBCs), Economically Weaker Section (EWS) and other special categories of persons, in accordance with the orders issued by the Central Government/CSIR from time to time in this regard.
- (c)** Relaxation in age limit up to 5 years shall be allowed to CSIR/ Government/Autonomous Bodies/Public Sector Employees in accordance with the instructions and orders issued by CSIR from time to time in this regard.
- (d)** If a Person with Benchmark Disability is entitled to age concession by virtue of being a CSIR/ Central Government / Autonomous Bodies / Public Sector employees, concession to him/her will be admissible either as a 'person with disability' or as a 'Central Government employee' whichever may be more beneficial to him/her.
- (e)** There shall be relaxation in age limit up to 3 years for women candidates for appointment in scientific posts in addition to other age relaxations provided under these rules.

However, the maximum age shall not exceed 55 years for direct recruitment post.

- (f)** DG, CSIR may relax the age of a candidate, based on the recommendation of the committee constituted by DG, CSIR, in case of Scientist C, Scientist D, Scientist E & Scientist F only.

Part –III: Assessment Promotion

13. FLEXIBLE COMPLEMENTING SCHEME:

- (a) Promotion of all Scientists up to Scientist-F in CSIR, from one grade to the next higher grade governed under these Rules, shall be on the basis of **'Flexible Complementing'**.
- (b) The promotion to the next higher grade shall be **in-situ** and the post held by the Scientist shall stand upgraded to the next higher post/level automatically as personal to the Scientist concerned.
- (c) On vacation of the scientific post by the Scientist, it shall automatically revert to the post/level in which the post was earmarked initially.
- (d) Assessment to a higher post/level does not necessarily imply higher perks, such as office space, telephone, stenographic assistance, furniture, etc. which will continue to depend upon functional needs subject to relevant instructions issued from time to time.
- (e) Assessment is distinct from promotion under the DPC system and does not necessarily result in change of work pattern or higher supervisory status or power, though it does lead to an expectation of higher level of scientific and/or technical performance.
- (f) All Assessment/Promotion of Scientists shall be from the **prospective date**.
- (g) The effective date of Assessment/Promotion of Scientists found eligible for promotion under these rules shall be the date on which the Scientist assumes the charge of the promoted grade/post.

14. RESIDENCY PERIOD FOR ASSESSMENT PROMOTION:

- A. The Minimum residency period to be completed in a grade/post for consideration for assessment shall be as under:

Designation	Minimum Residency Period
Scientist –B (L-10) to Scientist – C (L-11)	3 years
Scientist –C (L-11) to Scientist – D (L-12)	4 years
Scientist –D (L-12) to Scientist – E (L-13)	4 years
Scientist –E (L-13) to Scientist – F (L-13A)	5 years
Scientist –F (L-13A) to Scientist – G (L-14)	5 years

B. Periods counted for residency:

The following periods shall be counted towards calculating the minimum residency period for the assessment promotion of Scientists:

- (i) The period spent on Deputation/Foreign Service to another scientific post, which helps a Scientist to acquire scientific experience in a diverse set up.
- (ii) Period of Study Leave/ any other Leave taken for the academic accomplishments to improve scientific knowledge
- (iii) Period spent on prestigious Fellowships such as (a) Raman Research; (b) DAAD; (c) Overseas Associateship of DBT; (d) Boyscast; (e) CEC Post-doctoral; (f) Indo-US; (g) Fulbright; and (h) Humboldt, shall be considered for Assessment provided ACRs/APARs written for at least two years for the relevant assessment period in the Lab./Instt./CSIR HQs. are available.
- (iv) Periods of leave including Extraordinary Leave (EOL) to the extent it counts for earning Annual Increments.
- (v) EOL granted for a full-time R&D assignment within or outside the country.
- (vi) There shall be no Adhoc appointments for the Scientist positions in CSIR under these rules. Further, the services rendered in temporary position such as Adhoc Scientist/Quick Hire Fellow (QHF)/Scientists' Pool Scheme shall not be counted for the benefit in Assessment Promotion.

C. Periods NOT counted for residency:

- (i) The period spent on deputation/foreign service to a non-scientific post.
- (ii) Period of EOL not counted for increment.
- (iii) Period treated as dies-non.

15. PROCEDURE FOR ASSESSMENT PROMOTION:

- (i) The procedure for assessment promotion under Flexible Complementing shall be governed under these rules and as per the guidelines/instructions issued by the CSIR from time to time.
- (ii) The assessment process shall be undertaken twice in a year. The cases of Scientists eligible for assessment promotion between January and June of a year shall be taken in advance and the process shall be

completed before 1st January of that year. Similarly, the cases of Scientists eligible for assessment promotion between July and December of a year shall be taken in advance and the process shall be completed before 1st July of that year.

(iii) All promotions from Scientist-B(L-10) to Scientist-C (L-11); from Scientist-C (L-11) to Scientist-D (L-12); from Scientist-D (L-12) to Scientist-E (L-13); from Scientist-E (L-13) to Scientist-F (L-13A) and Scientist-F (L-13A) to Scientist-G (L-14) shall be made as under:

a) The Internal Screening Committee (ISC) shall take into account of gradings/marks of Performance Mapping of Scientists (PMS)/Annual Performance Appraisal Report (APAR) available for the years covered under the residency period and recommend candidates for further consideration by the Assessment Committee on attaining the minimum threshold marks as per the provisions specified under these Rule.

Explanation-I: In respect of the cases maturing between January and June, ISC shall take into the account of PMS/APAR up to the month of march of the preceding year (eg., for cases taken up for the period of January-June, 2026, ISC shall take account the PMS/APAR up to March, 2025).

Explanation-II: In respect of the cases maturing between July and December, ISC shall take into the account of PMS/APAR up to the month of March of the preceding year (eg., for cases taken up for the period of July-December, 2026, ISC shall take account the PMS/APAR up to March, 2025).

b) The number of PMS/APAR to be reckoned by Internal Screening Committee (ISC) shall be equal to the period of prescribed residency viz., 3/4/5, (including part PMS), as the case may be. In case of non-availability of complete PMS/APAR, the PMS/APAR of the immediate preceding year shall be reckoned.

c) Further, for a direct recruitee, on his first promotion, only available PMS/APAR during the residency period shall be reckoned by ISC for further consideration by the Assessment Committee as per the provisions specified under these Rules.

d) The PMS/APAR marks shall be taken into consideration in accordance with the guidelines/instructions relating to writing of PMS/APAR by CSIR from time to time.

- e) Thereafter, all eligible Scientists shall be assessed by the Assessment Committee duly constituted as per 'Rule 18' which will take into account (a) the 'Work Report' of the entire residency period submitted by the Scientist and (b) his performance in interview.
- f) The Non submission of 'Work Report' by the Scientist within the stipulated date may be treated as wilful disinterest on the part of the Scientist to be considered for assessment and the Appointing Authority may consider to forfeit the chance for assessment.

16. INTERNAL SCREENING COMMITTEE (ISC):

An Internal Screening Committee shall be constituted by the Director of the Lab/Instt. or DG, CSIR, as the case may be, to screen and shortlist the eligible Scientists completing the prescribed residency period on the basis of minimum average threshold percentage/marks in the PMS/APAR as indicated in the table below:

Number of years in the grade			
Minimum averaged percentage of PMS/APAR scores for eligibility			
Level	1st Chance	2 nd Chance	3 rd Chance
Scientist-B to Scientist-C (L-10 to L-11)	85%	80%	75%
Scientist-C to Scientist-D (L-11 to L-12)	85%	80%	75%
Scientist-D to Scientist -E (L-12 to L-13)	85%	80%	75%
Scientist-E to Scientist-F (L-13 to L-13A)	85%	80%	75%
Scientist –F to Scientist-G (L-13A to L-14)	85%	80%	80%

- A. Notwithstanding anything contained in these rules, the Internal Screening Committee (ISC) may recommend a Scientist for 'Merit Promotion' to next higher grade i.e. relaxation of one year in the minimum residency period, provided he consistently secures 90% and above marks in his PMS/ APAR in three successive years of his residency period provided further that the three successive scores of 90% and above marks are the actual marks obtained in the PMS/APAR, and not obtained on the basis of averaging.
- B. The benefit of 'Merit Promotion' shall be applicable up to two times in the entire career of a scientist in the Council.
- C. The Internal Screening Committee (ISC) may grant up to 0.9 marks to a candidate for rounding off the decimal points to the next nearest whole figure while deciding the eligibility of a candidate for his assessment promotion.

17. CONSTITUTION OF INTERNAL SCREENING COMMITTEE (ISC):

In the case of Scientists up to the level of Scientist-E (L-13), the Director of the Lab/Instt. and DG, CSIR in the case of CSIR Hqrs. shall constitute an Internal Screening Committee.

The constitution of **Internal Screening Committee** for assessment **upto Scientist-E (L-13)**, shall be as under:

Sl. No.	Composition	Role
(i)	Director of the Lab/Instt. or a Scientist/Technologist to be nominated by the Director in the case of the Lab./DG,CSIR in case of CSIR Hqrs.	Chairperson
(ii)	One Scientist of the level of Scientist-G or above from another CSIR Lab/Instt./ Hqrs.	Member
(iii)	Two Scientists* of the level of Scientist-G or above from the same Lab/Instt./Hqrs.	Member (s)
* Note: In case at the level of Scientist-G is not available in the same Lab/ Instt., a Scientist of Scientist-G level from another Lab/ Instt. of the same R&D Cluster may be co-opted in the Internal Screening Committee. Quorum: The Quorum of the Internal Screening Committee shall be the Chairperson and at least two members including the member from the other Lab/Instt.		

- A. The recommendations of the Internal Screening Committee (ISC) are approved by the Director of the Lab/Instt./DG, CSIR in the case of CSIR Hqrs. and forwarded to RAB for constituting the Assessment Committee.
- B. In case of **Scientist-F (L-13A) to Scientist-G (L-14)**, discipline wise **Internal Screening Committees** are constituted by the DG, CSIR to review the PMS/APAR of all the Scientists completing the prescribed residency period for shortlisting and recommending the candidates for Assessment interview by the Assessment Committee as under:

Sl. No.	Composition	Role
(i)	An external Scientist/Technologist	Chairperson
(ii)	The Director of the Lab./Instt./Head of Division of level of Scientist – G or above in case of CSIR-Hqrs.	Member
(iii)	Two Scientists from CSIR Lab/ Instt / CSIR Hqrs. of status equal to Directors' Grade or above.	Member (s)
Quorum: The quorum of the Screening Committee is Chairperson and at least two members.		

- C. DG, CSIR is the approving authority for the Screening Committee recommendations for Scientist-F (L-13A) and above positions. Following this, RAB shall constitute the Assessment Committee.

18. ASSESSMENT COMMITTEE:

- (a) The Chairperson of the RAB shall constitute the Assessment Committees for assessing the work done by the Scientists whose names have been forwarded/approved by the Director/ DG, CSIR, as the case may be, for considering their promotion to the next higher grade/post.
- (b) The Cluster-wise **Assessment Committee** up to the level of **Scientist-E (L-13)** shall be as under:

Sl. No.	Composition	Role
(i)	Chairperson of the RAB [However, the Chairperson of the Board can nominate one of the persons from the panel of Co-Chairpersons prepared by the Chairperson of the RAB and approved by the VP, CSIR to act as Chairperson of the Assessment Committees in his place]	Chairperson
(ii)	Two Departmental (CSIR) Members in the level of Scientist-G (L-14) and above to be nominated by the DG, CSIR	Member(s)
(iii)	Two external Experts to be nominated by the Chairperson of the RAB	Member(s)
(iv)	Director of the Lab./Instt. or his nominee / nominee of DG, CSIR in case of CSIR-Hqrs.	Member
(v)	Representative of SC/ST category	Member
Quorum: The quorum of the meeting of the Assessment Committee is the Chairperson plus three members, with at least one external expert.		

- (c) The Cluster-wise **Assessment Committee for Scientist-F (L-13A)** shall be constituted as under:

Sl. No.	Composition	Role
(i)	Chairperson of the RAB [In case of exigencies, Chairperson may nominate one of the Co-Chairpersons from the approved Panel by the VP, CSIR to act as Chairperson of the Assessment Committees in his place.]	Chairperson
(ii)	Director-General, CSIR shall nominate Distinguished Scientist /Outstanding Scientist (Scientist-H) /Director of another CSIR Lab/Instt belonging to same R&D Cluster.	Member
(iii)	Two eminent External Experts of Appropriate Level to be nominated by the Chairperson, RAB.	Member(s)
(iv)	A Representative of a Scientific Department / R&D Organization of Government/PSUs/ Industry of appropriate level to be nominated by the Chairperson, RAB.	Member
(v)	Director of the concerned CSIR Lab /Instt (None in case of Hqrs).	Member
(vi)	Representative of SC/ST category	Member
Quorum: The quorum of the meeting of the Assessment Committee is the Chairperson plus three members, with at least one external expert.		

- (d) The Assessment Committee after considering the Work Report and the performance of the Scientist in Interview, shall recommend as either '**Fit for Promotion**' or '**Not yet fit for Promotion**' on the basis of following minimum threshold marks obtained by the Scientist.

Level	1st Chance	2 nd Chance	3 rd Chance
Scientist-B to Scientist-C (L-10 to L-11)	85%	80%	75%
Scientist-C to Scientist-D (L-11 to L-12)	85%	80%	75%
Scientist-D to Scientist -E (L-12 to L-13)	85%	80%	75%
Scientist-E to Scientist-F (L-13 to L-13A)	85%	80%	75%
Scientist –F to Scientist-G (L-13A to L-14)	85%	80%	80%

- (e) **Merit Promotion:** For Merit Promotion, not more than 10 per cent of the Scientists may be granted relaxation in the residency period by the Assessment Committee for all levels, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career.

Explanation:

- i. 10 per cent of Scientists means 10 per cent out of total number of Scientists considered for assessment in an Assessment Year by RAB.
 - ii. While calculating the 10 per cent, fraction, if any, shall be rounded to the next integer.
- (f) Scientists who are found 'Not yet fit for Promotion' shall be considered for assessment promotion in the next year.
- (g) In the case of a scientist, who is assessed and found fit for promotion, but is unable to assume charge of the higher grade on the date of promotion on account of being away on duly sanctioned study leave (combined with any other leave) for pursuing higher studies or receiving specialized training in professional and technical subjects having a direct or close connection with the CSIR programs or on deputation outside the organisation, his promotion to the next higher grade on resumption of duty shall be reckoned from the date on which the Scientist assumes the charge of the promoted grade/post.
- (h) More than one Assessment Committee may be constituted in an R&D Cluster for an Assessment Year and convened on different dates and / or at different locations.
- (i) **PROCEDURE FOR ASSESSMENT OF SCIENTISTS WHO ARE UNDER SUSPENSION / AGAINST WHOM DISCIPLINARY / CRIMINAL PROCEEDINGS ARE PENDING:**
- The assessment of the scientists who are under suspension/against whom disciplinary/criminal proceedings are pending and effect of the penalty on the assessment of scientists shall be regulated as per instructions of Government of India, issued from time to time, and as made applicable to administrative cadres by CSIR.
- (j) The scientist would be covered under Modified ACP scheme (MACP) as approved for Central government civilian employees. The Scientist who has been granted any grade under MACP can be considered for next grade according to the eligibility and other provisions of the Scheme.

This is expected to provide an alternate channel for development for scientists and is expected to maintain the rigors of assessment required for assessment under the Scheme. Some illustrations are given below for clarity:

Illustration-1 - A scientist 'B' is considered but does not get promotion/upgradation under the Scheme. He would be entitled to grade of Scientist 'C', 'D' and 'E' on completion of 10/20/30 years of service subject to provisions of MACP notified vide OM No. 35034/3/2015-Estt.(D) dated 22.10.2019, as amended from time to time.

Illustration-2 - A Scientist 'B' gets promotion/up-gradation to Scientist 'C' under the Scheme in second chance after 4 years. After prescribed residency, he does not qualify under the Scheme for three successive years for up-gradation to Scientist 'D'. After completion of ten years in the grade of Scientist 'C' i.e. after 14 years of service he is upgraded to Scientist 'D' under the Scheme, subject to provisions of MACP as notified vide OM No. 35034/3/2015-Estt.(D) dated 22.10.2019.

After prescribed residency of 4 years in Scientist D, he would again be considered for promotion/up-gradation to Scientist 'E' under the Scheme. In case he does not qualify for three successive years, he would be upgraded to Scientist 'E' after completion of 10 years in the grade of Scientist 'D' i.e. after 24 years of service. Further promotion/up-gradation to Scientist 'F' and Scientist 'G' would only be under the Scheme as the Scientist would have got three up-gradations and no further upgradation under MACPS would be permissible.

Illustration-3 - If a Scientist gets three promotions/up-gradations under the scheme, there would be no claim for any further up-gradation under MACP Scheme as the MACP Scheme only allows three financial up-gradations in minimum level on completion of 10, 20 and 30 years of service respectively.

- (k) Scientists doing management/administrative work in CSIR-Lab./Instt./Hqrs. should not be considered for assessment promotion under these rules, they should only be given benefit of upgradation under MACP.

Clarification - The following activities shall not be considered as management/ administrative work:

- i. **Fundamental/basic research:** Original investigation to gain new scientific knowledge, not necessarily directed towards any specific

practical aim or application; Working in scientific laboratories/ institutes, period spent on doctoral/post doctoral degrees in basic research after joining an organization, etc. would constitute field experience for the purpose of the Scheme.

ii. Applied Research: Original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective; Working in scientific laboratories/ institutes, period spent on doctoral / post doctoral degrees in applied research after joining an organization etc. would constitute field experience for the purpose of the Scheme.

iii. Experimental Development: Application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services; field experience' would depend on the work profile of the Department. The defining factor would be that the work is not of routine use of scientific knowledge but involves application of scientific knowledge for creation of new/innovative systems, practices, models.

iv. S&T activities which are directly linked to R&D in terms of promoting the scientific activities and services. Working in R & D laboratories and institutions, scientific projects being operated in mission mode, working on international collaboration R & D projects etc. would constitute the field experience under the Scheme.

v. Formulating Schemes/projects & implementation requiring application of Scientific/Technical/Technological knowledge, monitoring of their performance; and delivery of services to the industry would constitute field experience for the purpose of the Scheme.

Part –IV: RECRUITMENT & ASSESSMENT BOARD

19. RECRUITMENT & ASSESSMENT BOARD (RAB):

- (a) **Recruitment** and Assessment Board (RAB) is an entity within CSIR constituted by the Governing Body of CSIR in its 153rd meeting held on 01.05.2002 for the purpose of conducting / facilitating an effective, fair and transparent system for Recruitment and Career Progression (Assessment Promotion) of Scientists of the CSIR.
- (b) **CONSTITUTION OF RECRUITMENT AND ASSESSMENT BOARD (RAB)** is as follows:

1.	Chairperson, RAB	(To be appointed by the President. CSIR)
2.	An Eminent Scientist *	Member (A sitting member of CSIR Governing Body)
3.	One Co-Chairperson	Member (from the panel of co-chairpersons approved by the Vice-President, CSIR)
4.	Director of a CSIR Lab/Instt.	Member
5.	Chairperson, Recruitment & Assessment Centre (RAC), DRDO / Chairperson, Agricultural Scientist Recruitment Board (ASRB), ICAR	Member
6.	Head, RAB	Member-Convener
*NOTES: I. An Eminent Scientist/Technologist/Academia nominated as a member of Governing Body of CSIR under Rule 29(v) of Rules and Regulations of CSIR.		

(c) **Term of the Board:**

The term of the Recruitment and Assessment Board (RAB) shall be three (3) years from the date of its notification.

(d) Powers and Functions of the Board:

- (i) The Board may recommend policy initiatives for recruitment and assessment of Scientists of the Council. The Board may suggest ways and means to overcome operational difficulties and recommend modifications / amendments in these Rules. However, the power to amend these Rules shall vest with the Governing Body, CSIR.
- (ii) The Board may establish its Zonal Centre(s) across the country for better facilitation of recruitment/assessment processes of CSIR staff.
- (iii) Board shall also conduct the recruitment to the technical posts of pay level L-10 and above in CSIR.

(e) Chairperson of the Board:

- (i) The CSIR-RAB shall be headed by a Chairperson (full time post), who will be appointed by the President, CSIR (Prime Minister). The other members of the CSIR-RAB is appointed/nominated by the Vice-President (VP), CSIR.

- (ii) The service conditions of Chairperson RAB shall be as follows:

Name of the Post	:	Chairperson, RAB
Pay Scale	:	Pay Level -16
Appointing Authority	:	President, CSIR
Upper age limit	:	67 years
Eligibility	:	A retired eminent Scientist/ Technologist / Technocrat
Tenure	:	3 years or up to 70 years, whichever is earlier. In exceptional circumstances, tenure may be extended by another 3 years or up to 70 years, whichever is earlier.
Selection Method	:	by a Search-cum-Selection Committee appointed by the Vice President, CSIR

- (iii) The selection of the Chairperson RAB shall be made by a “Search-cum-Selection Committee”, to be constituted by the VP, CSIR, on the recommendation of DG, CSIR.
- (iv) In case of exigencies or due to delays in filling up of the position or non-availability of the Chairperson for any reason whatsoever, the President, CSIR, on the recommendations of the VP, CSIR, may appoint a Chairperson for a period not exceeding one year.
- (v) The tenure of the Chairperson shall be for a period of three years, which may be extended further up to a maximum period of three years or till such time he/ she attains the age of 70 years. The terms and conditions of the appointment of the Chairperson shall be such as may be approved by the President, CSIR, from time to time.
- (vi) The Chairperson shall submit a “Panel of Co-Chairpersons”, which shall be approved by the VP, CSIR. The validity of the Panel shall be three years from the date of its notification. However, any name can be deleted or added during the currency of the Panel, with the approval of VP, CSIR.
- (vii) The Chairperson shall constitute the Selection Committees for the recruitment of Scientists as specified in ‘**Rule 11**’.
- (viii) The Chairperson shall constitute the Assessment Committees for the assessment/promotion of Scientists as specified in ‘**Rule 18**’.
- (ix) The meetings of the Assessment committees shall be convened with the prior approval of the Chairperson, RAB.
- (x) The Chairperson shall endorse all the proceedings of the Selection Committees and Assessment Committees.
- (xi) In the exigencies of work, the Chairperson may take a decision with regard to recruitment and assessment of scientists, which is required to be taken by the Board. Thereafter, the same may be ratified either by circulation amongst the Members of the Board or by convening a special meeting of the Board.
- (xii) Except for the provisions already specified under these Rules, the Chairperson of the Board shall be free to review and devise procedures and formats in respect of recruitments and assessments, to facilitate the functioning of the RAB. However, such procedures shall not come into conflict with the existing provisions of these Rules.

(f) Secretariat of RAB:

There shall be a secretariat of RAB under the control of Head, RAB who shall report to Chairperson, RAB. Head, RAB shall:

- (i) Be the in-charge of all routine day to day administration of Secretariat of RAB.
- (ii) Be the Controlling Officer for the Secretariat / Staff of RAB w.r.t. administrative and financial powers.
- (iii) Facilitate in preparation of draft Panel of Co-Chairpersons for Selection Committees and Assessment Committees.
- (iv) Facilitate in preparation of composition of Selection Committees and Assessment Committees.
- (v) Sanction tours of staff of the RAB in connection with their official duties.
- (vi) Sanction TA / DA / Honorarium / Miscellaneous expenditure and approve payment as per rules to the Experts invited for the meetings of various Committees of the Board, as well as individual experts.
- (vii) Recommend for procurement of Capital requirements of the RAB.
- (viii) Sanction expenditure from the Budget Heads of the Board subject to delegation of powers & provisions of extant guidelines / rules on the subject.
- (ix) Submit annual Budgetary/Human Resources/Logistic requirements of RAB to CSIR for approval.

Part-V: GENERAL PROVISIONS

20. REGULATION OF PAY:

The pay of a Scientist on appointment/assessment promotion under these Rules shall be regulated in accordance with the rules governing the pay of Central Government employees as made applicable to the council employees.

21. ADVANCE INCREMENTS:

- (a) The Selection Committee may recommend for grant of advance increments keeping in view the overall merit of the candidate. While doing so, details of the achievements/exceptionally outstanding performance/work of the candidate should be specifically mentioned in the "Proceedings of the Selection Committee" to establish the rationale and reasoning for recommending the advance increments.
- (b) Up to three (3) 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 (3) and up to five (5) increments recommended by the Selection Committee may be granted by the DG, CSIR. Beyond five (5) and up to seven (7) increments recommended by the Selection Committee may be granted by the Vice-President, CSIR.

22. DISQUALIFICATION:

No person, - (a) who has entered into or contracted a marriage with a person having a spouse living; or (b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to any of the grades/posts under these Rules: Provided that the Council may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

23. PROBATION:

- (a) Scientists recruited directly to any of the posts mentioned in these rules shall be placed on probation for a period of one year from the date of joining.

- (b) The period of probation mentioned above may be extended or curtailed at the discretion of the Appointing Authority.
- (c) Where the period of probation is extended by the Appointing Authority, such period of extension shall not, save where it is necessary by reason for any Departmental or Legal proceedings pending against the officers, exceed one year.
- (d) During probation a Scientist shall be required to undergo such mandatory 'Induction Training' as CSIR may prescribe from time to time by the appropriate authority authorized to conduct such training.

24. COMPLETION OF PROBATION:

Upon completion of the probation period or extended probation period, if any, the Appointing Authority shall assess the performance of the Scientist, as per prescribed procedure and shall declare either successful completion of probation; or extension of the probation period further or discharge/terminate the services of the probationer as the case may be, in accordance with the relevant rules and orders as prescribed by the Govt. of India and made applicable by CSIR from time to time.

25. DISCHARGE:

- (i) A Scientist directly appointed to any of the grades/posts mentioned in these rules, and who has no lien on any post under the Central Government or any State Government or Autonomous Bodies etc., shall, while on probation, be liable to be discharged from the service at any time without notice, if-
 - (a) on the basis of his or her performance or conduct during probation, he /she is considered unfit for further retention in the service; or
 - (b) on the receipt of any information relating to his or her nationality, age, health or antecedents, the Appointing Authority is satisfied that he or she is ineligible or otherwise unfit for being a member of the service.
- (ii) A Scientist directly appointed to any of the grades/posts mentioned in these rules, and who holds a lien on any post under the Central Government or any State Government or Autonomous Bodies etc., shall, while on probation, be reverted to such post at any time under any of the circumstances specified in sub-rule (i).
- (iii) A Scientist directly appointed to any of the grades mentioned in these rules, who is not considered suitable for confirmation or continuance in the grade, during or at the end of the period of probation or at the end of the extended period of probation, if any, shall be discharged or reverted

in accordance with sub-rule (i) or sub-rule (ii) of this rule, as the case may be.

26. CONFIRMATION:

- (a) After entry into CSIR service (in any of the grades/posts under these Rules) and on completion of the period of probation to the satisfaction of the competent authority, the Scientist shall be eligible for confirmation into service.
- (b) Confirmation into service shall be made only once at the entry level into service.
- (c) In general, the provision of Confirmation into service as prescribed by the Govt. of India and made applicable by CSIR from time to time shall be applicable to the members of the service.

27. TRAINING:

Scientists recruited directly or promoted to a higher posts may be required to undergo such training as may be prescribed by CSIR from time to time.

28. TRANSFER & POSTING:

- a) All Scientists in the CSIR service shall be liable to serve anywhere in India or outside. DG, CSIR shall be empowered to transfer any scientist from one Lab/Instt to another Lab/Instt including their Extension / Field Centres, in public interest.
- b) Director of the Lab / Instt shall be empowered to transfer any scientist from the Headquarters of the Lab/Instt. to its Extension /Field Centres and vice-versa.

29. SPECIAL DIRECTIONS:

The Director-General, CSIR may from time to time issue such general or special directions as may be necessary to relax or remove the difficulties in the operation of any of the provisions of these Rules.

In addition, CSIR Headquarters may periodically review the modalities of implementation of these Rules in consultation with RAB.

30. CRUCIAL DATE FOR DETERMINING THE ELIGIBILITY:

The crucial date for determining the eligibility of a candidate in every respect viz., age-limit, education qualification, experience, etc., shall be

the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, UT of Ladakh, Lahaul & Spiti district and Pangi Sub Division of Chamba district of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep).

31. CALL LETTER FOR WRITTEN TEST / INTERVIEW FOR DIRECT RECRUITMENT:

The intimation to the candidates called for written test / interview for recruitment to any post covered under this rule should be sent either (i) by Registered Post or (ii) by Speed Post or (iii) by Courier or (iv) by e-mail & SMS for downloading from portal; at least 21 days before the date of Written Test/Interview.

32. REGULATIONS:

In pursuance of these rules, regulations may be made, not inconsistent with these rules, to provide for all matters for which provision is necessary or expedient, for the purpose of giving effect to these rules.

33. RESIDUARY MATTERS:

These Rules supersede all the existing Rules related to Recruitment and Promotion of Scientific Staff, included in any of the grades under these Rules, to the extent the existing rules are inconsistent with these rules. In regard to matters not specifically covered by these rules or by regulations or orders made or issued thereunder or by special orders, the Scientists, included in any of the grades under these Rules, shall be governed by the rules, regulations and orders applicable under CSRAP Rules, 2001.

34. PMS/ APAR & WORK REPORT:

Performance Mapping of Scientists (PMS)/ Annual Performance Appraisal Report (APAR) and work report of scientists shall be recorded in accordance with the instructions, time schedule and the formats prescribed by the CSIR from time to time.

35. POWER TO RELAX:

Where the Governing Body, CSIR is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

36. REPEAL AND SAVINGS:

The “CSIR Scientist Recruitment & Assessment Promotion (CSRAP) Rules, 2001” relating to Recruitment and Assessment Promotion of Scientists in CSIR are hereby repealed subject to anything done or action taken under the previous rules/regulations and in force immediately before such commencement shall so far as it is not inconsistent with the provisions of these rules be deemed to have been issued, made, granted, done or taken under the corresponding provisions of the rules. All the existing scientists shall be automatically covered under these new Rules.

37. INTERPRETATION:

Where any doubt arises with regard to interpretation of any of the provision(s) of these Rules, the matter shall be referred to the Director-General, CSIR whose decision shall be final.

38. AMENDMENT OF RULES:

Amendment, modification, changes, withdrawal, suspension and relaxation in any or all of provisions of these Rules shall be done with prior approval of the Governing Body of CSIR.
