

**INTERNATIONAL ADVANCED RESEARCH CENTRE
FOR POWDER METALLURGY AND NEW MATERIALS
(ARCI), HYDERABAD**

ASSESSMENT SCHEME FOR SCIENTISTS

1. Short Title:

- 1.1 This scheme shall be called the “Assessment Scheme for Scientists”.
- 1.2 This scheme shall be effective from 1st October, 1999.
- 1.3 This scheme may be read in conjunction with the rules, regulations and bye-laws of International Advanced Research Centre for Powder Metallurgy and New Materials (ARCI) and also with the Recruitment Rules for Scientists (Revised), 1999.
- 1.4 Assessment leading to promotion 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.
- 1.5 Assessment to a higher grade does not necessarily imply higher perks, such as office space, telephone, stenographic assistance, furniture etc; which will continue to depend upon functional needs and availability.
- 1.6 Notwithstanding the provisions 1.4 and 1.5 as above, promotees under the assessment scheme will be entitled for pay fixation and such other benefits as admissible on promotion.

2. Posts Eligible for Assessment:

- 2.1 The posts and the groups detailed below shall fall under the present assessment scheme;

Sl.No.	Designation	Group	Pay Scale
1.	Scientist 'G'	Scientist	18400 - 500 - 22400
2.	Scientist 'F'	Scientist	16400 - 450 - 20000
3.	Scientist 'E'	Scientist	14300 - 400 - 18300
4.	Scientist 'D'	Scientist	12000 - 375 - 16500
5.	Scientist 'C'	Scientist	10000 - 325 - 15200
6.	Scientist 'B'	Scientist	8000 - 275 - 13500

- 2.2 The minimum qualifications, experience and age for direct recruitment to the above posts wherever contemplated shall be in accordance with the provisions contained in Recruitment Rules for Scientists (Revised), 1999.
- 2.3 No person other than a person possessing the essential educational qualification of atleast a Master's Degree in Physical Sciences or a Bachelor's degree in Engineering or Technology or equivalent shall be eligible for in situ promotion under the Flexible Complimenting Scheme.

3. Assessment Procedure for Scientists:

All the scientists of ARCI are eligible for Departmental Assessment for their career advancement after possessing the experience as given Schedule-I and appropriate residency in the next lower grade. Selection of Scientists for Assessment shall be made in accordance with the following manner on the basis of individual merit.

- 3.1 Assessment Boards as per Schedule-B shall be convened once in a year.
- 3.2 All scientists will be "screened in" on the basis of gradings in the Annual Confidential Reports (ACRs) as per Schedule-C.
- 3.3 All Scientists of ARCI who have completed the prescribed minimum residency period linked to performance as per Schedule-C shall be considered for "screening-in" for being eligible for assessment to the next grade by a committee formed for that purpose for Assessment to the next higher grade under the Flexible Complementing Scheme.
- 3.4 To compute the total number of years for fulfilling the condition of minimum residency period for assessment the following service shall be taken into account:

- The entire service rendered in a grade from the date of regular appointment in that grade.
 - All periods of leave, including extraordinary leave sanctioned in public interest and to the extent it counts for increments.
 - Total eligible candidates in a grade for Assessment to the next higher grade within the same Group shall be worked out based on the number of years of service upto 31st March preceding the assessment year. The assessment year shall be the financial year.
 - Periods spent on deputation shall not ordinarily be counted. If, however, the work carried out during the period of deputation is reckoned as relevant to the objectives of ARCI, it may be reckoned as eligible. The authority competent to decide this aspect will rest with the GC which may delegate this authority to Director, ARCI wherever considered necessary.
- 3.5 The scientists recruited in one Group shall not be shifted to another Group on the basis of normal assessment. Assessment will accordingly be restricted within the grades available in the respective Groups.
- 3.6 The scientists who are “screened in” by the screening committee will be called for an interview. The assessment committee (to be constituted as per Schedule-B) shall declare the scientists as “fit” or “not-fit” on the basis of the performance in the interview.
- 3.7 In evaluating the suitability of the scientists for promotion, the Assessment Board shall take into account their performance, merit, etc., as applicable. The selection shall be on the basis of skill test, written test (wherever prescribed) and personal interview. The Assessment Board shall draw up a list of scientists who are assessed as fit for promotion to the next higher grade.
- 3.8 Recommendations of the Assessment Board after approval by the Competent Authority shall be implemented from August 1st (FN) of every year. In so far as persons undergoing training or higher studies in India or Abroad or sent to industry for implementing the technology developed by ARCI, are concerned, if they are sponsored by the Centre (i.e., with full pay or half pay during the entire period), the candidate will be interviewed on his/her return and if found suitable, will be promoted with retrospective effect had he/she not proceeded on training subject to the following conditions being fulfilled.
- The period of such training or higher studies is treated as duty

- They have been screened and approved for Assessment to the next higher grades by an Assessment Board/Competent Authority.
- Fulfilment of the conditions of provision 1.6 if applicable.

3.9 In regard to Assessment of Scientists to the higher grades under the Flexible Complementing Scheme, the required number of posts in the grade shall automatically stand upgraded within the total number of posts sanctioned for the Scientists category.

3.10 A scientist promoted after a review carries the post with him and consequently no vacancy is caused at the lower level. Where a vacancy is caused due to a scientist vacating a post by superannuation, resignation etc., the post that falls vacant will be filled in at the original level sanctioned.

4. **Annual Confidential Report (ACR):**

4.1 The scientists shall be required to fill the approved respective proforma for Annual Confidential Report (ACR) on financial year basis.

4.2 Total ACR marks in a year will be 200.

4.3 The grading of the assessee by the Reporting and Reviewing Officers shall be on a 200 point scale while the Designated Authority shall enter the final grade on percent basis (i.e., 0 to 200 points corresponding to 0 to 100%).

4.4 Only those Scientists who satisfy the minimum residency period linked to their performance as indicated in Schedule-C will be screened in for assessment.

4.5 Exceptionally meritorious scientists with all outstanding gradings may be granted relaxation in the residency period, the relaxation being not more than one year on one occasion and the number of such relaxations being limited to two occasions in the career.

5. **Fixation of Pay:**

The pay on promotion will be fixed as per Financial Rules of Government of India as applicable to ARCI.

6. **Power to Relax:**

Where the Governing Council is of the opinion that it is necessary or expedient to do so, it may for reasons to be recorded in writing relax any of the provisions of this scheme with respect to any post or category of persons subject to Central Government approval.

7. **INTERPRETATION:**

If any question relating to interpretation of these rules arises, the decision of the Governing Council in consultation with the Central Government shall be final.

SCHEDULE-A

ELIGIBILITY FOR ASSESSMENT – SCIENTISTS **(THROUGH FLEXIBLE COMPLIMENTING SCHEME)**

Sl. No.	Post	Pay Scale	Minimum Residency period linked to Performance.
01.	Scientist-B	8000-275-13500	By direct recruitment
02.	Scientist-C	10000-325-15200	3 years experience in the immediate lower grade (8000-13500)
03.	Scientist-D	12000-375-16500	4 years experience in the immediate lower grade (10000-15200)
04.	Scientist-E	14300-400-18300	4 years experience in the immediate lower grade (12000-16500)
05.	Scientist-F	16400-450-20000	5 years experience in the immediate lower grade (14300-18300)
06.	Scientist-G	18400-500-22400	5 years experience in the immediate lower grade (16400-450-20000)

Note :

1. Eligibility for consideration for assessment will be subject to – screening of the candidates by the committee and approval of the recommendations by the competent authority.
2. Flexible complementing scheme is provided for only and upto the levels indicated above (upto and including the scale of pay of Rs.18400-22400).

SCHEDULE – B

Composition of Assessment Committee for Assessment for various levels in the International Advanced Research Centre for Powder Metallurgy and New Materials.

SCIENTISTS

Sl. No.	Pay Scale	Designation of the Committee	Composition of the Committee
01.	18400-500-22400	Assessment Committee-I	Chairman appointed by GC - Chairman Director - Member Four or more Distinguished Scientists/Engineers - Members
02.	16400-450-20000 14300-400-18300	Assessment Committee-II	Director - Chairman Concerned Scientist-G - Member Four or more Distinguished Scientists/Engineers - Members
03.	12000-375-16500 10000-325-15200 8000-275-13500	Assessment Committee-III	Director - Chairman Concerned Scientist-G - Member Four or more Distinguished Scientists/Engineers - Members

- a) Chairman may include Additional Experts as members depending on the level/scale of pay and nature of the post.
- b) Except Chairman, the absence of any other member shall not invalidate the proceedings.
- c) Out of the four or more expert members (including Chairman), atleast 50% shall be from outside ARCI.
- d) All members of the Assessment Committee should normally be atleast one rank higher than the post for which assessment is being done except in the case of promotion to Scientist 'F', Scientist 'G'.
- e) The Screening Committee shall be composed of members from ARCI.
- f) Assessment Committee considering assessees of reserved categories shall invariably include an expert/member of SC/ST category.

SCHEDULE - C

ELIGIBILITY CRITERIA FOR “SCREENING-IN” OF SCIENTISTS UNDER FLEXIBLE COMPLEMENTING SCHEME OF ASSESSMENT

Number of Years in the Grade						
	3	4	5	6	7	8
Minimum Percentage for Eligibility						
Scientist B to Scientist C	85%	80%	70%	65%	60%	--
Scientist C to Scientist D	--	85%	80%	75%	70%	60%
Scientist D to Scientist E	--	85%	80%	75%	70%	60%
Scientist E to Scientist F	--	--	85%	80%	75%	70%
Scientist F to Scientist G	--	--	85%	80%	75%	70%

**INTERNATIONAL ADVANCED RESEARCH CENTRE
FOR POWDER METALLURGY AND NEW MATERIALS
(ARCI), HYDERABAD**

RECRUITMENT RULES FOR SCIENTISTS (REVISED), 1999

1. In exercise of the powers conferred under Bye-laws 17 and 18 of the Rules and Regulations and Bye-laws of ARCI, the Governing Council of ARCI formulates the following revised recruitment rules for scientists of International Advanced Research Centre for Powder Metallurgy and New Materials (ARCI).

2. **Short title and commencement:**

2.1 These rules may be called the International Advanced Research Centre for Powder Metallurgy and New Materials Recruitment Rules for Scientists (Revised), 1999.

2.2 These rules may be read in conjunction with Rules and Regulations and Bye-laws of the International Advanced Research Centre for Powder Metallurgy and New Materials.

2.3 They shall come into force from 1st October, 1999.

2.4 The existing orders relating to recruitment of scientists will stand modified and the extent indicated in the present rules.

3. **Scope of the Rules:**

These rules will govern recruitment and selection of scientists.

4. **Definitions:**

In the rules unless the context otherwise requires:

a) “ARCI” means International Advanced Research Centre for Powder Metallurgy and New Materials, a Central Government Funded Autonomous R&D Society.

b) “Chairman” means Chairman of the Governing Council of ARCI.

- c) “Director” means Director of ARCI.
- d) “Appointing Authority” means the authority as specified in clause 11 of these rules.
- e) “Service” means service in ARCI.
- f) Scientists means any scientist employed by ARCI and in the pay roll of ARCI. Persons employed on casual/contract/consultant/trainee basis are excluded.

5. **Designations and Scale of Pay:**

The various posts among the Scientists, their designations and the scale of pay for each of the designated posts are as follows:

Sl.No.	Designation	Pay Scale	Relevant Schedule
1.	Director	22400 - 24500	1
2.	Scientist ‘G’	18400 - 22400	2
3.	Scientist ‘F’	16400 - 20000	3
4.	Scientist ‘E’	14300 - 18300	4
5.	Scientist ‘D’	12000 - 16500	5
6.	Scientist ‘C’	10000 - 15200	6
7.	Scientist ‘B’	8000 – 13500	7

6. **Method of Recruitment:**

6.1 Recruitment in ARCI shall be made by any of the following methods, the method(s) applicable for each post being detailed against column 10 of the schedules attached.

- a) By direct recruitment
- b) By deputation including short-term contract
- c) Absorption of suitable persons who are already on deputation at ARCI
- d) Reemployment
- e) Consultants / Visiting Scientists

The particular method(s) of recruitment for each vacancy shall be decided by the Governing Council in the light of qualifications required for the particular post keeping in view the job requirements of the same.

6.2 In case of direct recruitment, posts shall be advertised and given wide publicity.

7. **Posts eligible for recruitment:**

The posts which are eligible to be filled by direct recruitment only, by direct recruitment and / or promotion, by deputation only and by deputation direct recruitment and / or promotion are detailed in Column 10 of the relevant schedules attached.

8. **Qualifications, experience and age limits for recruitment:**

8.1 These are specified for each posts against columns 6, 7 and 8 of the relevant schedules attached.

8.2 The qualification and relevant experience prescribed in the norms should be treated as the minimum requirement and should be advertised accordingly. Educational qualification and experience are two separate items. The prescribed experience should have been obtained after acquiring the prescribed educational qualification.

8.3 In cases where candidates meeting all the requirements apply for a post, they shall not be recruited either against a lower post or a higher post than advertised.

8.4 Relaxation of educational qualifications for Scientific & Technical posts will not be permitted in respect of any categories including SC/ST/OBC.

8.5 Cases of equivalence of qualifications shall be decided by the Governing Council wherever clarifications are required.

8.6 In the case of Ph.D. in Engineering or Physical Sciences, 3 years or the actual duration of the Ph.D. whichever is lower shall be counted for experience. In the case of M.Tech., 1.5 years or the duration of the M.Tech., course whichever is lower can be counted for experience.

8.7 Relaxation in age limit, and / or experience in case of exceptionally meritorious candidates (both departmental and outsiders) shall be allowed with the prior approval of the Governing Council of ARCI. However, relaxation for SC/ST candidates and physically handicapped persons, as prescribed by the Govt. of India, will continue to be operative.

9. **Constitution of Recruitment / Selection Committees:**

The constitution and composition of the recruitment / selection committees for filling up of various posts by direct recruitment / deputation and committee for promotion are provided against column 12 of the relevant schedules attached.

10. **Procedure for Recruitment:**

10.1 **Screening of Applications:** Applications received will be scrutinised by a Screening Committee to be constituted from amongst the members of the Selection Committee. The Screening Committee will adopt its own criteria for short-listing the candidates to be called for interview/trade tests. As far as possible, a minimum of 3 candidates per post should be short listed for interview / trade tests.

10.2 **Selection of Procedure:** The candidates as recommended by the Screening Committee will be invited for interview / trade or written test. Intimation to candidates for this purpose should be sent at least 15 days in advance of the date fixed for interview / trade test, by registered post / courier in addition to FAX / E-mail wherever feasible.

10.3 **Recruitment and Selection to the post of Director, ARCI:** The selection of Director, ARCI will be done as per government norms. The approved details are annexed to this document.

11. **Appointing Authorities:**

11.1 For the posts of Director the appointing authority will be government and Scientist 'G', the appointing authority will be the Governing Council of ARCI.

11.2 For all other posts, Director, ARCI shall be the appointing authority.

12. **Probation:**

12.1 Persons appointed in ARCI by direct recruitment or by re-employment, shall be on probation for a period of one year.

- 12.2 Provided that the Chairman / Director may extend or curtail the period of probation in accordance with the instructions issued by the Governing Council from time to time. Provided further that in cases where it is proposed to extend the period of probation, the Chairman / Director shall give notice in writing of his intention to do so, to the Officer within twelve weeks after expiry of the initial or extended period of probation. In this, the relevant rules of Govt. of India shall be followed.
- 12.3 If, during the period of probation referred to in sub rule 12.1 of this rule or any extension thereof, as the case may be, ARCI is of the opinion that a candidate is not fit for regular appointment or if, at any time during such period of probation, or extension thereof ARCI is satisfied that the candidate will not be fit for regular appointment on the expiry of such period of probation or extension thereof, ARCI may discharge or revert the candidate to the lower post or pass such orders as they deem fit.
- 12.4 During the period of probation, the candidates may be required to undergo such courses of training and orientation and to pass such examinations and tests as may be prescribed by the Chairman / Director / Controller as a part of the conditions required for the satisfactory completion of the probation.

13. **Reservation of Posts:**

Reservation of post for a schedule caste / schedule tribe, other backward classes and other categories for Direct Recruitment shall be as per the general reservation orders of the Government of India as applicable to autonomous bodies and as amended from time to time.

14. **Crucial date for determining age limit:**

The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates, provided that the age limits in respect of candidates belonging to reserve categories are subject to relaxation to the extent admissible under the orders of the Government of India, as applicable to autonomous bodies and as amended from time to time and that the age limit shall not apply to the candidates appointed on deputation / contract / consultancy basis, provided that in case of applicants already in service in ARCI, the age restrictions are not applied.

15. **Competitive tests:**

In the case of direct recruitments in all categories, the Chairman of the RAC / Selection Committee may decide to cause competitive tests in addition interviews. In such cases, the Chairman of the RAC / Selection Committee shall appoint examiners and prescribe syllabi for the competitive tests.

16. **Training:**

Officers appointed in ARCI shall be liable to undergo such training and be detailed on such courses of instruction in India or Abroad as may be decided by the Chairman from time to time, for the purpose of preparing the officer to become competent and proficient to undertake the assigned task in ARCI. An Officer detailed for training or course the duration of which is six months or more or an officer detailed for training outside India or with private firms or factories in India, irrespective of the duration of the training, shall be liable to refund full the cost of training, if he chooses to discontinue his service for any reason, during the training or within the bond period after the completion of such training. In all cases of training, the officers shall execute a bond to serve ARCI for a minimum period of 2 years or four times of the training period subject to a maximum period of 5 years depending upon the period of training. No bond shall be required for training of less than six months.

17. **Other conditions for service:**

17.1 Certificate of Health : All appointments by direct recruitment shall be subject to production of a certificate of health and physical fitness by a Medical Authority prescribed by ARCI.

17.2 Verification of character and antecedents : The Appointing Authority shall satisfy itself about the identity and suitability of the candidate for appointment by verifying the character and antecedents of the candidate. The procedures for verification as prescribed by ARCI shall be followed for this purpose. All initial appointments will be made on a purely provisional basis, steps being taken simultaneously to verify the antecedents.

17.3 Officers appointed in ARCI shall be liable to serve anywhere in India or outside.

18. **Disqualification:**

No Person :

- (i) Who has entered into or contracted a marriage with a person having a spouse living; or
- (ii) Who, having a spouse living, has entered into or contracted a marriage with any person;

Shall be eligible for appointment to the service provided that ARCI 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.

19. **Recruitment by deputation and subsequent absorption:**

- 19.1 Usually, recruitment by deputation shall be on “without immediate absorption” basis and filling of such posts shall be done only after the relevant permission from Ministry of Personnel has been obtained to exempt such posts from “immediate absorption”.
- 19.2 The deputation period shall be usually 3 years. However, it may be extended to 5 years by the Governing Council after the concurrence of the concerned parent department has been obtained (and if required permission from Ministry of Personnel).
- 19.3 After the expiry of the deputation period, the Governing Council at its discretion may recommend the absorption of the deputationist provided the parent department of the deputationist is in agreement. The seniority of the deputationist in ARCI will count only from the date of absorption. The rules of Government of India, as existing at that time, with regard to absorption into an autonomous Central Government organisation not having a pension scheme shall be applicable during the above permanent absorption.

20. **Appointment of Consultants:**

- 20.1 The Governing Council /Director, ARCI shall have the power to appoint full-time / part-time consultants for carrying out certain specified tasks.
- 20.2 The remuneration and other perks for the consultants shall be based on the nature and quantum of the task to be accomplished and shall

be decided on a case to case basis. They shall be paid a consolidated remuneration as per DOP&T norms and shall not be eligible for DA, HRA, CCA etc.

20.3 The consultancy contract shall be upto a maximum period of 1 year and shall be extendable upto a period of 3 years by Director, ARCI and beyond that by the Governing Council. Consultants are banned from obtaining regular appointment at ARCI.

20.4 The GC may form detailed rules / procedures / guidelines in appointing consultants.

21. **Fixation of Pay:**

The pay of a candidate selected for the post shall normally be fixed at the minimum of the pay scale attached to the post. However, advance increments if any, should be recommended only exceptional cases keeping in view the 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 Recruitment Selection Committee. The proceedings should unambiguously establish and convince anyone of the high quality of the candidate's work / performance / achievements for whom the advance increments have been recommended.

A maximum of five increments can be granted to a candidate on the recommendations of the Recruitment Selection Committee by the Director in respect of selections for which he is the appointing authority and by Governing Council in respect of posts for which Governing Council is the appointing authority.

22. **Power to Relax**

Where the Governing Council is of the opinion that it is necessary or expedient to do so, it may for reasons to be recorded in writing relax any of the provisions of this scheme with respect to any post or category of persons.

23. **INTERPRETATION:**

If any question relating to interpretation of these rules arises, the decision of the Governing Council shall be final.

SCHEDULE - 1

<p>Name of the Post</p>	<p><i>Details of Director post schedule as approved by the government is shown separately.</i></p>
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SCHEDULE - 2

1. Name of post	Scientist 'G'
2. Number of posts	Three
3. Classification	Scientific
4. Scale of pay	Rs. 18400-500-22400
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not exceeding 50 years.
7. Educational and other qualifications required for direct recruits	<p>Essential qualifications:</p> <p>a) Master's degree in Physical Sciences or Bachelor's Degree in Engineering/Technology from a Recognised University, or equivalent.</p> <p>b) 14 years of experience in Research and Development/Industrial/ Academic Institutions and/or Science & Technology Organisations out of which five years should be in administering, planning, development and coordination of R&D and related areas.</p> <p>Note: Qualifications are relaxable at the discretion of the Recruitment and Assessment Committee (RAC) in case of candidates otherwise well qualified.</p> <p>Desirable:</p> <p>a) Doctorate degree in related subject from a recognised university or equivalent.</p> <p>b) Experience of evolving, managing and directing major scientific or technology development programmes.</p> <p>c) Published research work of high standard.</p>
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Age : No Educational Qualifications : Yes

<p>9. Period of Probation, if any</p>	<p>One year for direct recruit. Not applicable for promotee officer.</p>
<p>9. Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods</p>	<p>By promotion/transfer on deputation (including short-term contract)/ transfer/direct recruitment; the particular method of recruitment for each vacancy being decided by the Governing Council in the light of qualifications required for the particular post keeping in view the job requirements of the same.</p>
<p>11. In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made</p>	<p>Promotion/transfer on deputation (including short-term contract) / transfer</p> <p>(1) Scientists or Technologists working in the Central/State governments/Universities/Recognised Research Institutions / Semi-government, Statutory or Autonomous Organisations in India or abroad:</p> <p>(a) (i) holding analogous posts; or (ii) with 2 years service in posts in the scale of Rs 16400 - 20000 or equivalent; and</p> <p>(b) possessing the educational qualifications and experience laid down for direct recruits under column 7.</p> <p>(2) ARCI's Scientist 'F's will also be considered, if they satisfy minimum residency period linked to performance and in case of any of them is selected for appointment to the post, the same shall be deemed to have been filled by promotion.</p> <p>(The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputation /contract including the period of deputation in another cadre post held immediately preceding this appointment in the same organisation/department shall not exceed five years).</p>

<p>12. Recruitment and Assessment Committee (RAC)</p>	<p>Recruitment and Assessment Committee (RAC) for recruitment and promotion.</p> <p>(1) Chairman of the Board to be appointed by the Governing Council.</p> <p>(2) Four or more outside experts to be nominated by Governing Council who are /were not in service of ARCI.</p> <p>(3) Director, ARCI .. – Member</p> <p>Note:</p> <p>(a) Atleast 50% members of the RAC including Chairman should be from outside ARCI.</p> <p>(b) The absence of a Member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;</p> <p>(c) The Governing Council will decide the date from which the recommendations of the RAC will be effective.</p> <p>Departmental Committee for confirmation:</p> <p>(1) Director, ARCI</p> <p>(2) Two members of Governing Council nominated by Chairman.</p>
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SCHEDULE – 3

1. Name of post	Scientist 'F'
2. Number of posts	Three
3. Classification	Scientific
4. Scale of pay	Rs. 16400-450-20000
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not exceeding 50 years.
7. Educational and other qualifications required for direct recruits	<p>Essential qualifications:</p> <p>a) Master's degree in Physical Sciences or Bachelor's Degree in Engineering/Technology from a Recognised University, or equivalent.</p> <p>b) 10 years of experience in Research and Development/Industrial/ Academic Institutions and/or Science & Technology Organisations out of which five years should be in a managerial capacity..</p> <p>Note: Qualifications are relaxable at the discretion of the Recruitment and Assessment Committee (RAC) in case of candidates otherwise well qualified.</p> <p>Desirable:</p> <p>a) Doctorate degree in related subject from a recognised university or equivalent.</p> <p>b) Experience of managing and directing R & D projects/programmes.</p> <p>c) Published research work of high standard.</p>
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotes	<p>Age : No</p> <p>Educational Qualifications : Yes</p>

9. Period of Probation, if any	One year for direct recruit. Not applicable for promotee officer.
10. Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	By promotion/transfer on deputation (including short-term contract)/ transfer/direct recruitment; the particular method of recruitment for each vacancy being decided by the Governing Council in the light of qualifications required for the particular post keeping in view the job requirements of the same.
11. In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made	<p>Promotion/transfer on deputation (including short-term contract) /transfer</p> <p>(1) Scientists or Technologists working in the Central/State governments/Universities/Recognised Research Institutions / Semi-government, Statutory or Autonomous Organisations in India or abroad:</p> <p>(a) (i) holding analogous posts; or (ii) with 2 years service in posts in the scale of Rs 14300-400-18300 or equivalent; or (iii) with 7 years service in posts in the scale of Rs.12000 –16500 or equivalent; and</p> <p>(b) possessing the educational qualifications and experience laid down for direct recruits under column 7.</p> <p>2. ARCI's Scientist 'E's, will also be considered, if they satisfy minimum residency period linked to performance and in case of any of them is selected for appointment to the post, the same shall be deemed to have been filled by the promotion.</p> <p>(The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputation /contract including the period of deputation in another excadre post held immediately preceding this appointment in the same organisation/department shall not exceed five years).</p>

<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Recruitment and Assessment Committee (RAC) for direct recruitment and promotion.</p> <ol style="list-style-type: none">1. Director, ARCI : Chairman2. One or more ARCI officials to be nominated by Director, ARCI3. Four or more outside experts who are / were not in service of ARCI to be nominated by Director, ARCI <p>Note:</p> <ol style="list-style-type: none">(a) Atleast 50% members of RAC including Chairman should be from outside ARCI.(b) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;(c) The Governing Council will decide the date from which the recommendations of the RAC will be effective. <p>Departmental Committee for confirmation:</p> <ol style="list-style-type: none">1. Director, ARCI2. Scientist 'G' (Scientific), ARCI3. Controller (Administration), ARCI
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SCHEDULE - 4

1. Name o post	Scientist 'E'
2. Number of posts	Four
3. Classification	Scientific
4. Scale of pay	Rs. 14300-400-18300
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not exceeding 45 years.
7. Educational and other qualifications required for direct recruits	<p>Essential qualifications:</p> <p>a) Master's degree in Physical Sciences or Bachelor's Degree in Engineering/Technology from a Recognised University, or equivalent.</p> <p>b) 10 years of experience in Research and Development/Industrial/ Academic Institutions and/or Science & Technology Organisations out of which five years should be in a managerial capacity.</p> <p>Note: Qualifications are relaxable at the discretion of the Recruitment and Assessment Committee (RAC) in case of candidates otherwise well qualified.</p> <p>Desirable:</p> <p>a) Doctorate degree in related subject from a recognised university or equivalent.</p> <p>b) Experience of managing and directing R & D projects/programmes.</p> <p>c) Published research work of high standard.</p>
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotes	Age : No Educational Qualifications : Yes

9. Period of Probation, if any	One year for direct recruit. Not applicable for promotee officer.
10. Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	By promotion/transfer on deputation (including short-term contract)/ transfer/direct recruitment; the particular method of recruitment for each vacancy being decided by the Governing Council in the light of qualifications required for the particular post keeping in view the job requirements of the same.
11. In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made	<p>Promotion/transfer on deputation (including short-term contract) /transfer</p> <p>(1) Scientists or Technologists working in the Central/State governments/Universities/Recognised Research Institutions / Semi-government, Statutory or Autonomous Organisations in India or abroad:</p> <p>(a) (i) holding analogous posts; or (ii) With 5 years service in posts in the scale of Rs 12000 – 16500 or equivalent; or (iii) With 10 years service in posts in the scale of Rs.10000 –15200 or equivalent; and</p> <p>(b) possessing the educational qualifications and experience laid down for direct recruits under column 7.</p> <p>(2) ARCI's Scientist 'D's, will also be considered, if they satisfy minimum residency period linked to performance, and in case of any of them is selected for appointment to the post, the same shall be deemed to have been filled by the promotion.</p> <p>(The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputation /contract including the period of deputation in another excadre post held immediately preceding this appointment in the same organisation/department shall not exceed five years).</p>

<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Recruitment and Assessment Committee (RAC) for direct recruitment and promotion.</p> <ol style="list-style-type: none">1. Director, ARCI : Chairman2. One or more ARCI officials to be nominated by Director, ARCI3. Four or more outside experts who are / were not in service of ARCI to be nominated by Director, ARCI <p>Note:</p> <ol style="list-style-type: none">(a) Atleast 50% members of RAC including Chairman should be from outside ARCI.(b) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;(c) The Governing Council will decide the date from which the recommendations of the RAC will be effective. <p>Departmental Committee for confirmation:</p> <ol style="list-style-type: none">1. Director, ARCI2. Scientist 'G' (Scientific), ARCI3. Controller (Administration), ARCI
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SCHEDULE - 5

1. Name o post	Scientist 'D'
2. Number of posts	Five
3. Classification	Scientific
4. Scale of pay	Rs. 12000-375-16500
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not exceeding 45 years.
7. Educational and other qualifications required for direct recruits	<p>Essential qualifications:</p> <p>a) Master's degree in Physical Sciences or Bachelor's Degree in Engineering/Technology from a Recognised University, or equivalent.</p> <p>b) 8 .years of experience in Research and Development/Industrial/ Academic Institutions and/or Science & Technology Organisations.</p> <p>Note: Qualifications are relaxable at the discretion of the Recruitment and Assessment Committee (RAC) in case of candidates otherwise well qualified.</p> <p>Desirable:</p> <p>a) Doctorate degree in related subject from a recognised university or equivalent.</p> <p>b) Experience of managing and directing R & D projects/programmes.</p> <p>c) Published research work of high standard.</p>
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Age : No Educational Qualifications : Yes

9. Period of Probation, if any	One year for direct recruit. Not applicable for promotee officer.
10. Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	By promotion/transfer on deputation (including short-term contract)/ transfer/direct recruitment; the particular method of recruitment for each vacancy being decided by the Governing Council in the light of qualifications required for the particular post keeping in view the job requirements of the same.
11. In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made	<p>Promotion/transfer on deputation (including short-term contract) /transfer</p> <p>(1) Scientists or Technologists working in the Central/State governments/Universities/Recognised Research Institutions / Semi-government, Statutory or Autonomous Organisations in India or abroad:</p> <p>(a) (i) holding analogous posts; or (ii) With 5 years service in posts in the scale of Rs 10000 – 15200 or equivalent; and</p> <p>(b) possessing the educational qualifications and experience laid down for direct recruits under column 7.</p> <p>(2) ARCI's Scientist 'C's, will also be considered, if they satisfy minimum residency period linked to performance and in case of any of them is selected for appointment to the post, the same shall be deemed to have been filled by the promotion.</p> <p>(The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputation /contract including the period of deputation in another excadre post held immediately preceding this appointment in the same organisation/department shall not exceed five years)</p>
12. If a Departmental Promotion Committee exists, what is its composition	<p>Recruitment and Assessment Committee (RAC) for direct recruitment and promotion.</p> <ol style="list-style-type: none"> 1. Director, ARCI : Chairman 2. One or more ARCI officials to be nominated by Director, ARCI 3. Four or more outside experts who are / were not in service of ARCI to be nominated by Director, ARCI

Note:

- (a) Atleast 50% members of RAC including Chairman should be from outside ARCI.
- (b) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;
- (c) The Governing Council will decide the date from which the recommendations of the RAC will be effective.

Departmental Committee for confirmation:

1. Director, ARCI
2. Scientist 'G' (Scientific), ARCI
3. Controller (Administration), ARCI

SCHEDULE – 6

1. Name o post	Scientist 'C'
2. Number of posts	Eight
3. Classification	Scientific
4. Scale of pay	Rs. 10000-325-15200
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not exceeding 40 years.
7. Educational and other qualifications required for direct recruits	<p>Essential qualifications:</p> <p>a) Master's degree in Physical Sciences or Bachelor's Degree in Engineering/Technology from a Recognised University, or equivalent.</p> <p>b) 4 years of experience in Research and Development/Industrial/ Academic Institutions and/or Science & Technology Organisations.</p> <p>Note: Qualifications are relaxable at the discretion of the Recruitment and Assessment Committee (RAC) in case of candidates otherwise well qualified.</p> <p>Desirable:</p> <p>a) Doctorate degree in related subject from a recognised university or equivalent.</p> <p>b) Experience of managing and directing R & D projects/programmes.</p> <p>c) Published research work of high standard.</p>
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	<p>Age : No</p> <p>Educational Qualifications : Yes</p>

9. Period of Probation, if any	One year for direct recruit. Not applicable for promotee officer.
10. Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods	By promotion/transfer on deputation (including short-term contract)/ transfer/direct recruitment; the particular method of recruitment for each vacancy being decided by the Governing Council in the light of qualifications required for the particular post keeping in view the job requirements of the same.
11. In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made	<p>Promotion/transfer on deputation (including short-term contract) /transfer</p> <p>(1) Scientists or Technologists working in the Central/State governments/Universities/Recognised Research Institutions / Semi-government, Statutory or Autonomous Organisations in India or abroad:</p> <p>(a) (i) holding analogous posts; or (ii) With 5 years service in posts in the scale of Rs 8000 – 13500 or equivalent; and</p> <p>(b) Possessing the educational qualifications and experience laid down for direct recruits under column 7.</p> <p>(2) ARCI's Scientist 'B's, will also be considered, if they satisfy minimum residency period linked to performance and in case of any of them is selected for appointment to the post, the same shall be deemed to have been filled by the promotion.</p> <p>(The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputation / contract including the period of deputation in another excadre post held immediately preceding this appointment in the same organisation/department shall not exceed five years)</p>
12. If a Departmental Promotion Committee exists, what is its composition	<p>Recruitment and Assessment Committee (RAC) for direct recruitment and promotion.</p> <ol style="list-style-type: none"> 1. Director, ARCI : Chairman 2. One or more ARCI officials to be nominated by Director, ARCI 3. Four or more outside experts who are / were not in service of ARCI to be nominated by Director, ARCI.

Note:

- (a) Atleast 50% members of RAC including Chairman should be from outside ARCI.
- (b) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;
- (c) The Governing Council will decide the date from which the recommendations of the RAC will be effective.

Departmental Committee for confirmation:

1. Director, ARCI
2. Scientist 'G' (Scientific), ARCI
3. Controller (Administration), ARCI

SCHEDULE - 7

1. Name of post	Scientist 'B'
2. Number of posts	Sixteen
3. Classification	Scientific
4. Scale of pay	Rs 8000-275-13500
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not exceeding 28 years
7. Educational and other qualifications required for direct recruits	<p>Essential qualifications:</p> <p>Master's degree in Physical Sciences or Bachelor's Degree in Engineering/Technology from a Recognised University, or equivalent.</p> <p>Note: Qualifications are relaxable at the discretion of the Recruitment and Assessment Committee (RAC) in case of candidates otherwise well qualified.</p>
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	<p>Age : No</p> <p>Educational Qualifications: Yes</p>
9. Period of Probation, if any	<p>One year for direct recruit.</p> <p>Not applicable for promotee officer</p>

<p>10. Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods</p>	<p>By promotion/transfer on deputation (including short-term contract)/ transfer/direct recruitment; the particular method of recruitment for each vacancy being decided by the Governing Council in the light of qualifications required for the particular post keeping in view the job requirements of the same.</p>
<p>11. In case of recruitment by promotion/ deputation/transfer, grades from which promotion/deputation/transfer to be made</p>	<p>Promotion/transfer on deputation (including short-term contract)/ transfer</p> <p>(1) Scientists or technologists working in the Central/State Governments/Universities/Recognised Research Institutions/Semi-government, Statutory or Autonomous Organisations in India or abroad;</p> <p>(a) (i) holding analogous posts; or (ii) with 5 years service in posts in the scale of Rs 6500-10500 or equivalent; and</p> <p>(b) possessing the educational qualifications and experience laid down for direct recruits under column 7.</p> <p>(2) ARC-I's Technical Officers who have reached the scale of pay of Scientist B's, having atleast 5 years regular service in the grade will also be considered, if they possess the educational qualifications laid down for direct recruits in column 7. They may be assessed by a special assessment board constituted for the purpose. In case of any of them is selected for appointment to the post, the same shall be deemed to have been filled by the promotion.</p> <p>(The departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputation/contract including the period of deputation in another excadre post held immediately preceding this appointment in the same organisation/department shall not exceed five years)</p>

<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Recruitment and Assessment Committee (RAC) for direct recruitment and promotion</p> <ol style="list-style-type: none"> 1. Director, ARC-I : Chairman 2. One or more ARC-I officials to be nominated by Director, ARC-I 3. Four or more outside experts who are/were not in service of ARC-I to be nominated by Director, ARC-I <p>Note:</p> <ol style="list-style-type: none"> a) Atleast fifty percent members of the RAC including Chairman should be from outside ARC-I b) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC; c) The Governing Council will decide the date from which its recommendations of the RAC will be effective. <p>Departmental Committee for confirmation:</p> <ol style="list-style-type: none"> 1. Director, ARC-I 2. Scientist 'G' (Scientific), ARC-I 3. Controller (Administration), ARC-I
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