

**COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH
ANUSANDHAN BHAWAN, 2, RAFI MARG, NEW DELHI-110001**

No. : 5-1(234)/2014-PD

Dated : 31.07.2026

OFFICE MEMORANDUM

Sub : Discontinuation of Grant of Non-Functional Scale (NFS) to Section Officers/Private Secretaries (SO/PS) of CSIR at par with SOs/PSs of CSS/CSSS w.e.f. 01.01.2017– Clarification thereof.

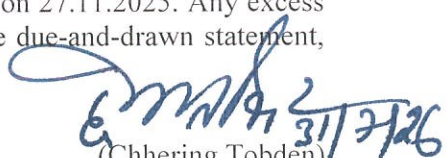
The undersigned is directed to refer to CSIR Office Memorandum No. 5-1(234)/2008-PD dated 03.07.2026 on the subject cited above, wherein it was conveyed that the grant of Non-Functional Scale (NFS) to Section Officers/Private Secretaries (SOs/PSs) of CSIR at par with SOs/PSs of CSS/CSSS stands discontinued with effect from 01.01.2017. It was further stipulated that the pay of all serving employees who had been granted the benefit of NFS shall be re-fixed with effect from the date of grant of such benefit, and consequential action to be taken by the concerned Laboratories/Institutes/Units was also specified.

Subsequent to the issue of the aforesaid Office Memorandum, references have been received from certain Laboratories/Institutes seeking clarification regarding its implementation. The matter has been considered and examined by the Competent Authority in consultation with FA, CSIR, and the undersigned is directed to clarify as under:

(i) The pay of all serving employees who were granted the benefit of NFS may be re-fixed with effect from the date of grant of such benefit as per instructions given vide CSIR letter dated 03.07.2026. Any reduction in pay resulting from the aforesaid re-fixation shall be protected as Personal Pay in terms of FR 9(23).

(ii) A due-and-drawn statement as on 27.11.2025 shall be prepared and the amount of overpayment, if any, shall be assessed. However, no recovery shall be effected from any employee on account of overpayment arising out of such re-fixation.

(iii) Since the practical implementation of pay re-fixation in the concerned Labs/Units/CSIR Headquarters may take place on 03.07.2026 or on a later date, a due-and-drawn statement for the period from 28.11.2025 up to the actual date of implementation of re-fixation of pay shall be prepared by the concerned Labs/Units/CSIR Headquarters. For this purpose, the 'due' pay shall be calculated on the basis of the re-fixed pay, including the Personal Pay admissible after re-fixation as on 27.11.2025. Any excess payment, if any, made during the aforesaid period, as ascertained through the due-and-drawn statement, shall be recovered from the concerned employee.


(Chhering Tobden)
Sr. Deputy Secretary (PD)

To:

- 1) The Directors/Heads of all CSIR National Labs./Instts./Hqrs./Units – for information and necessary action.

Copy to:

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| 1) Sr. DS/Sr.CoA/DS/CoA/US/AO of all CSIR National Labs./Instts./Hqrs./Units | } | For information and necessary action. |
| 2) Sr. Dy FA/Sr. CoFA/Dy FA/CoFA/FAO of all CSIR National/Labs./Instts./ Hqrs./Units | | |
| 3) Office of DG, CSIR | | |
| 4) Office of JS(A), CSIR | | |
| 5) Office of AS & FA, CSIR | | |
| 6) CSIR Website | | |
| 7) Office Copy | | |