

RECRUITMENT RULES FOR AUTONOMOUS INSTITUTES UNDER MOES
(SCIENTISTS)

The Recruitment Rules regulating the method of recruitment to the posts of Scientists in an Autonomous Institute of Ministry of Earth Sciences are as follows:-

1. **Short-title, commencement and application:-**

- 1.1. These rules may be called the Scientists posts Recruitment Rules, 2011.
- 1.2. They shall come into force from the date of their adoption in the Governing Council with the approval of the Administrative Ministry.
- 1.3. These shall apply to the posts of Scientist 'B' Scientist 'C', Scientist 'D', Scientist 'E', Scientist 'F' and Scientist 'G' in the Autonomous Institute under MOES.

2. **Number of posts, classification, Pay band and GP/scale of pay:-**

- 2.1. The number of posts, their classification and the Pay band and GP/scale of pay attached thereto shall be as under:-

S. No.	Name of post	Classification	Number of posts (*subject to variation dependent on work load).	Pay Band and Grade Pay / Scale of pay
1	Scientist 'B'	Service rules for Scientists	?	PB-3 (15600-39100) + GP ₹ 5400
2	Scientist 'C'		PB-3 (15600-39100) + GP ₹ 6600	
3	Scientist 'D'		PB-3 (15600-39100) + GP ₹ 7600	
4	Scientist 'E'		PB-4 (37400-67000) + GP ₹ 8700	
5	Scientist 'F'		PB-4 (37400-67000) + GP ₹ 8900	
6	Scientist 'G'		PB-4 (37400-67000) + GP ₹ 10000	

3. **Recruitment norms:-**

3.1. **For Scientist B:**

Annexure-I

SCHEDULE

Name of Post	Number of Post	Classification	Pay Band and Grade Pay / Scale of pay	Whether Selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
Scientist 'B'	(*subject to variation dependent on work load).	Service rules for Scientists	PB-3 (15600-39100) + GP ₹ 5400	Not Applicable

Age limit for direct recruits	Educational and other qualifications required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees
(6)	(7)	(8)
Not exceeding 35 years. Note 1:(a) (Relaxable for Government servants up to Five years in accordance with the instructions or orders issued by the Central Government).	Essential : 1. Master's degree in Physics or Chemistry or Mathematics or Geophysics or Seismology or Geochemistry or Zoology or Biology or Geology or Fisheries or Oceanography or Atmospheric Sciences or Meteorology or Computer Applications or equivalent with at least 60% marks in the qualifying degree level or Bachelor's degree in	Not applicable

<p>(b) Relaxation in age to SC/ST /OBC/PH candidates is applicable as per GOI Rules.</p> <p>Note 2 : The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in Andmans or Lakshadweep, States in the North Eastern Region, Ladakh Division of Jammu and Kashmir State, Sikkim, Pangi Sub-division of Chamba, Lahaul and spiti district of Himachal Pradesh).</p>	<p>Engineering or Technology or any specified subject/relevant area from a recognised University with at least 60% marks in the qualifying degree level</p> <p>Desirable: Any other qualification / experience as per requirement may be incorporated by head of the Institute at the time of recruitment.</p>	
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Period of probation, if any	Method of recruitment. Whether by direct recruitment or by promotion or by deputation or absorption and percentage of the posts to be filled by various methods.	Incase of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.
(9)	(10)	(11)
Two years	100% Direct Recruitment or through Centre for Advanced Training (CAT), as the case may be.	Not applicable

If a Department Promotion Committee exists, what is its composition.	Circumstances in which Union public Service Commission is to be consulted in making recruitment.
(12)	(13)
<p>I: Screening Committee :</p> <p>(a) Director or his nominee (not below the level of Scientist-F. Chairman.</p> <p>(b) Atleast three experts (who will be nominated by the Director (not below the level of Scientist-E (atleast one Member should be from department of Space/Department of Atomic Energy/DRDO - Members.</p> <p>(c) Joint Manager or above. - Member Secretary</p> <p>II. Selection Committee for direct recruitment:-</p> <p>i) Director or its nominee (not below the level of Scientist-F. Chairman.</p> <p>ii) One or more scientist (not below the level of Scientist-E, nominated by Director.</p> <p>iii) Atleast three experts (who will be nominated by the Director (not below the level of</p>	<p>Not applicable</p>

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Joint Manager or above. - Member Secretary

Department of Earth Sciences
University of India
New Delhi

Scientist-E (atleast one Member should be from department of Space/Department of Atomic Energy/DRDO - Members.

Note: The composition of committee to be approved by Chairman/GC.

The approving authority of the recommendations of the Screening Committee will be Director.

III. Departmental Promotion Committee for considering promotions in respect of Scientist 'B', 'C', 'D' & 'E':-

- (i) Director or its nominee Chairman.
(not below the level of Scientist-F.
- (ii) Scientist (not below the level of Scientist-E) Member
- (iii) Director, (from the Administrative Ministry) Member
not below the level of Director.
- (iv) Joint Manager or above - Member secretary

IV. Departmental Promotion Committee for considering promotions in respect of Scientist 'F' & 'G':-

As per RRs of the Administrative Ministry for these levels.

Note (i) The absence of a member of the Committee other than the Chairman or the expert from Department of Space or Atomic Energy or Defence Research and Development Organization shall not invalidate the proceedings of the Committee.

Note (ii) At least 50% of the Members of the Screening/Selection Committee shall be from outside the Department.

3.2 For Scientist 'C' to Scientist 'G'

1. The method of recruitment to the post of Scientist 'C' to Scientist 'G' age limit, qualifications, experience and other requirements connected therewith shall be as under:-

- (i) The posts are selection/ Non-Selection/Not applicable (as the case may be).
- (ii) The posts are exempted from the purview of the Union Public Service Commission.
- (iii) The minimum educational qualifications for direct recruitment as well as in situ up-gradation under Modified Flexible Complementing Scheme (MFCS) and experience for various posts shall be as under:-

4. Essential Educational Qualifications :

Master's degree in Physics or Chemistry or Mathematics or Geophysics or Geochemistry or Zoology or Biology or Geology or Fisheries or Oceanography or Atmospheric Sciences or Meteorology or Seismology or Computer Applications or Engineering or Technology or its equivalent or any other subject as per the requirement or Bachelor's degree in Engineering or Technology in the relevant subject from a recognized University or its equivalent with at least 60% marks in the qualifying degree level.

5. Desirable Educational Qualifications :

Master's degree in Engineering or Technology or Doctorate in the relevant branch of Science related to Oceanography/Atmospheric Sciences/any other subject specified as per the requirement from recognized University or equivalent.

Sl. No.	Name of post	Experience	
		Essential	Desirable
1.	Scientist 'C'	03 years experience in teaching (at graduate or post graduate level), research and development, survey, administration, planning, supervision or training etc. in the specified fields.	Experience in policy making, planning or management related to oceanic activities or management etc. related to specified field.
2.	Scientist 'D'	07 years experience in teaching (at graduate or post graduate level), research and development, survey, administration, planning, supervision or training etc. in the specified field.	Experience in policy making, planning or management etc. related to specified field.
3.	Scientist 'E'	<u>11 years experience in teaching (at Graduation or post Graduate level), research and development, survey, administration, planning, supervision or training etc. in the specified field.</u>	Experience in policy making, planning or management etc. related to specified field.
4.	Scientist 'F'	16 years experience in teaching (at graduation or post graduation level), research and development, survey, administration, planning, supervision or training etc. in the specified field.	Experience in policy making, planning or management etc. related to specified field.
5.	Scientist 'G'	21 years experience in teaching (at graduate or post graduate level), research and development, survey, administration, planning, supervision or training etc. in the specified field.	Experience in policy making, planning or management etc. related to specified field.

Note 1 : The exact educational qualifications and areas of experience according to the requirements of the post, shall be specified at the time of recruitment by the Director of the institute.

Note 2 : The qualification regarding experience is relaxable at the discretion of the Chairman, GC in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if, at any stage of selection, the Chairman, GC is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them. This relaxation is not applicable in the case of in-situ upgradation under MODIFIED Flexible Complementing Scheme.

Note 3 : Doctorate degree will count as 3 years experience.

Note 4 : Who ever does not have the workable knowledge of Hindi, he/she is required to acquire the same.

Note 5 : Educational qualifications and experience for project Scientists and Scientist engaged on short term contract will be the same as prescribed for direct recruits.

6. Methods of recruitment:-

By in-situ upgradation under Modified Flexible Complementing Scheme or deputation/absorption (including short-term contract) or by direct recruitment **or *through Centre for Advanced Training (CAT)**, as the case may be. The particular method of recruitment for each vacancy for the post of Scientist 'C' and Scientist 'D' to be decided by Director and for the post of Scientist 'E' to be decided by the Chairman Governing Council in the light of qualifications required for the posts keeping in view the job requirements of the same.

Note:- (i) * The change is applicable only in case of Scientist 'C'.

(ii) The period of short term contract should not exceed six months in one stretch.

(Handwritten Signature)
 Director
 Centre for Advanced Training
 Ministry of Earth System
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7. **Screening Committee:-**

- 7.1 Screening Committee will consist of Chairman (Not below the level of Scientist F) to be nominated by Director in case of Scientist C and Scientist D and For Scientist E or above the committee will be constituted by Chairman Governing Council. In the committee there should be atleast three expert Members (Not below the level of Scientist E) and out of which at least one Member should be from Department of Space/Department of Atomic Energy/DRDO.
- 7.2 The approving authority of the recommendations of the Screening Committee will be Director in case of Scientist-C and Scientist -D and Chairman Governing Council for Scientist -E.
- 7.3 The screening Committee will also act as internal peer review Committee.
- 7.4 Atleast 50% members of the committee should be from outside the institute not below the level of Scientist -F/G in case of Scientist -C and Scientist -D&E respectively.
- 7.5 Screening Committee will also work as Internal Peer Review Committee.

8. **Departmental Peer Review Committee (DPRC)** and its composition for direct recruitment or in-situ upgradation under Modified Flexible Complementing Scheme for Scientist F and Scientist G.

- (a) Secretary, Ministry of Earth Sciences-Chairman.
- (b) Two Secretaries of other Scientific Ministries/Departments – Members
- (c) Atleast three eminent Scientists not below the level of Scientist 'G' specializing in the field of scientific activity – Members.
- (d) The nominee of the Department of Personnel & Training as per extant instructions.
- (e) Members are to be nominated by the Secretary, Ministry of Earth Sciences.

8.1 The DPRC will also function as External Peer Review Committee (EPRC) and should specifically certify that the scientists recommended, meet with all the criteria for in-situ upgradation under Modified Flexible Complementing Scheme.

9. **Assessment Board** composition for direct recruitment or in-situ promotion under Flexible Complementing Scheme for Scientist 'C' and Scientist 'D'.

- (a) Director of the Institute: Chairman
- (b) Two Heads of the organizations under MOES – Member
- (c) Atleast three experts not below the level of Scientist 'G' from outside the Institute/Ministry including at least one from Department of Space or Atomic Energy or Defence Research Development Organisation – Members.
- (d) Composition of Members are to be approved by the Chairman, Governing Council.
- (e) Assessment Board will also function as External Peer Review Committee.

10. **Assessment Board** composition for direct recruitment or in-situ upgradation promotion under Modified Flexible Complementing Scheme for Scientist 'E'.

- (a) Chairman to be nominated by Chairman/GC.
- (b) Two Heads of the organizations under MOES – Member.
- (c) Atleast three experts not below the level of Scientist 'G' from outside the Department including at least one from Department of Space or Atomic Energy or Defence Research Development Organisation – Members.
- (d) Members are to be nominated by the Chairman, Governing Council.
- (e) Assessment Board will also function as External Peer Review Committee.

NOTE :

- (1) Atleast fifty percent of total members of the board should be from outside the Institute/Ministry.
- (2) The absence of any member of the board other than Chairman shall not invalidate the proceedings of the Assessment Board.
- (3) The Assessment Board shall make their recommendations on the basis of interview held and the evaluation of the past performance of the candidates.
- (4) The recommendations of the Assessment Board shall be effective from the date on which the appointing authority approves the recommendations.

11. **Appointing Authority:-** In the case of Scientist 'B' and Scientist 'C' the appointing authority will be Director of the institute and in case of Scientist 'D' and Scientist 'E' Chairman Governing Council will be Appointing Authority. For Scientist 'F' and Scientist "G" appointing authority will be Minister-in-charge.
12. **Direct Recruitment:-**
- (i) The candidates possessing the educational qualifications and experience specified in Rule 4 shall be eligible for direct recruitment.
- (ii) The selected candidates shall be on probation for a period of one year and in case of unsatisfactory performance extendable twice by period maximum of 6 months on each occasion.
13. The confirmation of the scientists shall be considered by the following Departmental Committees:-
- (i) **For Scientist- C and Scientist- D**
1. Director - Chairman.
 2. Scientist (not below the level of Scientist F) - Member
nominated by Chairman.
 3. Atleast two experts not below the level of Scientist F from outside the Institute
nominated by the Director - Members.
 4. Head of Administration in the institute - Member Secretary.
- (ii) **For Scientist E**
1. Chairman, Governing Council or his nominee - Chairman.
 2. Head of the organization or his nominee - Member.
 3. Atleast three experts not below the level of Scientist G from outside the Institute nominated
by the Chairman - Members.
 4. Head of Administration in the institute - Member Secretary.
- (iii) **For Scientist 'F' and 'G'**
The RRs for the posts of Scientist 'F' & 'G' will be as per RRs of the Administrative Ministry for these levels.
14. **Age Limit** : - The upper age limit for direct recruitment in each category of posts shall be as under:-

S.No.	Name of Post	Upper age limit
1	Scientist 'C'	40 years
2	Scientist 'D'	50 years
3	Scientist 'E'	50 years
4	Scientist 'F'	50 years
5	Scientist 'G'	50 Years

Provided that

- (a) Upper age Relaxable for Government Servants upto 5 years in accordance with the instructions or orders issued by the Central Government from time to time.
- (b) The upper age limit in respect of the Scheduled Castes, the Scheduled Tribes, the Ex-service men, other Backward Classes, Physically challenged and other special categories of persons shall be relaxable in accordance with the orders issued by the Central Government from time to time in this regard.
- (c) The Secretary, MOES/Chairman Governing Council may relax the upper age limit for all categories of posts in case of highly experienced candidates in specialized scientific areas.
- (d) The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates.

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Absorption/Deputation (including short-term contract):-

Officers under the Central Government or State Government or University or Research Institutions or Public Sector Undertaking or Semi-Government, Autonomous Organisations may be recruited on deputation (including short-term contract) basis subject to fulfillment of the following conditions:-

- (i) Possessing the educational qualifications and experience prescribed for direct recruits under para 4 & 5.
 (ii) Holding analogous posts on a regular basis; or

For Scientist 'C': with three years regular service in the grade, in the pay scale of PB-3 ₹ 15600-39100+GP of ₹ 5400/- or equivalent or with five years regular service in grade in the pay scale of PB-2 ₹ 9300-34800 + GP ₹ 4800/-.

For Scientist 'D': with four years regular service in the grade, in the pay scale of PB-3 ₹ 15600-39100+GP of ₹ 6600/- or equivalent or with six years regular service in PB-3 ₹ 15600-39100 + GP ₹ 5400/-.

For Scientist 'E': with four years' regular service in the grade, in the pay scale of PB-3 ₹ 15600-39100+GP of ₹ 7600/- or equivalent or with seven years regular service in PB-3 ₹ 15600-39100 + GP ₹ 6600/-.

For Scientist 'F': with five years regular service in the grade, in the pay scale of PB-4 ₹ 37400-67000+GP of ₹ 8700/- or equivalent or with eight years regular service in PB-3 15600-39100 + GP ₹ 7600/-.

For Scientist 'G': with five years regular service in the grade, in the pay scale of PB-4, ₹ 37400-67000/- + GP ₹ 8900 or equivalent or with eight years regular service in PB-4 37400-67000 + GP ₹ 8700.

- (iii) Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or Department of the Central Government and the maximum age limit for appointment by deputation shall be governed by the orders issued by GOI from time to time.
 (iv) Deputationists shall not be eligible for consideration for in-situ upgradation under Modified Flexible Complementary Scheme.

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