

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

**MERIT BASED ASSESSMENT SCHEME FOR
TECHNICAL STAFF**

1. Short Title:

- 1.1 This scheme shall be called the “Merit Based Assessment Scheme for Technical Staff”.
- 1.2 This scheme shall be effective from 1st March, 2000.
- 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 Technical Staff (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.	Technical Officer ‘C’	Technical (I)	10000-325-15200
2.	Technical Officer ‘B’	Technical (I)	8000-275-13500
3.	Technical Officer ‘A’	Technical (I)	6500-200-10500
4.	Technical Assistant ‘B’	Technical (I)	5500-175-9000
5.	Technical Assistant ‘A’	Technical (I)	4500-125-7000

Sl.No.	Designation	Group	Pay Scale
6.	Technician 'F'	Technical (II)	8000-275-13500
7.	Technician 'E'	Technical (II)	6500-200-10500
8.	Technician 'D'	Technical (II)	5500-175-9000
9.	Technician 'C'	Technical (II)	5000-150-8000
10.	Technician 'B'	Technical (II)	4500-125-7000
11.	Technician 'A'	Technical (II)	4000-100-6000

2.2 The minimum qualifications, experience and age for direct recruitment into the above posts wherever contemplated, shall be in accordance with the provisions contained in the Recruitment Rules for Technical Staff (Revised), 1999.

3. **Assessment Procedure for Technical Staff:**

All the technical staff members of ARCI are eligible for Departmental Assessment for their career advancement after possessing the experience as given in Schedule-A and appropriate residency in the next lower grade. Selection of Technical staff 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 technical staff shall be "screened in" on the basis of Annual Confidential Reports (ACRs) as per Schedule-C.
- 3.3 All Technical staff of the 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.
- 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 technical staff 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 technical staff 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 technical staff as “fit” or “not-fit” on the basis of the performance in the interview.
- 3.7 In evaluating the suitability of the technical staff 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 technical staff 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.

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

- 4.1 The technical staff members of various groups 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 100.
- 4.3 The grading of the assessee by the Reporting and Reviewing Officers and the Designated Authority shall be made on 100 point scale.
- 4.4 Only those Technical Staff who satisfy the minimum residency period linked to their performance as indicated in Schedule-C will be screened in for assessment.

5. **Fixation of Pay:**

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

6. **Budgetary Limit on Salaries from Grants-in-aid:**

- 6.1 The number of posts approved by Governing Council at various categories of technical staff are as follows;

Sl. No.	Post	Pay Scale	No. of posts sanctioned
Technical (I)			
1.	Technical Assistant-A	4500-125-7000	12
2.	Technical Assistant-B	5500-175-9000	10
3.	Technical Officer-A	6500-200-10500	7
4.	Technical Officer-B	8000-275-13500	3
5.	Technical Officer-C	10000-325-15200	2
Total			34
Technical (II)			
1.	Technician A	4000-100-6000	10
2.	Technician B	4500-125-7000	9
3.	Technician C	5000-150-8000	5
4.	Technician D	5500-175-9000	4
5.	Technician E	6500-200-10000	2
6.	Technician F	8000-275-13500	1
Total			31

6.2 The expenditure on salaries from Grants-in-aid (DST) in respect of Technical Staff shall not exceed the cumulative salary (inclusive of basic pay, DA, CCA, HRA, CPF contribution of ARCI etc.) for the posts defined in clause 6.1. If the merit based assessment results in a situation wherein the expenditure on salaries of technical staff exceeds the above limit, the excess amount shall be taken from the earnings of the centre.

7. **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.

8. **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 – TECHNICAL STAFF **(THROUGH MERIT BASED ASSESSMENT SCHEME)**

Sl. No.	Post	Pay Scale	Minimum residency period linked to performance.
Group : Technical (I)			
01.	Technical Asst. Grade-A	4500-125-7000	By direct recruitment
02.	Technical Asst. Grade-B	5500-175-9000	5 years experience in the previous grade (4500-7000)
03.	Technical Officer Grade-A	6500-200-10500	5 years experience in the previous grade (5500-9000)
04.	Technical Officer Grade-B	8000-275-13500	5 years experience in the previous grade (6500-10500)
05.	Technical Officer Grade-C	10000-325-15200	5 years experience in the previous grade (8000-13500)
Group : Technical (II)			
01.	Technician-A	4000-100-6000	By direct recruitment
02.	Technician-B	4500-125-7000	5 years experience in the previous grade (4000-7000)
03.	Technician-C	5000-150-8000	5 years experience in the previous grade (4500-7000)
04.	Technician-D	5500-175-9000	5 years experience in the previous grade (5000-8000)
05.	Technician-E	6500-200-10500	5 years experience in the previous grade (5500-900)
06.	Technician-F	8000-275-13500	5 years experience in the previous grade (6500-10500)

Contd....

Note :

1. Eligibility for consideration for further assessment will be subject to – screening of the candidates by the committee and approval of the recommendations by the competent authority.
2. Merit Based Assessment Scheme is provided upto the levels laid down within the grades available in the respective groups indicated above.
3. Technical Officer-A after reaching to the Pay Scale 6500-200-10500 may be considered for Scientist-B, subject to meeting the required qualifications as per ARCI recruitment rules and if found fit through a special assessment constituted for the purpose.

SCHEDULE – B

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

TECHNICAL STAFF

Sl. No.	Pay Scale	Designation of the Committee	Composition of the Committee
01.	10000-325-15200 8000-275-13500 6500-200-10500	Assessment Committee-III	Director - Chairman Concerned Scientist-G - Member Four or more Distinguished Scientists/Engineers - Members
02.	5500-175-9000 5000-150-8000 4500-125-7000 4000-100-6000	Assessment Committee-IV	Scientist-G - Chairman Four Scientists (Scientist 'D' and above) - 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), at least 50% shall be from outside ARCI.
- d) All members of the Assessment Committee should normally be at least one rank higher than the post for which assessment is being done.
- 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 TECHNICAL STAFF UNDER MERIT BASED ASSESSMENT SCHEME

Number of years in the Grade					
	5	6	7	8	9
Minimum percentage for eligibility					
Technical Assistant A to Technical Assistant B	80%	75%	70%	65%	60%
Technical Assistant B to Technical Officer A	80%	75%	70%	65%	60%
Technical Officer A to Technical Officer B	80%	75%	70%	65%	60%
Technical Officer B to Technical Officer C	80%	75%	70%	65%	60%
Technician A to Technician B	80%	75%	70%	65%	60%
Technician B to Technician C	80%	75%	70%	65%	60%
Technician C to Technician D	80%	75%	70%	65%	60%
Technician D to Technician E	80%	75%	70%	65%	60%
Technician E to Technician F	80%	75%	70%	65%	60%

Note:

1. In the case of Technicians, the eligibility criteria for “screening-in” shall also include the satisfactory completion of the appropriate trade test.
2. The above trade test shall be conducted by the screening committee.

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

**RECRUITMENT RULES FOR TECHNICAL STAFF
(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 technical staff 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 Technical Staff (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 March, 2000.

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

3. **Scope of the Rules:**

These rules will govern recruitment and selection of technical staff.

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) “Staff” means any person employed by ARCI and in the payroll of ARCI. Persons employed on casual / contract / consultant / trainee basis are excluded.

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

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

Sl. No.	Designation	Pay Scale	Relevant schedule
1.	Technical Officer ‘C’	10000 – 15200	9
2.	Technical Officer ‘B’	8000 – 13500	10
4.	Technical Officer ‘A’	6500 – 10500	11
5.	Technical Assistant ‘B’	5500 – 9000	12
6.	Technical Assistant ‘A’	4500 - 7000	13
7.	Technician ‘F’	8000-13500	14
8.	Technician ‘E’	6500 – 10500	15
9.	Technician ‘D’	5500 – 9000	16
10.	Technician ‘C’	5000 – 8000	17
11.	Technician ‘B’	4500 – 7000	18
12.	Technician ‘A’	4000 – 6000	19

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

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 in the pay scale of Rs.4500 – 7000 and above shall be advertised and given wide publicity; Posts in the pay scale below Rs.4500 – 7000 shall be notified to the local employment exchange and simultaneously advertised in “Employment News” and circulated within ARCI. The list submitted by the employment exchange shall be considered along with candidates who have applied in response to the advertisement in “Employment News” and also departmental candidates.

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 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 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.

11. **Appointing Authorities:**

11.1 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 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 to the proficiency / trade tests and 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 - 9

1. Name of post	Technical Officer 'C'
2. Number of posts	TWO
3. Classification	Technical
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 applicable.
7. Educational and other qualifications required for direct recruits	Not applicable.
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable.
9. Period of Probation, if any	Not applicable.
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.

<p>11. In case of recruitment by promotion/ deputation/transfer , grades from which promotion/deputation/transfer to be made</p>	<p>ARCI's Technical Officer 'B's completing the minimum residency period linked to performance shall be eligible.</p>
<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Assessment Committee for 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.

SCHEDULE - 10

1. Name of post	Technical Officer 'B'
2. Number of posts	THREE
3. Classification	Technical
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 applicable.
7. Educational and other qualifications required for direct recruits	Not applicable
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable.
9. Period of Probation, if any	Not applicable.
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.

<p>11. In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made</p>	<p>ARCI's Technical Officer 'A's completing the minimum residency period linked to performance shall be eligible.</p>
<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Assessment Committee for 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) At least fifty percent members of the RAC including Chairman should be from outside ARC-I c) 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.

SCHEDULE – 11

1. Name of post	Technical Officer-A
2. Number of posts	SEVEN
3. Classification	Technical
4. Scale of pay	Rs 6500-200-10500
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not applicable.
7. Educational and other qualifications required for direct recruits	Not applicable.
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable.
9. Period of Probation, if any	Not applicable.
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.

<p>11. In case of recruitment by promotion/ deputation/transfer, grades from which promotion/deputation/transfer to be made</p>	<p>1) Promotion: Technical Assistant 'B' eligible for assessment on the basis of performance linked residency period.</p>
<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Assessment Committee for promotion.</p> <ol style="list-style-type: none"> 1. Scientist 'G', ARC-I - Chairman 2. One or more ARC-I Scientists to be nominated by Director, ARC-I 3. Two or more outside experts who are/were not in service of ARC-I to be nominated by Director, ARC-I. <p>Note:</p> <p>a) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;</p>

SCHEDULE-12

1. Name of post	Technical Assistant 'B'
2. Number of posts	TEN
3. Classification	Technical
4. Scale of pay	Rs 5500-175-9000
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not exceeding 30 years.
7. Educational and other qualifications required for direct recruits	Essential Qualifications Bachelor's degree in Physical Sciences or allied subjects or three years diploma in Engineering or Technology or allied subjects from Recognised University or Institution or equivalent. 3 years technical experience in R&D/Industry/University.
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable.
9. Period of Probation, if any	Not applicable.
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, failing which by direct recruitment.
11. In case of recruitment by promotion/ deputation/transfer	Promotion: Technical Assistant 'A' eligible for assessment on the basis of performance linked residency period.

<p>, grades from which promotion/deputation/transfer to be made</p>	
<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Recruitment and Assessment Committee (RAC) for promotion and direct recruitment.</p> <ol style="list-style-type: none"> 1. Scientist 'G', ARC-I - Chairman 2. One or more ARC-I Scientists to be nominated by Director, ARC-I - Member 3. Two or more outside experts who are/were not in service of ARC-I to be nominated by Director, ARC-I - Member <p>Note:</p> <p>a) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;</p> <p>Departmental Promotion Committee for Confirmation:</p> <ol style="list-style-type: none"> 1. Scientist 'G' (Scientific), ARCI - Chairman 2. Two Scientist 'D's, ARCI nominated by Director - Member 3. Administration & Personnel Officer, ARCI - Member

SCHEDULE – 13

1. Name of post	Technical Assistant 'A'
2. Number of posts	TWELVE
3. Classification	Technical
4. Scale of pay	Rs 4500-125-7000
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not exceeding 30 years
7. Educational and other qualifications required for direct recruits	<p>Essential qualifications:</p> <p>Bachelor's Degree in Physical Sciences or allied subjects or three years Diploma in Engineering or Technology or allied subjects from a Recognized University or institution or equivalent.</p> <p>Desirable:</p> <p>Prior technical experience in industry / R&D laboratories.</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	Not applicable.
9. Period of Probation, if any	One year for direct recruits.
10. Method of recruitment whether by direct recruitment or by promotion or by	By direct recruitment.

deputation/transfer and percentage of the vacancies to be filled by various methods	
11. In case of recruitment by promotion/ deputation/transfer , grades from which promotion/deputation/transfer to be made	Not applicable.
12. If a Departmental Promotion Committee exists, what is its composition	<p>Recruitment and Assessment Committee (RAC) for direct recruitment</p> <ol style="list-style-type: none"> 1. Scientist 'G', ARC-I - Chairman 2. One or more ARC-I Scientists to be nominated by Director, ARC-I - Member 3. Two or more outside experts who are/were not in service of ARC-I to be nominated by Director, ARC-I - Member <p>Note:</p> <p>a) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;</p> <p>Departmental Promotion Committee for confirmation:</p> <ol style="list-style-type: none"> 1. Scientist 'G' (Scientific), ARC-I - Chairman 2. Two Scientist 'D's, ARC-I nominated by Director - Members 3. Administration and Personnel Officer, ARC-I - Member

SCHEDULE – 14

1. Name of post	Technician 'F'
2. Number of posts	ONE
3. Classification	Technical
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 applicable.
7. Educational and other qualifications required for direct recruits	Not applicable.
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9. Period of Probation, if any	Not applicable.
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.
11. In case of recruitment by promotion/ deputation/transfer,	Promotion: Technician 'E' eligible for assessment on the basis of performance linked residency period.

<p>grades from which promotion/deputation/transfer to be made</p>	
<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Assessment Committee for promotion.</p> <ol style="list-style-type: none"> 1. Scientist 'G', ARC-I - Chairman 2. One or more ARC-I Scientists to be nominated by Director, ARC-I 3. Two 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) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;

SCHEDULE – 15

1. Name of post	Technician 'E'
2. Number of posts	TWO
3. Classification	Technical
4. Scale of pay	Rs 6500-200-10500
5. Whether Selection post or Non-Selection post	Selection post.
6. Age limit for direct recruits	Not applicable.
7. Educational and other qualifications required for direct recruits	Not applicable.
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable.
9. Period of Probation, if any	Not applicable.
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.
11. In case of recruitment by promotion/ deputation/transfer,	Promotion : Technician 'D' eligible for assessment on the basis of performance linked residency period.

<p>grades from which promotion/deputation/transfer to be made</p>	
<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Assessment Committee for promotion.</p> <ol style="list-style-type: none"> 1. Scientist 'G', ARC-I - Chairman 2. One or more ARC-I Scientists to be nominated by Director, ARC-I 3. Two 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) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;

SCHEDULE – 16

1. Name of post	Technician 'D'
2. Number of posts	FOUR
3. Classification	Technical
4. Scale of pay	Rs 5500-175-9000
5. Whether Selection post or Non-Selection post	Selection post.
6. Age limit for direct recruits	Not applicable.
7. Educational and other qualifications required for direct recruits	Not applicable.
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable.
9. Period of Probation, if any	Not applicable.
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.
11. In case of recruitment by promotion/ deputation/transfer,	Promotion : Technician 'C' eligible for assessment on the basis of performance linked residency period.

<p>grades from which promotion/deputation/transfer to be made</p>	
<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Assessment Committee for promotion.</p> <ol style="list-style-type: none"> 1. Scientist 'G', ARC-I - Chairman 2. One or more ARC-I Scientists to be nominated by Director, ARC-I 3. Two 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) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;

SCHEDULE - 17

1. Name of post	Technician 'C'
2. Number of posts	FIVE
3. Classification	Technical
4. Scale of pay	Rs 5000-150-8000
5. Whether Selection post or Non-Selection post	Selection post.
6. Age limit for direct recruits	Not applicable.
7. Educational and other qualifications required for direct recruits	Not applicable.
8. Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable.
9. Period of Probation, if any	Not applicable.
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.
11. In case of recruitment by promotion/	Promotion: Technician 'B' eligible for assessment on the basis of

<p>deputation/transfer, grades from which promotion/deputation/transfer to be made</p>	<p>performance linked residency period.</p>
<p>12. If a Departmental Promotion Committee exists, what is its composition</p>	<p>Assessment Committee for promotion.</p> <ol style="list-style-type: none"> 1. Scientist 'G', ARC-I - Chairman 2. One or more ARC-I Scientists to be nominated by Director, ARC-I 3. Two 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) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;

SCHEDULE - 18

1. Name of post	Technician 'B'
2. Number of posts	NINE
3. Classification	Technical
4. Scale of pay	Rs 4500-125-7000
5. Whether Selection post or Non-Selection post	Selection post
6. Age limit for direct recruits	Not exceeding 30 years
7. Educational and other qualifications required for direct recruits	<p>Essential qualifications:</p> <p>Matriculation plus ITI certificate in the required discipline or certificate from recognised institutions in the required discipline if ITI do not award certificates in that discipline , or equivalent.</p> <p>6 years technical experience in R&D / Industry / University.</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>
10. Method of recruitment whether by direct	<p>By promotion / direct recruitment.</p> <p>100% of the posts by promotion, failing which by Direct</p>

<p>recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods</p>	<p>Recruitment;</p>
<p>11. In case of recruitment by promotion/ deputation/transfer , grades from which promotion/deputati on/transfer to be made</p>	<p>Promotion : Technician ‘A’ eligible for assessment on the basis of performance linked residency period.</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. Scientist ‘G’, ARC-I - Chairman 2. One or more ARC-I Scientists to be nominated by Director, ARC-I 3. Two or more outside experts who are/were not in service of ARC-I to be nominated by Director, ARC-I <p>Note:</p> <p>a) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC;</p> <p>Departmental Committee for confirmation.</p> <ol style="list-style-type: none"> 1. Scientist ‘G’, (Scientific/Technical), ARC-I - Chairman 2. Two Scientist Cs or above, ARC-I nominated by Director - Members 3. Admin and Personnel Officer, ARC-I - Member

SCHEDULE - 19

1. Name of post	Technician 'A'
2. Number of posts	TEN
3. Classification	Technical
4. Scale of pay	Rs 4000-100-6000
5. Whether Selection post or Non-Selection post	Selection post.
6. Age limit for direct recruits	Not exceeding 25 years
7. Educational and other qualifications required for direct recruits	<p>Essential qualifications:</p> <p>a) Matriculation plus ITI certificate in required discipline or certificate from recognised institutions in the required discipline if ITI do not award certificates in that discipline, or equivalent.</p> <p>b) 3 years technical experience in industry / R&D laboratories.</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	Not applicable.
9. Period of Probation, if any	One year for direct recruit.
10. Method of recruitment whether by direct recruitment or by promotion or by	By direct recruitment.

deputation/transfer and percentage of the vacancies to be filled by various methods	
11. In case of recruitment by promotion/ deputation/transfer, grades from which promotion/deputation/ transfer to be made	Not applicable
12. If a Departmental Promotion Committee exists, what is its composition	<p>Recruitment and Assessment Committee (RAC) for Direct Recruitment.</p> <ol style="list-style-type: none"> 1. Scientist 'G', ARC-I - Chairman 2. One or more ARCI scientists to be nominated by Director, ARCI. 3. Two or more outside experts who are/were not in service of ARCI to be nominated by Director, ARCI. <p>Note:</p> <p>a) The absence of a member of the RAC other than Chairman shall not invalidate the proceedings of the RAC.</p> <p>Departmental Committee for confirmation:</p> <ol style="list-style-type: none"> 1. Scientist 'G' / 'F' (Scientific), ARCI - Chairman 2. Two Scientist 'Cs' or above, ARCI nominated by Director, ARCI - Members 3. Admin & Personnel Officer, ARCI - Member