



भारतीय आयुर्विज्ञान अनुसंधान परिषद
स्वास्थ्य अनुसंधान विभाग, स्वास्थ्य एवं परिवार
कल्याण मंत्रालय, भारत सरकार

Indian Council of Medical Research
Department of Health Research, Ministry of Health
and Family Welfare, Government of India

No. 6/15/2003- Admn/e- 223767

Date :- 03/10/2025

Office Memorandum

Subject :- Health Research Scientists Cadre Rules, 2025 of Indian Council of Medical Research.

The Health Research Scientists Cadre Rules, 2025 of Indian Council of Medical Research, duly approved by Hon'ble HFM is enclosed herewith for information and necessary action.

Digitally signed by
Jaibir Singh
Date: 03-10-2025
12:45:30

Jaibir Singh
Assistant Director General (Admin.)

Copy to:

1. PS to DG/Addl. DGs/Sr. DDG(A)/Sr. FA
2. Directors/Directors- in – charge of all Institutes/Centers of ICMR.
3. DDG(A)/ ADGs
4. Dr. M.S Chalga, Sci- D, ICMR Hq- to upload in ICMR website

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INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI

NOTIFICATION

F. No. 6/15/2003-Admn

Dated:03/10/2025

In exercise of the powers conferred in the by-laws of Indian Council of Medical Research, the Recruitment Rule of the Scientific Cadre of ICMR is hereby amended with the approval of the Hon'ble Minister of Health and Family Welfare, Govt. of India.

1. Short title and commencement

- a) These rules may be called the Health Research Scientists Cadre Rules, 2025 of Indian Council of Medical Research.
- b) They shall come into force on the appointed day to be notified by the Director General.

2. Definitions- In these rules, unless the context otherwise requires-

- a) **"Assessment Board"** means the Assessment Board constituted by the Director General, under clause (b) of sub rule (iv) of rule 7;
- b) **"Authorized Permanent Strength"** in relation to any Grade means the strength of permanent unspecified posts in that Grade against which substantive appointment may be made;
- c) **"Cadre"** means the Health Research Scientists Cadre (HRSC) of ICMR;
- d) **"DG"** means the Director General of the Indian Council of Medical Research appointed by the Central Government;
- e) **"Discipline"** means the subject in which Scientists are assessed for promotion;
- f) **"Duty post"** means any post whether permanent or temporary included in Schedule I;
- g) **"FR"** means the Fundamental Rules
- h) **"Government"** means the Department of Health Research;
- i) **"ICMR"** means The Indian Council of Medical Research;
- j) **"Internal Screening Committee"** means the Committee constituted under clause (g) of sub-rule (ii) of rule 7;
- k) **"Departmental Peer Review Committee"** means the Committee constituted by the DG under clause (d) of sub-rule (IV) of rule 7;
- l) **"Recruitment Board"** means the Board constituted by DG under clause (a) of sub-rule (vi) of rule 7;
- m) **"Schedule"** means a Schedule to these rules;
- n) **"Scheduled Castes and Scheduled Tribes"** have the same meaning assigned to them in clause (24) and (25) respectively of article 366 of the Constitution of India

3. Grades, authorized strength and its review

- a) The posts included in the Cadre, their numbers and scale of pay, shall be as specified in Schedule I.
- b) After the appointed day, the authorized permanent strength of various grades shall be such as may, from time to time, be determined by the Government.

- c) The DG may take temporary adjustments by making additions or deletions to the strength of various grades, as deemed necessary from time to time.
- d) The DG may include in the Cadre any post other than those included in Schedule I or exclude from the Cadre a post included in the said Schedule with the prior approval of the Government.

4. Members of the Cadre

- (i) The following Scientists shall be members of the Cadre, namely:
 - (a) A Scientist who is already in service shall on commencement of these rules, be deemed to be a member of the Cadre in the corresponding grade, from the date of such appointment.
 - (b) Those appointed to the Cadre on the appointed day, under rule 7, from the appointed day.
 - (c) Those appointed to duty posts after the appointed day, from the date they are so appointed.
- (ii) Those appointed under rule 5 shall be members of the Cadre in the corresponding grade, from the date of such appointment.
- (iii) The DG may, when considered necessary, appoint such number of eminent Scientists or Technologists and experts as Advisors or as Emeritus Scientists in addition to the existing chairs as may be decided by the Executive Committee on terms and conditions to be decided by the DG.

5. Method of recruitment

Recruitment to the Cadre shall be made by one or more of the following methods and the method of recruitment on each occasion shall be decided by the DG in light of qualifications and job specifications for the particular post, namely:

- (a) By promotion;
- (b) By direct recruitment;
- (c) Deleted
- (d) By deputation or on contract of suitable experts or officers or Scientists from Central Government or State Government or recognized Autonomous Organizations of the Central Government or State Government, or Research Institutes or Universities;
- (e) By absorption of suitable officers who were appointed on deputation or contract by the method mentioned in clause (d) above.

6. Initial constitution of the Cadre

- (a) All Group 'A' scientific officers in ICMR on the date of commencement of these rules shall be deemed to have been appointed to the cadre in the posts or grades corresponding to those which they were holding on regular basis.
- (b) To the extent the authorized permanent strength of various grades in the Cadre is not filled at the time of the initial constitution, it shall be filled accordance with rule 7.

7. Future maintenance of the Cadre

- (i) After the initial constitution of the Cadre has been completed by the appointment of officers in accordance with rule 6, vacant posts shall be filled in the manner as hereinafter provided—

Vacancies in higher Levels shall first be considered for filling from Scientists in the feeder grade who are recommended for promotion to the next higher grade under the scheme. If the number of Scientists recommended for consideration of promotion to the next grade under the scheme is more than the number of vacancies available in the promotion grade, then to that extent the number of posts shall be automatically upgraded to the promotion grade, subject to the condition that the combined sanctioned strength of all the grades shall remain the same. Vacancies arising due to attrition shall normally revert to the entry-level grade of the respective scientific category. However, based on functional needs and with the approval of the Competent Authority, some of these vacancies may be filled by the method of recruitment prescribed in the Recruitment Rules, for posts above entry level, based on the level of the vacancy and commensurate with the higher qualifications and skills of individual candidates within the overall sanctioned strength.

- (a) Hundred percent vacant posts in the grade of Scientist 'B' shall be filled by direct recruitment.
- (b) The posts in grade of Scientist 'C', 'D', 'E' and 'F' shall be filled by any of the methods specified in rule 5, the method of recruitment shall be decided upon by the DG on each occasion depending on specific requirements and workload.

The Post in the grade of Scientist B shall be filled through Direct Recruitment. However, the post of Sci-G/Head of ICMR HQ, Director of Institutes/Centres, Director, NIOH, Nagpur (Level 15) and Addl. DG shall always be filled by Direct Recruitment and Deputation (ISTC)/Absorption. For post involving special qualification, as the interest of the state and objectives of the council are of paramount importance, the DG shall decide the mode of filling up the posts, taking into consideration, competence required of the incumbent for the post, the task to be achieved and availability of candidates with requisite qualifications and experience both within the cadre and outside.

Scientist 'G' promoted under RFCS can be appointed as Director/Director-In-Charge temporarily till the post of Director is filled on regular basis. The appointment to the post of Sci-G/Head of ICMR HQ, Director of Institutes/ Centres, Director, NIOH, Nagpur (Level 15) and Addl. DG shall be made with the approval of the President, Governing Council, ICMR and appointment up to level of Scientist 'F' shall be with the approval of DG, ICMR.

(ii)

- (a) Promotion from one level to the next higher level in the Cadre up to the grade of Scientist 'G' shall be made under the "Revised Flexible Complementing Scheme" from amongst the Scientists (Scientist as defined in Annexure-I) possessing the educational qualifications as given in Schedule III, in accordance with the criteria prescribed for such promotions by the Government vide Department of Personnel and Training Office Memorandum Number AB-14017/41/2013-PP(RR) dated 13-03-2024 and as amended from time to time.
- (b) There shall be two level of assessment under RFCS. The first one shall be at internal Screening Committee level for screening purpose and next level of assessment shall be by Assessment Boards/ DPRC with majority of external experts possessing expertise in the field. The emphasis has to be placed on achievements as evaluated by an independent peer group rather than seniority.
- (c) Scientists doing management/administrative work in the Council will not be considered for up gradation under RFCS, they should only be given benefit under Modified Assured Career Progression Scheme (MACPS)(Rule XV of RFCS dated 13-03-2024)
- (d) The assessment process under the Scheme for promotion/ upgradation to the next grade would be conducted only thrice, and thereafter, the scientist would be covered under Modified ACP scheme (MACP) as approved for Central government civilian employees. The Scientist who has been granted any grade under MACP can be considered for next grade according to the eligibility and other provisions of the Scheme. This is expected to provide an alternate channel for development for scientists and is expected to maintain the rigors of assessment required for assessment under the Scheme. (Rule XIV of RFCS dated 13-03-2024)

Some illustrations are given below for clarity:

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

Illustration-2: A Scientist 'B' gets promotion/upgradation to Scientist C under the Scheme in second chance after 4 years. After prescribed residency, he/she does not qualify under the Scheme for three successive years for upgradation to Sc. D. After completion of ten years in the Level of Scientist 'C' i.e. after 14 years of service he is upgraded to Level of Scientist 'D' under the Scheme, subject to provisions of MACP notified vide OM No. 35034/3/2015-Estt. (D) dated 22.10.2019. After prescribed residency of 4 years in Scientist D, he would again be considered for promotion/upgradation to Scientist 'E' under the Scheme. In case he does not qualify

for three successive years, he would be upgraded to Scientist 'E' after completion of 10 years in the Level of Scientist 'D' i.e. after 24 years of service. Further promotion/upgradation to Scientist F and Scientist 'G' would only be under the Scheme as the Scientist would have got three upgradations and no further upgradation under MACPS would be permissible.

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

- (e) Field experience in research and development and/or experience in implementation of such scientific projects is compulsory for promotion/upgradation of scientists recruited to the posts in the council to higher grade under the Scheme. Field experience of at least two years and five years respectively will be essential for promotion/upgradation to Scientist F and Scientist G grade respectively.

Existing Scientists at Headquarters can be deployed to the Institutes/Centers. The criteria for field experience for different scientific activities have been elaborated under Scientific Activities and Services in Annexure I of RFCS dated 13-03-2024 and reproduced below.

- i) Fundamental/basic research: Original investigation to gain new scientific knowledge, not necessarily directed towards any specific practical aim or application; Working in scientific laboratories/ institutes, period spent on doctoral/post-doctoral degrees in basic research after joining an organization, etc. would constitute field experience for the purpose of the Scheme.
- ii) Applied Research: Original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective; Working in scientific laboratories/ institutes, period spent on doctoral / post-doctoral degrees in applied research after joining an organization etc. would constitute field experience for the purpose of the Scheme.
- iii) Experimental Development: Application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services; field experience' would depend on the work profile of the Department. The defining factor would be that the work is not of routine use of scientific knowledge but involves application of scientific knowledge for creation of new/innovative systems, practices, models.
- iv) S&T activities which are directly linked to R&D in terms of promoting the scientific activities and services. Working in R & D laboratories and institutions, scientific

projects being operated in mission mode, working on international collaboration R & D projects etc. would constitute the field experience under the Scheme.

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

(f) Deleted

- (g) The DG shall constitute the Level 1 Screening (Internal Screening Committee) with one external member co-opted from Department of Atomic Energy, Space or DRDO as specified in schedule IIA and IIB. The Internal Screening Committee would report on the scientific content of work done by the scientists who meet the benchmark of 'Good' for Scientist C and 'Very Good' for Sc. 'D' and above. The Internal Screening Committee would submit their recommendation in Part C of the Revised AWR reporting format, along with comparable parameters for consideration in Level-2 Screening. The minimum residency period as on the cut-off dates of assessment viz. 1st January or 1st of July of the year to which the assessment Committees relate, and as the case may be is indicated below:

Pay Matrix level	Designation	Minimum residency Period linked to performance
Level-10 (Rs. 56100-177500)	Scientist 'B'	
Level-11 (Rs. 67700-208700)	Scientist 'C'	3 years as Scientist B
Level-12 (Rs. 78800-209200)	Scientist 'D'	4 years as Scientist C
Level-13 (Rs. 123100-215900)	Scientist 'E'	4 years as Scientist D
Level-13A (Rs. 131100-216600)	Scientist 'F'	5 years as Scientist E
Level-14 (Rs. 144200-218200)	Scientist 'G'	5 years as Scientist F

- (iii) There shall be two level of assessment under the Scheme namely Level-I Screening (Internal Screening Committee) and Level-2 Screening (Assessment Board/Departmental Peer Review Committee) as given below:

Level 1 Screening (Internal Screening Committee)

- (a) An internal screening committee shall be constituted by the concerned Ministry/Department for evaluation of annual work reports vis-a-vis the criteria for promotion/ upgradation under the scheme. The Internal Screening Committee would report on the scientific content of work done by the scientists/ engineers who meet the benchmark of 'Good' for Scientist C and 'Very Good' for Sc. 'D' and above. The Internal Screening Committee would submit their recommendation in Part C of the Revised AWR reporting format, alongwith comparable parameters for consideration in Level-2 Screening.

- (b) Exceptionally Meritorious Category-** Based on assessment parameters and the recommendation by the Internal Screening Committee, not more than 10 per cent of the Scientists may be granted relaxation in the residency period by the Departmental Peer Review Committee for all levels, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career. (Refer V(b) of RFCS dated 13-03-2024)
- (c) Deleted.
- (d) Deleted.
- (e) Deleted.
- (f) Deleted.
- (g) Deleted.
- (h) Treatment of period of Leave towards minimum residency period/period spent on deputation for promotion/upgradation under the Scheme.** The following types of leave availed by an eligible scientist/period spent on deputation shall be counted towards minimum residency period required to be put in by the Scientists in the lower Level for consideration of promotion/upgradation under the Scheme:
- i) The period spent on deputation/Foreign Service to another scientific post, which helps a Scientist to acquire scientific experience in a diverse set up.
 - ii) Period of Study Leave/any other Leave taken for academic accomplishments to improve scientific knowledge.
 - iii) Maternity Leave sanctioned as per Leave Rules.
 - iv) Leave of a maximum period of one year sanctioned in continuation of maternity leave as per Leave Rules.
 - v) Earned Leave for a total period not exceeding 180 days (for 3 year residency period), 210 days (for 4 year residency period), 240 days (for 5 year residency period) sanctioned as per Leave Rules.
 - vi) Child Care Leave sanctioned as per Rules.
 - vii) The period spent on deputation/foreign service to a non-scientific post and the period of leave including leave on medical grounds, EOL etc. availed on personal grounds shall not count towards the minimum residency period. (Para VII of RFCS dated 13-03-2024)
- (i) In case of permanent absorption of a Scientist taken initially on deputation in the same Level in ICMR from other Scientific Departments where Revised Flexible Complementing Scheme is applicable, the entire regular service of that Scientist in the same Level rendered in the parent department shall be counted towards residency period.
- (j) An officer appointed on deputation in a Level higher than the one held by him on regular basis in his parent department and later permanently absorbed in the same

Level in ICMR Scientists Cadre, the period spent on deputation shall be counted for residency period for promotion to the next higher Level under the **Revised Flexible Complementing Scheme**, that is, up to the level of Scientist 'G'.

Level 2 Screening (Assessment Board/Departmental Peer Review Committee)

(iv)

- (a) For Promotion from Scientist 'F' to Scientist 'G' who have been recommended by the Internal Screening Committee to Scientist 'G' based on Annual Work Report of the Scientific content of work done by Scientist of work done by Scientist in Part 'C' of the reporting format placed at Annexure III of RFCS, shall be made by the **Departmental Peer Review Committee** after personal discussion and taking into consideration overall merit. Achievements personality, leadership and managerial qualities etc.
- (b) The DG shall constitute Assessment Boards for interviewing candidates for promotion to the level of Scientist 'C', 'D' and 'E' as specified in Schedule IIC.

The assessment boards shall undertake Level-2 screening for assessment of scientists and furnish their recommendation for promotion/ upgradation from Scientist 'C' upto Scientist E. The assessment board would also have a majority of external members possessing expertise in the field. The assessment board would have the characteristic of independent peer group for the assessment of the scientific content of the work. Greater emphasis is to be placed on achievement as evaluated by an independent peer group rather than on seniority only. The assessment board shall document specifically through one page summary, the specific content of the work done.

- (c) More than one **Assessment Boards** may be constituted at any one time in various stations.
- (d) The DG shall constitute the **Departmental Peer Review Committee (DPRC)** as specified in Schedule II D to assess those Scientists 'E' & Scientists 'F' who have completed the prescribed minimum residency period of five years and are recommended by the **Internal Screening Committee**.

The **Departmental Peer Review Committee (DPRC)** constituted in each scientific Department/ Ministry shall undertake level 2 screening for assessment of scientists and furnish their recommendation for promotion/upgradation for Scientist 'F'/ Scientist 'G'. The proposals involving relaxation/assessment in residency period in respect of exceptionally meritorious Scientists for consideration of promotion/ upgradation from Scientist C upto Scientist G shall also be considered by DPRC. The DPRC shall document specifically through one page summary, the specific content of the work done.

(e) Deleted.

(v)

- (a) The assessment would be done twice in a year. Cases of those Scientists who have completed or will complete the minimum residency period as on the cut-off dates of assessment viz. 1st January or 1st July, as the case may be, and have earned or will earn number of annual ACRs/APARs equal to or more than the number of years of minimum residency period for the period preceding the cut off dates of assessment, shall be considered for assessment under the Scheme.

Candidates who do not qualify either in Level-I screening or Level-2 screening shall be re-assessed only after one year when they earn at least one more APAR and AWR. Such re-assessment would again entail Level-I and Level-2 Screening and not commence from the stage where the Scientist failed to qualify."

- (b) **The Assessment Boards/DPRC** shall certify that scientist recommended met with all the criteria for in situ up-gradation under RFCS. The Assessment Board/DPRC shall submit its recommendations as 'Fit for Promotion' or 'Not Yet Fit based on the overall merit of the candidate as judged by the Assessment Board/DPRC as per the qualifying marks required against the residency period as given Annexure II to DoP&T O.M. No. 2/41/97-PIC dated 09.11.98.

- (c) Already mentioned in point (b) above. Hence deleted.

- (d) The date of promotion/upgradation of Scientists recommended for Promotion/upgradation to the next higher Level under the Scheme shall be the date on which the Competent Authority approves the promotion/ upgradation.

- (e) The date referred to in the above sub-clause (d) shall be treated as the date of selection for the purpose of determining their seniority in the grade in respect of all Scientists cleared for promotion, provided they are on duty on that date.

- (f) Officers on leave or on deputation outside the organisation can be given promotion only with effect from the date they rejoin or return to the parent cadre.

- (g) The non-assumption of duty shall not affect their date of selection of their inter-seniority in the higher-grade vis-à-vis the other scientists cleared for promotion by the same Assessment Boards.

- (h) When the Scientists assessed and found fit for promotion are unable to assume charge of the higher grade on effective date for being away on study leave (combined with any other leave), sanctioned by the competent authority, for prosecuting higher studies or receiving specialized training in professional and technical subjects having a direct or close connection with the ICMR programmes, on resumption may reckon notional seniority in the higher grade from the date of his selection to that grade for the purposes of counting of residency period for considering for promotion to the next

higher grade provided the DG is satisfied about the performance of the Scientist during the course of study or training.

- (i) The scientists undergoing training abroad (under FR 51), shall be promoted to the next higher grade with effect from the date they would have been so promoted had they not proceeded on training, subject to the following conditions being fulfilled, namely:
 - (j) The period of such training is treated as duty under FR 9 (6).
 - (k) They have been assessed and found fit for promotion to the next higher Level by the Assessment Board or Internal Screening Committee/ Departmental Peer Review Committee.
 - (l) All the seniors, except those recommended as 'Not yet Fit' for promotion to the particular grade available, have been promoted to that grade.
 - (m) Under the Revised Flexible Complementing Scheme, on promotion of a Scientist from one Level to the next higher Level, the post held by him shall stand upgraded automatically and be personal to him. **Vacancies arising due to attrition shall normally revert to the entry level of the respective scientific category.**
 - (n) The Revised Annual Work Report (AWR) format to capture scientific content of work performed has been designed and enclosed as Annex III. The revised AWR (Part A) would be filled up by the officer reported upon along with the revised Annual Performance Appraisal Report (APAR) format enclosed as Annexure IV. Both AWR and APAR would be filled mandatorily on an annual basis.
 - (o) There shall be no retrospective promotion/ upgradation.
- (vi) Deleted
- (vii)
- (a) The DG shall constitute a Recruitment Board for selection of Scientist 'B' to Scientist 'F' by direct recruitment under clause (b) of rule 5, and the selection shall be by interview or written test or both as specified in Schedule II E.

Recruitment of Scientist G/ Head of Division in ICMR HQ/ Director of Institute/Centres shall be through Direct Recruitment/ Deputation (ISTC)/ Absorption and as per the constitution of Search-cum-Selection Committee as given at Schedule II F. The candidates shall be within the age limit as specified in Schedule III.

Recruitment of Director, NIOH, Nagpur and Additional DG, ICMR HQ shall always be through Direct Recruitment/ Deputation (ISTC)/ Absorption and as per the constitution of Search-cum-Selection Committee as given at Schedule II G.

- (b) The educational qualifications and experience for appointment to various posts in the Cadre under the methods specified in this sub-rule shall be as specified in Schedule III. Provided that the age limit specified under column (4) of Schedule III shall not apply to the selection by methods specified in clauses (a) and (c) to (e) of rule 5.

- (c) Provided further that for specific discipline, the required qualifications and experience for the posts shall be as specified by the DG from time to time.
- (d) Deleted
- (e) Officers appointed on deputation by the method specified in clause (d) of rule 5 shall be appointed for a period of two years which may be extended or curtailed at the discretion of the competent authority. In case where it is proposed to curtail the period of deputation, the competent authority shall record the reasons therefore in writing and give a notice in writing of his intention to do so to the concerned officer. The maximum period of deputation including period of deputation in another post held immediately preceding an appointment in the same organization or department shall not exceed five years.
- (f) Officers appointed on contract by the method specified in clause d) of rule 5 shall be appointed initially for a period of two years, and up to a maximum period of five years. The period of contract may be extended or curtailed at the discretion of the competent authority. The period of contract may be renewed at the end of two years.
- (g) Officers appointed to the Cadre shall be liable to undergo such training and be detailed on such course of instruction in India or abroad as may be decided by the DG from time to time, for the purpose of preparing the officers to become competent and proficient to undertake work related to ICMR.

(viii)

- (a) 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 in full the cost of training if, for any reason, during the training or within a period of five years after the completion of such training, he chooses to discontinue the services in ICMR.
- (b) Not Applicable. Hence Deleted.

8. Probation

- (a) Persons appointed to the grade of Scientist 'B' of the Cadre shall be on probation for a period of two years.
- (b) Persons appointed to any grade of the Cadre, namely, Scientist 'C', Scientist 'D', Scientist 'E' and Scientist 'F', by direct recruitment, shall be placed on probation for a period of one year.

The post of Scientist G/Head, Director of Institutes/Centres, Director, NIOH (Level 15) and Additional DG are tenure posts, and hence there shall be no element of probation in these posts."

- (c) Provided that the Competent Authority may extend or curtail the period probation in accordance with the instructions issued by the Central Government from time to time.

Provided further that in cases where it is proposed to extend the period of probation, the Competent Authority 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.

- (d) On completion of the period of probation or any extension thereof, officers shall, if considered fit, shall be confirmed against the post, if not already confirmed in the entry grade.
- (e) If, during the period of probation referred to in sub-rule (b) mentioned above or any extension thereof, as the case may be, the Competent Authority is of the opinion that a candidate is not fit for permanent appointment or if, at any time during such period of probation, or extension thereof the Competent Authority is satisfied that the candidate will not be fit for permanent appointment, on the expiry of such period of probation or extension thereof, the Competent Authority may discharge or revert the candidate to his substantive post, as the case may be or pass such orders as it deems fit.
- (f) 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 (including examination in Hindi) as may be prescribed as a condition for satisfactory completion of the probation.

9. Head of the Cadre

The DG shall be the head of the Cadre and shall be responsible for deployment of officers of the cadre to the best advantage of the ICMR.

10. Liability for Service

- (a) Officers appointed to the Cadre shall be liable to serve anywhere in India or outside.
- (b) Officers, if deputed, shall be liable to serve in any other Ministry or Department of the Government of India or Corporations and Industrial Undertakings of the Government.
- (c) Persons appointed to the Cadre shall be liable to field service in respect of research, development, or production or such other work as may be approved by the DG.
- (d) Officers selected for assignments involving limited field service shall undergo such special medical checkup as may be specified, either at the time of selection or when they proceed on field service, as may be decided by the DG.

11. Retirement benefits

All scientists appointed to a grade of the cadre on or before 31 December, 2003 shall be governed by the Central Civil Services (Pension) Rules 1972, as amended from time to time. Those appointed on or after 1st January 2004 shall be governed by the mandatory new pension scheme viz. "New Re-structured Defined Contribution System" as amended from time to time.

12. Other conditions of Service

- (a) The other conditions of service of the members of the Cadre in respect of matters not expressly provided for in these rules, shall, mutatis-mutandis and subject to any special orders issued by the Government in respect of the Cadre, be the same as those applicable to officers (Civilian) of corresponding status in similar scientific institutions or organizations under the Government of India.
- (b) The officers of the Cadre shall be governed by the Central Civil Services (Conduct) Rules, 1964 and Central Civil Services (Classification, Control and Appeal) Rules, 1965 as amended from time to time in the matter of conduct and discipline.
- (c) The appointing authority, the authority empowered to impose penalties and the nature of penalties which can be imposed by such authority and the Appellate Authorities shall be as under:

Particulars of the post	Appointing Authority	Disciplinary authority Empowered to impose penalties	Penalties which may be imposed	Appellate Authority
All Group 'A' posts upto Level 13 A	Director General, ICMR	Director General, ICMR	All	President Governing Council
All Group 'A' posts from Level 14 and above	President Governing Council	President Governing Council	All	Governing Council

- (d) All posts in the Cadre shall be classified as Group 'A' posts and shall be deemed to be scientific / technical posts for the purposes of medical standards as specified in the Medical Regulations and Medical Report form for then Indian Administrative Service, Indian Police Service, Indian Foreign Service, Indian Forest Service and the Central Services issued by the Government of India in the Ministry of Health and Family Welfare.
- (e) Request of scientists of the cadre for leave to pursue higher studies in India or abroad, which is not considered to be of any interest to ICMR, shall not be granted.
- (f) When a scientist of the cadre applied for undergoing course or training or study which is considered to have direct bearing on subjects of interest to ICMR and such study or training will, serve the interest of ICMR, although not to the extent of placing the scientist on deputation, the scientist may be granted study leave subject to conditions prescribed in CCS (Leave) Rules, 1972 as amended from time to time.

13. Disqualifications

No person:

- (a) Who has entered into or contracted a marriage with a person having a spouse living, or
- (b) Who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the Cadre:

Provided that the Government 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.

14. Power to relax

Where the Director General, ICMR is of the opinion that it is necessary so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules in respect of any class or category of persons, except for the post of Scientist G and above.

15. Saving

Nothing in these rules shall affect reservations, relaxation of age limit and other concessions, required to be provided for the SC/ST/OBC/EWS/PwBD in accordance with the orders issued by the Central Government from time to time in this regard.

16. Interpretation

Where any doubt arises as to the interpretation of any of the provisions of these rules, the matter shall be referred to the DG whose decision shall be final.

17. Power to remove difficulties

If any difficulty arises in giving effect to the provisions of these rules the DG may make provisions or issue such instructions consistent with the provisions of these rules, as may appear to it to be necessary or expedient for removal of the difficulty.

18. The Indian Council of Medical Research (ICMR) Research Cadre Rules, 1965 and Health Research Scientists Cadre Rules, 2007 of ICMR, as amended and revised from time to time, are hereby repealed.

Schedule I
(See sub rule (a) of rule 3)

Number and scales of pay of Group 'A' duty posts included in the Health Research Scientists Cadre Rules, 2025 of ICMR

S.No.	Designation of post	Pay Matrix Level	No. of Posts
1	Scientist - B	Level- 10 (Rs.56100-177500)	456
2	Scientist - C	Level- 11 (Rs.67700-208700)	233
3	Scientist - D	Level-12 (Rs.78800-209200)	88
4	Scientist - E	Level-13 (Rs.123100-215900)	81
5	Scientist - F	Level- 13A (Rs.131100-216600)	03
6	Scientist - G/ Head	Level-14 (Rs.144200-218200)	03
7	Director	Level-14 (Rs.144200-218200)	26
8	Director-National Institute of One Health	Level- 15 (Rs.182200-224100)	01
9	Additional Director General	Level- 15 (Rs.182200-224100)	02
Total			893*

*Subject to variation dependent on workload.

- (i) Promotion from one grade to the next higher grade in the Cadre upto the grade of Scientist 'G' shall be made under the Revised Flexible Complementing Scheme or as amended from time to time.
- (ii) DG is empowered to allocate posts to different Centres or Headquarters of ICMR.

Schedule I A

(See under clause (g) of sub-rule (ii) of rule 7)

Constitution of Internal Screening Committee for evaluation of the Annual Work Reports vis-à-vis the criteria for promotion/upgradation from Scientist - C upto Scientist - E under the RFCS.

- (1) A Scientist of ICMR not below the rank of Scientist 'G' nominated by the DG, ICMR : **Chairperson**
- (2) One Scientist not below the rank of Scientist 'F' from any ICMR, Centre or Headquarter, nominated by the DG, ICMR : **Member**
- (3) An external Expert, of atleast one level above the post for which evaluation is carried out, from Scientific Organizations like Dept. of Atomic Energy, Space or DRDO. : **Member**

Note: *The absence of any member of the Committee other than the Chairperson shall not invalidate the proceedings of the Internal Screening Committee.*

Schedule II B

(See under clause (g) of sub-rule (ii) of rule 7)

Constitution of Internal Screening Committee for evaluation of the Annual Work Reports vis-à-vis the criteria for promotion/upgradation from Scientist - 'F' and Scientist - 'G' under the RFCS.

- | | | |
|-----|--|---------------|
| (1) | Additional Director General, ICMR | : Chairperson |
| (2) | Director, NIOH, Nagpur | : Member |
| (3) | An external Expert, of <u>atleast one level above the post for which evaluation is carried out</u> , from Scientific Organizations like Dept. of Atomic Energy, Space or DRDO. | : Member |

Note: *The absence of any member of the Committee other than the Chairperson shall not invalidate the proceedings of the Internal Screening Committee.*

Schedule II C

(See under clause (b) of sub-rule (iv) of rule 7)

The composition of Assessment Board for assessing suitability of Scientists for promotion upto Scientist - 'E' level:

- (1) Chairperson or Co-chairperson: To be appointed by the DG, ICMR
- (2) One Scientist not below the rank of Scientist 'F' from any ICMR, Centre or Headquarter, nominated by the DG, ICMR
- (3) Three External Members: To be appointed by the DG, ICMR from other Scientific or Academic Organizations

Note 1. *The absence of any member of the Committee other than the Chairperson shall not invalidate the proceedings of the Internal Screening Committee.*

Note 2. *Chairperson or Co-chairperson can nominate more external members wherever it is considered necessary for proper evaluation of Scientists.*

Schedule II D

(See under clause (d) of sub-rule (iv) of rule 7)

The composition of Departmental Peer Review Committee (DPRC) for considering promotion from the level of Scientist - 'E' to the Level of Scientist - 'F':

- | | | |
|-----|--|---------------|
| (1) | DG, ICMR | : Chairperson |
| (2) | Additional DG or Scientist H level | : Member |
| (3) | Two Secretaries of other Scientific Ministries/ Departments or their representatives who are at least one level above the post to which in-situ promotion under RFCS is to be made | : Member |
| (4) | Two eminent Scientist specializing in the field of scientific activity | : Member |
| (5) | Joint Secretary, DoPT | : Member |

The composition of Departmental Peer Review Committee (DPRC) for considering promotion from the level of Scientist- 'F' to the Level of Scientist - 'G':

- | | | |
|-----|--|---------------|
| (1) | DG, ICMR | : Chairperson |
| (2) | Two Secretaries of other Scientific Ministries/ Departments or their representatives who are at least one level above the post to which in-situ promotion under RFCS is to be made | : Member |
| (3) | Two eminent Scientist specializing in the field of scientific activity | : Member |
| (4) | Additional Secretary, DoPT | : Member |

Note 1. *The absence of any member of the Departmental Promotion Review Committee (DPRC) other than the Chairperson shall not invalidate the proceedings of the Peer Committee.*

Note 2. *The Chairman may co-opt one or more external experts from specialized discipline for assisting the board as member.*

Schedule II E

(See under clause (a) of sub-rule (vi) of rule 7)

Recruitment Board for assessing suitability of candidates for Recruitment to the post of Scientist - 'B' to Scientist - 'F' under Health Research Scientist Cadre:

- | | | |
|-----|---|-------------------------|
| (1) | Chairperson or Co-Chairperson | : To be appointed by DG |
| (2) | Three External Members
(A serving or retired Scientist of appropriate rank from a Scientific Organization) | : Members |
| (3) | One ICMR Scientist (To be nominated by the DG, ICMR) | : Member |
| (4) | One Representative from SC/ST/OBC | : Member |
| (5) | One Representative from Minority community | : Member |

Note 1. *The absence of any member of the Board other than the Chairperson or Co-chairperson shall not invalidate the proceedings of the Recruitment Board.*

Note 2. *The Chairperson or Co-Chairperson may co-opt one or more external experts from specialized discipline for assisting the Board as Member.*

Note 3. *The instructions contained in DoPT O.M. No 4201112100174-Estt(Res) dated 13.2.2014, which provides that wherever Selection Committee/Board exists or has to be constituted for making recruitment to ten or more vacancies in any level of posts or services, it shall be mandatory to have one Member belonging to SC/ST/OBC and one member belonging to Minority Community in such Committees/Board. Further one of the member of the Selection Committee/ Board whether from general category or from the minority community or from SC/ST/OBC should be a lady failing which a lady member should be co-opted on the Committee/Board. It may also be ensured that where the number of vacancies against which selection is to be made is less than ten, no effort should be spared in finding the SC/ST, OBC officer and the Minority Committee Officer and a lady officer, for inclusion in such Committee/Board.*

Note 4. *The selection shall be by interview or written test or both.*

Schedule II F

(See under clause (a) of sub-rule (vi) of rule 7)

Constitution of Search-cum-Selection Committee for selection of candidate to the post of Scientist - 'G'/ Head of Division in ICMR HQ/ Director of Institutes/Centres in ICMR in Pay Level - 14:

- | | | |
|-----|--|---------------|
| (1) | Secretary, DHR and DG, ICMR | : Chairperson |
| (2) | A serving or retired scientific/technical person of the rank of Secretary, DGHS, DG, AFMS or equivalent | : Member |
| (3) | An Outside Expert belonging to SC/ST/OBC
(Should be of the rank Member of Scientist- 'H'/Addl. DG or equivalent in Pay Level - 15 or above) | : Member |
| (4) | An Outside Expert belonging to Minority community
(Should be of the rank of Scientist- 'H'/Addl. DG or equivalent in Pay Level - 15 or above) | : Member |
| (5) | An Outside Subject Expert
(Should be of Pay Level - 15 or above) | : Member |

Note 1. The instructions contained in DoPT O.M. No.42011/2/00174-Estt.(Res) dated 13.2.2014, which provides that wherever Selection Committee/Board exists or has to be constituted for making recruitment to ten or more vacancies in any level of posts or services, it shall be mandatory to have one Member belonging to SC/ST/OBC and one Member belonging to Minority Community in such Committees/Board. Further one of the member of the Selection Committee/Board whether from general category or from the minority community or from SC/ST/OBC should be a lady failing which a lady member should be co-opted on the Committee/Board. It may also be ensured that where the number of vacancies against which selection is to be made is less than ten, no effort should be spared in finding the SC/ST, OBC officer and the Minority Committee Officer for inclusion in such Committee/Board.

Note 2. The selection shall be by interview.

Note 3. The absence of any member of the Board other than Chairperson shall not invalidate the proceedings of Recruitment Board.

Note 4. One of the members of the Selection Committee whether from general category or from the minority community or from SC/ST/OBC should invariably be a lady.

Note 5. Where serving officers of Central Government, PSEs, Statutory/Autonomous Bodies, Research Institution, University etc. are nominated as Members, they should be at least one level above the post to which appointment is being made.

Note 6. Where an officer retired from the Central Government, PSE, Statutory/Autonomous Body, Research Institution, University etc. is nominated as a Member, the Pay Level from which retired would not be relevant. However, such a retired official may be included only as an Expert Member, provided he/she has acknowledged expertise in the field of specialization relevant to the post for which selection is to be made.

Note 7. No person who is a recipient of grants/funding from the Ministry/Department concerned or who is closely related to a recipient should be proposed as a Member of the Committee.

Schedule II G

(See under clause (a) of sub-rule (vi) of rule 7)

Constitution of Search-cum-Selection Committee for selection of candidate to the post of Additional Director General in ICMR HQ/ Director of ICMR- National Institute of One Health (Level - 15), Nagpur:

- | | | |
|-----|---|---------------|
| (1) | Secretary, DHR and DG, ICMR | : Chairperson |
| (2) | A serving or retired scientific/technical person of the rank of Secretary, DGHS, DG, AFMS or equivalent | : Member |
| (3) | An Outside Expert belonging to SC/ST/OBC
(Should be of Level - 16 or above) | : Member |
| (4) | An Outside Expert belonging to Minority community
(Should be of Level - 16 or above) | : Member |
| (5) | An Outside Subject Expert
(Should be of Level - 16 or above) | : Member |

Note 1. *The instructions contained in DoPT O.M. No.42011/2/00174-Estt.(Res) dated 13.2.2014, which provides that wherever Selection Committee/Board exists or has to be constituted for making recruitment to ten or more vacancies in any level of posts or services, it shall be mandatory to have one Member belonging to SC/ST/OBC and one Member belonging to Minority Community in such Committees/Board. Further one of the member of the Selection Committee/Board whether from general category or from the minority community or from SC/ST/OBC should be a lady failing which a lady member should be co-opted on the Committee/Board. It may also be ensured that where the number of vacancies against which selection is to be made is less than ten, no effort should be spared in finding the SC/ST, OBC officer and the Minority Committee Officer for inclusion in such Committee/Board.*

Note 2. *The selection shall be by interview.*

Note 3. *The absence of any member of the Board other than Chairperson shall not invalidate the proceedings of Recruitment Board.*

Note 4. *One of the members of the Selection Committee whether from general category or from the minority community or from SC/ST/OBC should invariably be a lady.*

Note 5. *Where serving officers of Central Government, PSEs, Statutory/Autonomous Bodies, Research Institution, University etc. are nominated as Members, they should be at least one level above the post to which appointment is being made.*

Note 6. *Where an officer retired from the Central Government, PSE, Statutory/Autonomous Body, Research Institution, University etc. is nominated as a Member, the Pay Level from which retired would not be relevant. However, such a retired official may be included only as an Expert Member, provided he/she has acknowledged expertise in the field of specialization relevant to the post for which selection is to be made.*

Note 7. *No person who is a recipient of grants/funding from the Ministry/Department concerned or who is closely related to a recipient should be proposed as a Member of the Committee.*

(SCHEDULE III)

RECRUITMENT RULES FOR THE POST OF ADDITIONAL DIRECTOR GENERAL

1	Name of post	Additional Director General
2	Number of post	2
3	Classification of post	Group A - Scientific
4	Pay Band and Grade Pay/ Pay Scale	Pay Level - 15 (Rs.182200-224100)
5	Selection post or Non-Selection post	NA
6	Age limit for Direct recruits	Not exceeding 60 years Note: In addition to the existing Government of India instructions on age relaxation, the prescribed age limit may be relaxed in the case of exceptionally meritorious candidates, based on their CVs/experience, with the approval of the President, Governing Council, ICMR-for reasons to be recorded in writing.
7	Educational and other qualifications required for direct recruits	Essential Qualification: MD/MS or equivalent degree recognised by MCI/NMC OR MBBS or equivalent degree recognised by MCI/NMC with MPH from a recognised University. OR Master's Degree in a subject related to Biomedical sciences or MBBS or equivalent degree, recognised by MCI/NMC with Ph.D. from a recognized University in a subject related to Biomedical sciences Essential Experience: 17 years 05 Years in a managerial position and has handled R&D projects independently (viz. PI or Co-PI of Scientific studies, Head of Research Groups/ Centres/ Institutes/ Laboratories) AND 03 Years regular service in the pay matrix level-14 or equivalent as amended from time to time Notes: - PhD will be considered as 4 years' experience (irrespective of the duration taken to complete the degree). * - MD/MS or equivalent to be considered as 3 years' experience. * - MVSc will be considered as 2 years' experience. * - MPH/M.Tech/M.E will not be considered as any experience. - Experience in Research & Development related to Biomedical Sciences in Govt./Public sector/ Private Institutions (specify requirement) will be admissible.

		6. In case applicants are from Private sector or laboratories/Institutions abroad the screening Committee shall decide the equivalency of Pay Scale. 7. The qualifications and experience may be relaxed in the case of exceptionally meritorious candidates, with the approval of the President, Governing Council, ICMR-for reasons to be recorded in writing. <u>* Provided the period spent on obtaining minimum essential educational qualification shall not count towards experience.</u>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	NA
9	Period of probation, if any	NA
10	Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	A. By Direct Recruitment: 3 years, extendable by maximum 2 years, or till superannuation, whichever is earlier. (During the tenure, if the incumbent is from ICMR, he/she will hold lien on his/ her substantive post at ICMR) B. By Deputation (Including Short Term Contract): 3 years (extendable maximum by 2 years. For further details, See point no. 11.)
11	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made	For Deputation (Including Short Term Contract): Scientists from the Central Government or State Government or recognized autonomous organisations of the Central Government or State Government or Research Institutes or Universities: a. Holding analogous post on regular basis; or b. Possessing the same essential qualifications and experience prescribed for direct recruits as mentioned in point no. 7. Note 1. The maximum age limit for appointment by deputation shall not exceed 58 years as on the last date of applications. Note 2. ICMR Scientists shall not be eligible for appointment on deputation. They shall apply under Direct Recruitment. Note 3. The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or other organization/Department of the Central Government shall ordinarily not exceed 5 years.
12	If a departmental promotion committee exists what is its composition	NA
13	Circumstances under which UPSC is to be consulted in making recruitment	NA

RECRUITMENT RULES FOR THE POST OF DIRECTOR (NATIONAL INSTITUTE OF ONE HEALTH, NAGPUR)

1	Name of post	Director, National Institute of One Health, Scientist- H Level
2	Number of post	1
3	Classification of post	Group A - Scientific
4	Pay Band and Grade Pay/ Pay Scale	Pay Level - 15 (Rs.182200-224100)
5	Selection post or Non- Selection post	NA
6	Age limit for Direct recruits	Not exceeding 58 years Note: In addition to the existing Government of India instructions on age relaxation, the prescribed age limit may be relaxed in the case of exceptionally meritorious candidates, based on their CVs/experience, with the approval of the President, Governing Council, ICMR-for reasons to be recorded in writing.
7	Educational and other qualifications required for direct recruits	Essential Qualification: MBBS and MD or equivalent degree recognised by MCI/NMC OR Master's Degree in a subject related to Biomedical sciences or MBBS or equivalent degree, recognised by MCI/NMC, with Ph.D from a recognised University in a subject related to "One Health" Essential Experience: 17 years 05 Years in a managerial position and has handled R&D projects independently (viz. PI or Co-PI of Scientific studies, Head of Research Groups/ Centres/ Institutes/ Laboratories) AND 03 Years regular service in the pay matrix level-14 or equivalent as amended from time to time Desirable Experience: - Expertise in areas of Human Health, Animal Health and their interface with the environment - R & D work in microbiology, virology, immunology, infectious diseases, epidemiology, disease surveillance - High impact publications in international and national journals. - National and international networking with institutes on infectious diseases and public health. Notes: 1. PhD will be considered as 4 years' experience

		(irrespective of the duration taken to complete the degree). * 2. MD/MS or equivalent to be considered as 3 years' experience. * 3. MVSc will be considered as 2 years' experience. * 4. MPH/M.Tech/M.E will not be considered as any experience. 5. Experience in Research & Development related to Biomedical Sciences in Govt./Public sector/ Private Institutions (specify requirement) will be admissible. 6. In case applicants are from Private sector or laboratories/Institutions abroad the screening Committee shall decide the equivalency of Pay Scale. 7. The qualifications and experience may be relaxed in the case of exceptionally meritorious candidates, with the approval of the President, Governing Council, ICMR-for reasons to be recorded in writing. <u>* Provided the period spent on obtaining minimum essential educational qualification shall not count towards experience.</u>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	NA
9	Period of probation, if any	NA
10	Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	A. By Direct Recruitment: 5 years, extendable by maximum 5 years, or till superannuation, whichever is earlier. (During the tenure, if the incumbent is from ICMR, he/she will hold lien on his/ her substantive post at ICMR) B. By Deputation (Including Short Term Contract): 5 years (extendable maximum by 2 years. For further details, See point no. 11.)
11	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made	For Deputation (Including Short Term Contract): Scientists from the Central Government or State Government or recognized autonomous organisations of the Central Government or State Government or Research Institutes or Universities: a. Holding analogous post on regular basis; or b. Possessing the same essential qualifications and experience prescribed for direct recruits as mentioned in point no. 7. Note 1. The maximum age limit for appointment by deputation shall not exceed 58 years as on the last date of applications. Note 2. ICMR Scientists shall not be eligible for appointment on deputation. They shall apply under Direct Recruitment. Note 3. The period of deputation including the period of deputation in another ex-cadre post held

		immediately preceding this appointment in the same or other organization/Department of the Central Government shall ordinarily not exceed 5 years.
12	If a departmental promotion committee exists what is its composition	NA
13	Circumstances under which UPSC is to be consulted in making recruitment	NA

RECRUITMENT RULES FOR THE POST OF DIRECTOR

1	Name of post	Director
2	Number of post	26
3	Classification of post	Group A - Scientific
4	Pay Band and Grade Pay/ Pay Scale	Pay Level - 14 (Rs.144200-218200)
5	Selection post or Non- Selection post	NA
6	Age limit for Direct recruits	Not exceeding 58 years Note: In addition to the existing Government of India instructions on age relaxation, the prescribed age limit may be relaxed in the case of exceptionally meritorious candidates, based on their CVs/experience, with the approval of the President, Governing Council, ICMR-for reasons to be recorded in writing.
7	Educational and other qualifications required for direct recruits	Essential Qualification: MD/MS or equivalent degree recognised by MCI/NMC OR MBBS or equivalent degree recognised by MCI/NMC with MPH from a recognised University. OR Master's Degree in a subject related to Biomedical sciences or MBBS or equivalent degree, recognised by MCI/NMC, with Ph.D. from a recognised University in a subject related to Biomedical sciences For ICMR-NARFBR, Hyderabad: MVSc& AH or equivalent degree recognised by VCI with Ph.D in a subject related to Biomedical sciences. Essential Experience: 15 years 05 Years in a managerial position and has handled R&D projects independently (viz. PI or Co-PI of Scientific studies, Head of Research Groups/ Centres/ Institutes/ Laboratories) and 02 Years regular service in the pay matrix level-13-A or 07 Years regular service in the pay matrix level-13, or equivalent as amended from time to time. Notes: - PhD will be considered as 4 years' experience (irrespective of the duration taken to complete the degree). * - MD/MS or equivalent to be considered as 3 years' experience. * - MVSc will be considered as 2 years' experience. * - MPH/M.Tech/ME will not be considered as any experience.

		5. Experience in Research & Development related to Biomedical Sciences in Govt./Public sector/ Private Institutions (specify requirement) will be admissible. 6. In case applicants are from Private sector or laboratories/Institutions abroad the screening Committee shall decide the equivalency of Pay Scale. 7. The qualifications and experience may be relaxed in the case of exceptionally meritorious candidates, with the approval of the President, Governing Council, ICMR-for reasons to be recorded in writing. <u>* Provided the period spent on obtaining minimum essential educational qualification shall not count towards experience.</u>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	NA
9	Period of probation, if any	NA
10	Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	A. By Direct Recruitment: 5 years, extendable by maximum 5 years, or till superannuation, whichever is earlier. Note: (i) ICMR Scientists, on completion of the tenure (including extension, if any) as Director, shall be given the position of Scientist G in any of the Institutes/Centres/HQ of ICMR, till superannuation. The pay and allowance shall be protected in accordance to rules. During the tenure as Director, the ICMR Scientists shall hold lien on his/ her substantive post at ICMR. (ii) A Non-ICMR Scientist holding the tenure post of Director can be considered for absorption in ICMR as Director's Grade Scientist i.e., Scientist G, subject to availability of vacancy in the scientific cadre, on completion of minimum 5 years of continuous regular service as Director. B. By Deputation (Including Short Term Contract) / Absorption: 5 years (extendable maximum by 5 years, only if the incumbent is absorbed in ICMR. For further details, see point no. 11.)
11	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made	For Deputation (Including Short-Term Contract) / Absorption: Scientists from the Central Government or State Government or recognized autonomous organisations of the Central Government or State Government or Research Institutes or Universities: a. Holding analogous post on regular basis; or b. Possessing the same essential qualifications and experience prescribed for direct recruits as mentioned in point no. 7.

		Note 1. The tenure of deputation shall be 5 years (extendable maximum by 5 years, only if the incumbent is absorbed in ICMR) Note 2. The incumbent holding the post of Director on deputation can be considered for absorption in ICMR as Director's Grade Scientist i.e., Scientist G/Head, subject to availability of vacancy in the scientific cadre, on completion of minimum 5 years of continuous regular service as Director. Note 3. The maximum age limit for appointment by deputation shall not exceed 58 years as on the last date of applications. Note 4. ICMR Scientists shall not be eligible for appointment on deputation. They shall apply under Direct Recruitment. Note 5. The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or other organization/Department of the Central Government shall ordinarily not exceed 5 years.
12	If a departmental promotion committee exists what is its composition	NA
13	Circumstances under which UPSC is to be consulted in making recruitment	NA

RECRUITMENT RULES FOR THE POST OF SCIENTIST G/HEAD

1	Name of post	Scientist-G/ Head
2	Number of post	3
3	Classification of post	Group A - Scientific
4	Pay Band and Grade Pay/ Pay Scale	Pay Level - 14 (Rs.144200-218200)
5	Selection post or Non- Selection post	NA
6	Age limit for Direct recruits	Not exceeding 58 years Note: In addition to the existing Government of India instructions on age relaxation, the prescribed age limit may be relaxed in the case of exceptionally meritorious candidates, based on their CVs/experience, with the approval of the President, Governing Council, ICMR-for reasons to be recorded in writing.
7	Educational and other qualifications required for direct recruits	Essential Qualification: MD/MS or equivalent degree recognised by MCI/NMC OR MBBS or equivalent degree recognised by MCI/NMC with MPH from a recognised University. OR Master's Degree in a subject related to Biomedical sciences or MBBS or equivalent degree, recognised by MCI/NMC with Ph.D. from a recognised University in a subject related to Biomedical sciences. Essential Experience: 15 years 05 Years in a managerial position and has handled R&D projects independently (viz. PI or Co-PI of Scientific studies; Head of Research Groups/ Centres/ Institutes/ Laboratories) AND 02 Years regular service in the pay matrix level-13-A or 07 Years regular service in the pay matrix level-13, or equivalent as amended from time to time. Notes: - PhD will be considered as 4 years' experience (irrespective of the duration taken to complete the degree). * - MD/MS or equivalent to be considered as 3 years' experience. * - MVSc will be considered as 2 years' experience. * - MPH/M.Tech/M.E will not be considered as any experience. - Experience in Research & Development related to Biomedical Sciences in Govt./Public sector/ Private Institutions (specify requirement) will be admissible.

		6. In case, applicants are from Private sector or laboratories/Institutions abroad the screening Committee shall decide the equivalency of Pay Scale. 7. The qualifications and experience may be relaxed in the case of exceptionally meritorious candidates, with the approval of the President, Governing Council, ICMR-for reasons to be recorded in writing. <u>* Provided the period spent on obtaining minimum essential educational qualification shall not count towards experience.</u>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	In case of promotion to Scientist - 'G' post under RFCS, age criteria shall not apply, but the prescribed educational qualifications and experience shall continue to apply.
9	Period of probation, if any	NA
10	Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	A. By Direct Recruitment: 5 years, extendable by maximum 5 years, or till superannuation, whichever is earlier. Note: (i) ICMR Scientists, on completion of the tenure (including extension, if any) as Scientist G/ Head, shall be given the position of Scientist G in any of the Institutes/Centres/HQ of ICMR, till superannuation. The pay and allowance shall be protected in accordance to rules. During the tenure as Scientist G/Head, the ICMR Scientists shall hold lien on his/ her substantive post at ICMR. (ii) A Non-ICMR Scientist holding the tenure post of Scientist G/ Head can be considered for absorption in ICMR as Scientist G, subject to availability of vacancy in the scientific cadre, on completion of minimum 5 years of continuous regular service as Scientist G/ Head. B. By Deputation (Including Short Term Contract) / Absorption: 5 years (extendable maximum by 5 years, only if incumbent is absorbed in ICMR. For further details, See point no. 11.)
11	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made	For Deputation (Including Short Term Contract)/ Absorption: Scientists from the Central Government or State Government or recognized autonomous organisations of the Central Government or State Government or Research Institutes or Universities: a. Holding analogous post on regular basis in the present cadre or department. OR b. Possessing the same essential qualifications and experience prescribed for direct recruits as mentioned in

		point no. 7. Note 1. The tenure of deputation shall be 5 years (extendable maximum by 5 years, only if incumbent is absorbed in ICMR) Note 2. The incumbent holding the post of Scientist G/ Head on deputation can be considered for absorption in ICMR as Scientist G, subject to availability of vacancy in the scientific cadre, on completion of minimum 5 years of continuous regular service as Scientist G/ Head. Note 3. The maximum age limit for appointment by deputation shall not exceed 58 years as on the last date of applications. Note 4. ICMR Scientists shall not be eligible for appointment on deputation. They shall apply under Direct Recruitment. Note 5. The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or other organization/Department of the Central Government shall ordinarily not exceed 5 years. Note 6. ICMR officers in the feeder grade who are in the direct line of promotion shall not be eligible for appointment on deputation. Similarly, officers appointed on deputation shall not be eligible for consideration for promotion.
12	If a departmental promotion committee exists what is its composition	In case of promotion to Scientist - 'G' post under RFCS, Assessment Promotion is to be carried out through Departmental Peer Review Committee (DPRC), constituted as per the composition laid down in Schedule II D of ICMR HRSC Rules, 2025.
13	Circumstances under which UPSC is to be consulted in making recruitment	NA

RECRUITMENT RULES FOR THE POST OF SCIENTIST - F

1	Name of post	Scientist F
2	Number of post	3
3	Classification of post	Group A - Scientific
4	Pay Band and Grade Pay/ Pay Scale	Pay Level - 13A (Rs.131100-216600)
5	Selection post or Non- Selection post	NA
6	Age limit for Direct recruits	Not exceeding 52 years Note: In addition to the existing Government of India instructions on age relaxation, the prescribed age limit may be relaxed in the case of exceptionally meritorious candidates, based on their CVs/experience, with the approval of the DG, ICMR-for reasons to be recorded in writing.
7	Educational and other qualifications required for direct recruits	Essential Qualification: <u>Medical:</u> MD/MS or equivalent degree recognised by MCI/NMC OR MBBS or equivalent degree, recognised by MCI/NMC, with MPH from a recognised university OR MBBS or equivalent degree, recognised by MCI/NMC, with Ph.D. from a recognised University, in a subject related to Biomedical sciences. <u>Dental:</u> MDS or equivalent degree recognised by DCI OR BDS degree recognised by DCI, with MPH from a recognised university OR BDS degree recognised by DCI, with Ph.D. from a recognised University, in a subject related to Biomedical sciences <u>Veterinary:</u> MVSc& AH or equivalent degree recognised by VCI OR Ph.D. from a recognised University in Veterinary Science or in a subject related to Biomedical sciences, after B. V.Sc& AH <u>Non-Medical:</u> Master's with PhD. from a recognised University in a subject related to Biomedical Sciences OR

		M. Pharm/ M.Sc (Pharmacology)/ Pharm-D with PhD from a recognised University, in a subject related to Biomedical Sciences <u>IT / Computer Science:</u> ME/M.Tech (Computer Science) from a recognised University OR M.Sc (IT/Computer Science) / MCA or 4 years B.E or B. Tech or B. Sc (Engineering) (Computer Science/ IT) with Ph.D. from a recognised University in a subject related to IT/ Computer Science. Essential Experience: 12 Years (including 3 years of managerial experience) Notes: 1. PhD will be considered as 4 years' experience (irrespective of the duration taken to complete the degree). * 2. MD/MS or equivalent to be considered as 3 years' experience. * 3. MVSc will be considered as 2 years' experience. * 4. MPH/M. Tech/M.E will not be considered as any experience. 5. Experience in Research & Development related to Biomedical Sciences, relevant to the job requirements (specify requirement) in Govt./Public sector/Private Institutions will be admissible. 6. The qualifications and experience may be relaxed in the case of exceptionally meritorious candidates, with the approval of the DG, ICMR-for reasons to be recorded in writing. <u>* Provided the period spent on obtaining minimum essential educational qualification shall not count towards experience.</u>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Age: No EQ: Yes
9	Period of probation, if any	1 year for Direct Recruits
10	Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment/Deputation(Including ISTC)/Absorption Note: The post of Scientist F shall be filled by any of the methods mentioned above. The method of recruitment shall be decided by the DG, ICMR on each occasion depending on the specific requirements and workload.
11	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made	For Deputation (Including Short Term Contract)/ Absorption: Scientists from the Central Government or State Government or recognized autonomous organisations of the Central Government or State Government or Research Institutes or Universities:

		a. Holding analogous post on regular basis in the present cadre or department; OR b. With 5 years' service rendered after appointment to the post on a regular basis in Pay level 13 (Rs 123100-215900) or equivalent in the present cadre or department ; AND c. Possessing the same essential qualifications and experience prescribed for direct recruits as mentioned in point no. 7. Note 1. Period of Deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or other organisation/Department of the Central Govt. shall ordinarily not exceed 5 years. Note 2. The maximum age limit for appointment by deputation shall not exceed 56 years, as on the closing date of receipt of applications. Note 3. The incumbent holding the post of Scientist F on deputation can be considered for absorption in ICMR as Scientist F, subject to availability of vacancy in scientific cadre, on completion of minimum 3 years of continuous regular service as Scientist F. Note 4. ICMR officers in the feeder grade who are in the direct line of promotion shall not be eligible for appointment on deputation. Similarly, officers appointed on deputation shall not be eligible for consideration for promotion.
12	If a departmental promotion committee exists what is its composition	Departmental Peer Review Committee, mentioned in Schedule II D of ICMR, HRSC Rules, 2025
13	Circumstances under which UPSC is to be consulted in making recruitment	NA

RECRUITMENT RULES FOR THE POST OF SCIENTIST - E

1	Name of post	Scientist E
2	Number of post	81
3	Classification of post	Group A - Scientific
4	Pay Band and Grade Pay/ Pay Scale	Pay Level - 13 (Rs.123100-215900)
5	Selection post or Non- Selection post	NA
6	Age limit for Direct recruits	Not exceeding 50 years Note: In addition to the existing Government of India instructions on age relaxation, the prescribed age limit may be relaxed in the case of exceptionally meritorious candidates, based on their CVs/experience, with the approval of the DG, ICMR-for reasons to be recorded in writing.
7	Educational and other qualifications required for direct recruits	Essential Qualification: <u>Medical:</u> MD/MS or equivalent degree recognised by MCI/NMC OR MBBS or equivalent degree, recognised by MCI/NMC, with MPH from a recognised university OR MBBS or equivalent degree, recognised by MCI/NMC, with Ph.D. from a recognised University, in a subject related to Biomedical sciences <u>Dental:</u> MDS or equivalent degree recognised by DCI OR BDS degree recognised by DCI, with MPH from a recognised university OR BDS degree recognised by DCI, with Ph.D. from a recognised University, in a subject related to Biomedical sciences <u>Veterinary:</u> MVSc& AH or equivalent degree recognised by VCI OR Ph.D. from a recognised University in Veterinary Science or in a subject related to Biomedical sciences, after B. V.Sc& AH <u>Non-Medical:</u> Masters with PhD. from a recognised University in a subject related to Biomedical Sciences OR

		M. Pharm/ M.Sc (Pharmacology)/ Pharm-D with PhD. from a recognised University in a subject related to Biomedical Sciences <u>IT / Computer Science:</u> ME/M.Tech (Computer Science) from a recognised University OR M.Sc (IT/Computer Science) / MCA or 4 years B.E or B. Tech or B.Sc (Engineering) (Computer Science/ IT) with Ph.D. from a recognised University in a subject related to IT/ Computer Science. Essential Experience: 10 Years (including 2 years of managerial experience) Notes: 1. PhD will be considered as 4 years' experience (irrespective of the duration taken to complete the degree). * 2. MD/MS or equivalent to be considered as 3 years' experience. * 3. MVSc will be considered as 2 years' experience. * 4. MPH/M. Tech/ME will not be considered as any experience. 5. Experience in Research & Development related to Biomedical Sciences, relevant to the job requirements (specify requirement) in Govt./Public sector/Private Institutions will be admissible. 6. The qualifications and experience may be relaxed in the case of exceptionally meritorious candidates, with the approval of the DG, ICMR-for reasons to be recorded in writing. <u>* Provided the period spent on obtaining minimum essential educational qualification shall not count towards experience.</u>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Age: No EQ: Yes
9	Period of probation, if any	1 year for Direct Recruits
10	Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment/Deputation(Including ISTC)/Absorption Note: The post of Scientist E shall be filled by any of the methods mentioned above. The method of recruitment shall be decided by the DG, ICMR on each occasion depending on the specific requirements and workload.
11	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made	For Deputation (Including Short Term Contract)/ Absorption: Scientists from the Central Government or State Government or recognized autonomous organisations of the Central Government or State Government or Research Institutes or Universities:

		a. Holding analogous post on regular basis in the present cadre or department; OR b. With 4 years' service, rendered after appointment to the post, on a regular basis in Pay level 12 (Rs.78,800-2,09,200) or equivalent in the present cadre or department ; AND c. Possessing the same essential qualifications and experience prescribed for direct recruits as mentioned in point no. 7. Note 1. Period of Deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or other organisation/Department of the Central Govt. shall ordinarily not exceed 5 years. Note 2. The maximum age limit for appointment by deputation shall not exceed 56 years, as on the closing date of receipt of applications. Note 3. The incumbent holding the post of Scientist E on deputation can be considered for absorption in ICMR as Scientist E, subject to availability of vacancy in scientific cadre, on completion of minimum 3 years of continuous regular service as Scientist E. Note 4. ICMR officers in the feeder grade who are in the direct line of promotion shall not be eligible for appointment on deputation. Similarly, officers appointed on deputation shall not be eligible for consideration for promotion.
12	If a departmental promotion committee exists what is its composition	Assessment Board, mentioned in Schedule IIC of ICMR, HRSC Rules, 2025
13	Circumstances under which UPSC is to be consulted in making recruitment	NA

RECRUITMENT RULES FOR THE POST OF SCIENTIST - D

1	Name of post	Scientist D
2	Number of post	88
3	Classification of post	Group A - Scientific
4	Pay Band and Grade Pay/ Pay Scale	Pay Level - 12 (Rs.78800-209200)
5	Selection post or Non- Selection post	NA
6	Age limit for Direct recruits	Not exceeding 45 years Note: In addition to the existing Government of India instructions on age relaxation, the prescribed age limit may be relaxed in the case of exceptionally meritorious candidates, based on their CVs/experience, with the approval of the DG, ICMR-for reasons to be recorded in writing.
7	Educational and other qualifications required for direct recruits	<u>Medical:</u> Essential: MBBS or equivalent degree recognised by MCI/NMC Desirable: MD/MS or equivalent degree recognised by MCI/NMC or MPH from a recognised university OR Ph.D. from a recognised University in a subject related to Biomedical sciences <u>Dental:</u> Essential: BDS degree recognised by DCI Desirable: MDS or equivalent degree recognised by DCI or MPH from a recognised university OR Ph.D. from a recognised University in a subject related to Biomedical sciences <u>Veterinary:</u> Essential: B.V. Sc& AH degree recognised by VCI Desirable: MVSc& AH or equivalent degree recognised by VCI OR Ph.D. from a recognised University in a subject related to Biomedical sciences or Veterinary Science. <u>Non-Medical:</u> Essential:

		Masters from a recognised University in a subject related to Biomedical Sciences OR Pharm-D degree recognised by UGC/PCI Desirable: Ph.D. from a recognised University in a subject related to Biomedical sciences <u>IT / Computer Science:</u> Essential: ME/M.Tech (Computer Science) from a recognised University OR M.Sc (IT/Computer Science) / MCA or 4 years B.E or B. Tech or B. Sc (Engineering) (Computer Science/ IT) with Ph.D. from a recognised University in a subject related to IT/ Computer Science. Desirable: Ph.D. from a recognised University in a subject related to IT/ Computer Science Essential Experience: 8 Years Notes: 1. PhD will be considered as 4 years' experience (irrespective of the duration taken to complete the degree). * 2. MD/MS or equivalent to be considered as 3 years' experience. * 3. MVSc will be considered as 2 years' experience. * 4. MPH/M. Tech/ME will not be considered as any experience. 5. Experience in Research & Development related to Biomedical Sciences, relevant to the job requirements (specify requirement) in Govt./Public sector/Private Institutions will be admissible. 6. The qualifications and experience may be relaxed in the case of exceptionally meritorious candidates, with the approval of the DG, ICMR-for reasons to be recorded in writing. <u>* Provided the period spent on obtaining minimum essential educational qualification shall not count towards experience.</u>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Age: No EQ: Yes
9	Period of probation, if any	1 year for Direct Recruits
10	Method of recruitment whether by direct recruitment or by promotion	Direct Recruitment/Deputation (Including ISTC)/Absorption Note:

	or by deputation/ absorption and percentage of the vacancies to be filled by various methods	The post of Scientist D shall be filled by any of the methods mentioned above. The method of recruitment shall be decided by the DG, ICMR on each occasion depending on the specific requirements and workload.
11	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made	For Deputation (Including Short Term Contract)/ Absorption: Scientists from the Central Government or State Government or recognized autonomous organisations of the Central Government or State Government or Research Institutes or Universities: a. Holding analogous post on regular basis in the present cadre or department; OR b. With 4years' service rendered after appointment to the post on a regular basis in Pay level 11 (Rs.67,700-2,08,700) or equivalent in the present cadre or department ; AND c. Possessing the same essential qualifications and experience prescribed for direct recruits as mentioned in point no. 7. Note 1. Period of Deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or other organisation/Department of the Central Govt. shall ordinarily not exceed 5 years. Note 2. The maximum age limit for appointment by deputation shall not exceed 56 years, as on the closing date of receipt of applications. Note 3. The incumbent holding the post of Scientist D on deputation can be considered for absorption in ICMR as Scientist D, subject to availability of vacancy in scientific cadre, on completion of minimum 3 years of continuous regular service as Scientist D. Note 4. ICMR officers in the feeder grade who are in the direct line of promotion shall not be eligible for appointment on deputation. Similarly, officers appointed on deputation shall not be eligible for consideration for promotion.
12	If a departmental promotion committee exists what is its composition	Assessment Board, mentioned in Schedule IIC of ICMR, HRSC Rules, 2025
13	Circumstances under which UPSC is to be consulted in making recruitment	NA

RECRUITMENT RULES FOR THE POST OF SCIENTIST - C

1	Name of post	Scientist C
2	Number of post	233
3	Classification of post	Group A - Scientific
4	Pay Band and Grade Pay/ Pay Scale	Pay Level-11 (Rs.67700-208700)
5	Selection post or Non- Selection post	NA
6	Age limit for Direct recruits	Not exceeding 40 years Note: In addition to the existing Government of India instructions on age relaxation, the prescribed age limit may be relaxed in the case of exceptionally meritorious candidates, based on their CVs/experience, with the approval of the DG, ICMR-for reasons to be recorded in writing.
7	Educational and other qualifications required for direct recruits	<u>Medical:</u> Essential: MBBS or equivalent degree recognised by MCI/NMC Desirable: MD/MS or equivalent degree recognised by MCI/NMC or MPH from a recognised university OR Ph.D. from a recognised University in a subject related to Biomedical sciences <u>Dental:</u> Essential: BDS degree recognised by DCI Desirable: MDS or equivalent degree recognised by DCI or MPH from a recognised university OR Ph.D. from a recognised University in a subject related to Biomedical sciences <u>Veterinary:</u> Essential: B.V. Sc& AH degree recognised by VCI Desirable: M.V. Sc& AH or equivalent degree recognised by VCI OR Ph.D. from a recognised University in a subject related to Biomedical sciences or Veterinary Science. <u>Non-Medical:</u> Essential:

		Masters from a recognised University in a subject related to Biomedical Sciences OR Pharm-D degree recognised by UGC/PCI Desirable: Ph.D. from a recognised University in a subject related to Biomedical sciences <u>IT / Computer Science:</u> Essential: ME/M.Tech (Computer Science) from a recognised University OR M.Sc (IT/Computer Science) / MCA or 4 years B.E or B. Tech or B. Sc (Engineering) (Computer Science/ IT) with Ph.D. from a recognised University in a subject related to IT/ Computer Science. Desirable: Ph.D. from a recognised University in a subject related to IT/ Computer Science Essential Experience: 4 Years Notes: 1. PhD will be considered as 4 years' experience (irrespective of the duration taken to complete the degree). * 2. MD/MS or equivalent to be considered as 3 years' experience. * 3. MVSc will be considered as 2 years' experience. * 4. MPH/ M.Tech/M.E will not be considered as any experience. 5. Experience in Research & Development related to Biomedical Sciences, relevant to the job requirements (specify requirement) in Govt./Public sector/Private Institutions will be admissible. 6. The qualifications and experience may be relaxed in the case of exceptionally meritorious candidates, with the approval of the DG, ICMR-for reasons to be recorded in writing. <u>* Provided the period spent on obtaining minimum essential educational qualification shall not count towards experience.</u>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Age: No EQ: Yes
9	Period of probation, if any	1 year for Direct Recruits
10	Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the	Direct Recruitment/Deputation(Including ISTC)/Absorption Note: The post of Scientist C shall be filled by any of the methods mentioned above. The method of recruitment shall be

	vacancies to be filled by various methods	decided by the DG, ICMR on each occasion depending on the specific requirements and workload.
11	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made	For Deputation (Including Short Term Contract)/ Absorption: Scientists from the Central Government or State Government or recognized autonomous organisations of the Central Government or State Government or Research Institutes or Universities: a. Holding analogous post on regular basis in the present cadre or department; OR b. With 3 years' service rendered, after appointment to the post on a regular basis in Pay level 10 (Rs.56,100-1,77,500) or equivalent in the present cadre or department; AND c. Possessing the same essential qualifications and experience prescribed for direct recruits as mentioned in point no. 7. Note 1. Period of Deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or other organisation/Department of the Central Govt. shall ordinarily not exceed 5 years. Note 2. The maximum age limit for appointment by deputation shall not exceed 56 years, as on the closing date of receipt of applications. Note 3. The incumbent holding the post of Scientist C on deputation can be considered for absorption in ICMR as Scientist C, subject to availability of vacancy in scientific cadre, on completion of minimum 2 years of regular service as Scientist C. Note 4. ICMR officers in the feeder grade who are in the direct line of promotion shall not be eligible for appointment on deputation. Similarly, officers appointed on deputation shall not be eligible for consideration for promotion.
12	If a departmental promotion committee exists what is its composition	Assessment Board, mentioned in Schedule IIC of ICMR, HRSC Rules, 2025
13	Circumstances under which UPSC is to be consulted in making recruitment	NA

RECRUITMENT RULES FOR THE POST OF SCIENTIST - B

1	Name of post	Scientist B
2	Number of post	456
3	Classification of post	Group A - Scientific
4	Pay Band and Grade Pay/ Pay Scale	Pay Level - 10 (Rs.56100-177500)
5	Selection post or Non- Selection post	NA
6	Age limit for Direct recruits	Not exceeding 35 years Note: In addition to the existing Government of India instructions on age relaxation, the prescribed age limit may be relaxed in the case of exceptionally meritorious candidates, based on their CVs/experience, with the approval of the DG, ICMR-for reasons to be recorded in writing.
7	Educational and other qualifications required for direct recruits	Essential: <u>Medical:</u> MBBS or equivalent degree recognised by MCI/NMC <u>Dental:</u> BDS degree recognised by DCI <u>Veterinary:</u> B.V. Sc& AH degree recognised by VCI <u>Non-Medical:</u> Masters from a recognised University, in a subject related to Biomedical Sciences OR Pharm-D degree recognised by UGC/PCI <u>IT / Computer Science:</u> ME/M.Tech (Computer Science) from a recognised University OR M.Sc (IT/Computer Science) / MCA or 4 years B.E or B. Tech or B. Sc (Engineering) (Computer Science/ IT) with Ph.D. from a recognised University in a subject related to IT/ Computer Science. Desirable Experience: Experience in Research & Development related to Biomedical Sciences, relevant to the job requirement in a Govt./Public sector/Private Institutions. Note: 1. In case applicants are from Private sector or laboratories/Institutions abroad the screening Committee shall decide the equivalency of Pay Scale. 2. The qualifications and experience may be relaxed in the case of exceptionally meritorious candidates, with the approval of the DG, ICMR-for reasons to be recorded in

		writing.
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	NA
9	Period of probation, if any	2 years for Direct Recruits
10	Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment
11	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made	NA
12	If a departmental promotion committee exists what is its composition	NA
13	Circumstances under which UPSC is to be consulted in making recruitment	NA

Annexure I

Definition of Scientist and Scientific posts as per DoPT OM dated 13-03-2024

- **Scientific Post**

A Scientific Post is the one where the incumbent of which is a 'Scientist or Engineer' defined as below in a scientific institution/organization declared as 'Scientific Department' by following due procedure and is engaged in creating new scientific knowledge or innovative engineering, technological or medical techniques or which is involved predominantly in professional research work and development.

- **Definition of Scientists and Engineers**

Scientists and Engineers are persons who:

- (a) are recruited as such and continue to hold a scientific post as defined above; and
- (b) possessed academic qualification of at least Master's Degree in Physical/ Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/ Computational and Information/Agricultural Sciences from a recognised University or Institute; OR Bachelor's Degree in Engineering/ Technology/Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute.

ANNEXURE-II**DoPT OM No. 2/41/97-PIC dated 9th Nov 1998****CRITERIA FOR CONSIDERING PROMOTIONS UNDER FLEXIBLE
COMPLEMENTING SCHEME**

(a) All officer will be first screened on the basis or grading in the Annual confidential Reports (ACRs) for consideration for promotion, the ACRs should be assessed on a 10 point scale giving 10 marks for "outstanding", 8 marks for "very good", 6 marks for "good", 4 marks for "average" and 0 for "poor", and only those officers who satisfy the minimum residency period linked to their performance as indicated in the table below be screened in.

Number of years in the grade						
	3	4	5	6	7	8
Minimum percentage for eligibility						
Scientist B to C	*85%	80%	70%	65%	60%	
Scientist C to D		*85%	80%	75%	70%	60%
Scientist D to E		*85%	80%	75%	70%	60%
Scientist E to F			*85%	80%	75%	70%
Scientist F to G			*85%	80%	75%	70%

*Amended by DoPT OM No. A.B.14017/32/2002-Estt(RR)

Exceptionally meritorious candidates with all outstanding gradings may be granted relaxation in the residency period, the relaxation being not more than one year on any single occasion. Such a relaxation will be limited to a maximum of two occasions in their entire career.

(b) As the procedure adopted for assessment of CRs in various Scientific Departments differ at present, it has been decided that an external member, from Departments of Atomic Energy, Space or DRDO who have developed over the years a fine tuned system of screening in meritorious Scientists may be co-opted in the selection process, till such time a system gets established in other scientific Departments. The position will, however, be reviewed after 5 years from the date of issue of this office Memorandum.

(c) All officers who are screened - in will be called for an interview. The performance in the interview will also be graded similarly on a 10 point scale and the eligibility for promotion will be based on the same norms as in the above Table.

(d) Field experience in research and development and/or experience in implementation of such scientific projects is compulsory for promotion of scientists recruited to the posts in the Secretariat of the Scientific Ministries/Departments to higher grades under FCS. Field experience of atleast 2 years and 5 years respectively will be essential for promotion to Scientist F and Scientist G grades respectively. However, during the transitional period, Committee may relax this requirement in case of meritorious candidate.

Year _____

**GOVERNMENT OF INDIA
DEPARTMENT OF _____
REVISED ANNUAL PERFORMANCE AND APPRAISAL REPORT
FORMAT FOR SCIENTISTS WORKING IN INSTITUTES AS WELL AS THE
MINISTRIES/DEPARTMENTS**

PART-1

(The information should be furnished by the Administration/Custodian)

(Identification Information)

1. Name of the Employee:
2. Designation:
3. Employee ID:
4. Date of Birth:
5. Section or Group
6. Area of specialization:
7. Date of joining to the post:
8. E-mail ID:
9. Mobile No.:
10. Year of the Report:

11. Educational Attainments

<i>Qualification</i>	<i>year</i>	<i>Univ/Instt</i>	<i>remarks</i>

12. Employment Details (PDF positions held may be included here)

<i>Grade/post</i>	<i>Lab/Institute</i>	<i>Duration From - To</i>	<i>Remarks</i>

13. Any qualification acquired during the year of Report:

<i>Qualification</i>	<i>year</i>	<i>Univ/Instt</i>	<i>remarks</i>

14. Any training undergone during the year of Report:

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15. Any leave availed during the year of Report:

<i>Sl. No.</i>	<i>Nature of Leave</i>	<i>Period</i>	<i>No. of Days</i>

1.	Maternity leave		
2.	EL		
3.	Study leave		
4.	CCL		

Part - 2

To be filled in by the Scientist reported upon

(Please read carefully the instructions before filling the entries)

1. Brief description of duties

--	--

2. Please specify the programs/ projects assigned to you and your achievement there to in 100 words.

Brief description about the program/ projects/Field study	Your Achievement thereto in 100 words
---	---------------------------------------

3. Please state briefly about major publications/reports/Technology transferred/patents filed/projects managed/social outreach activities/manpower trained not exceeding in 100 words.

--

4. Specific contribution made to different mission of the Government like Atma Nirbhar Bharat, Make in India, Swachh Bharat etc., in bullets (50 words)

--

5. Please brief about the work done/utilization of GeM portal for procurement of goods and services.

--

6. Please state whether annual return on immovable property for the preceding calendar year was filed within the prescribed date i.e. 31st January of the year following the calendar year. If not, the date of filing the return should be given.

--

Date.

Signature of Scientist Reporting Upon

Part - 3

Numerical grading is to be awarded by reporting and reviewing authority which should be on a scale of 1-10 where 1 refers to the lowest grade and 10 to the highest.

(Please read carefully the guidelines before filling entries)

(A) Assessment of work output (weight age to this Section would be 40%)

	Reporting Authority	Reviewing Authority (Refer Para 2 of Part 5)	Initial of Reviewing Authority
(i) Accomplishment of planned work/work allotted as per subject allotted			
(ii) Scientific & Technical Achievements			
(iii) Quality of output			
(iv) Analytical ability			
(v) Accomplishment of exceptional work/unforeseen tasks performed			
Overall Grading on "Work Output"			

B. Assessment of personal attributes (weight age to this Section would be 30%)

	Reporting Authority	Reviewing Authority (Refer Para 2 of Part 5)	Initial of Reviewing Authority
(i) Attitude to work			
(ii) Sense of Responsibility			
(iii) Maintenance of Discipline			

(iv) Communication skills			
(v) Leadership Qualities			
(vi) Capacity to work in team spirit			
(vii) Capacity to adhere to time-schedule			
(viii) Inter-personal relations			
(ix) Overall bearing and personality			
Overall Grading on 'Personal Attributes'			

(C) Assessment of functional competency (weight age to this Section would be 30%)

	Reporting Authority	Reviewing Authority (Refer para 2 of para 5)	Initial of Reviewing Authority
(i) Scientific Capability			
(ii) S&T Foresight and vision			
(iii) Decision making ability			
(iv) Organizing ability			
(v) Ability to motivate and groom sub-ordinates			
(vi) New Initiative			
Overall Grading on 'Functional Competency'			

GENERAL

PART - 4

1. Relation with the public (wherever applicable)

(Please comment on the Scientist's accessibility to the public and responsiveness to their needs)

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2. Training

(Please give recommendations for training with a view to further improving the effectiveness and capabilities of the Scientist

--

3. State of Health

--

4. Integrity

(Please comment on the integrity of the Scientist)

--

5. Pen Picture by Reporting Officer (in about 100 words) on the overall qualities of the Scientist including area of strengths and lesser strength extraordinary achievements, scientific & technical achievements (refer 3 of Part 2) and attitude towards weaker section.

6. Overall numerical grading on the basis of weight age given in Section A, B and C in Part-3 the Report.

Place

Date

Signature of Reporting Officer

Name of Block Letter _____

Designation _____

During the period of report _____

PART -5

1. Remarks of the Reviewing officer

Length of Service under the Reviewing officer

--

2. Do you agree with the assessment made by the reporting officer with respect to the work output and the various attributes in part-3 & Part-4? Do you agree with the assessment of reporting officer? In case you do not agree with any of the numerical assessments of attributes please record your assessment on the column provided for you in that section and initial your entries)

Yes	No
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3. In case of disagreement please specify the reason is there anything you with the modify or add

--

4. Pen Picture by Reviewing Officer, please comment (in about 100 words) on the overall qualities of the Scientist including area of strengths and lesser strength scientific and technical achievements and his attitude towards weaker section

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5. Overall numerical grading on the basis of weightage given in Section-A, Section-B and Section-C in Part-3 of the Report

Place
Date

Signature of the Reviewing Officer
Name in Block Letters _____
Designation _____
The period of Report _____

Guidelines regarding filling up of APAR with numerical grading

- (i) The columns in the APAR should be filled in with due care and attention and after devoting adequate time.
- (ii) It is expected that any grading of 1 or 2 (against work output or attributes or overall grade) would be adequately justified in the pen-picture by way of specific failures and similarly, and grade of 9 or 10 would be justified with respect to specific accomplishments. Grades of 1-2 or 9-10 are expected to be rare occurrences and hence the need to justify them. In awarding a numerical grade the reporting and reviewing authorities should rate the Scientist against a larger population of his/her peers that may be currently working under them.
- (iii) APARs graded between 8 & 10 will be rated as "Outstanding" and will be given a score of 9 for the purpose of calculating average scores for promotion/upgradation under the Scheme.
- (iv) APARs graded between 6 and short of 8 will be rated as "Very good" and will be given a score of 7
- (v) APARs graded between 4 and short of 6 will be rated as "Good" and will be given a score of 5
- (vi) APARs graded below 4 will be given a score of "Zero"

ANNEXURE-IV

ANNUAL WORK REPORT

Self Assessment by the officer reported upon

1. Name :

2. Designation :

3. Area of S&T function :

Part A

4. One page summary of the scientific and technical elements in the work done during the financial year:

4.a. New Initiative taken:

4.b. S&T content of the work done:

4.c. Innovation content of the work done :

5. Brief Description of evaluation parameters related to the officer's work function as given in the Appendix:

Assessment of work output

(Out of the five broad parameters given at Appendix, the Officer may choose at least twenty sub parameters of 5 marks each for 100 marks in total relevant to the work function of the officer).

SL No.	Brief Description of the parameter on which the Officer has to be evaluated	Achievement made there to by the Officer concerned (maximum 50 words each for each sub parameters)
1	Parameter: _____ Sub Parameter a. b. c. . .	
2	Parameter: _____ Sub Parameter a. b. . .	
3	Parameter: _____ Sub Parameter a. b. . .	

4	Parameter: _____ Sub Parameter a. b. . .	
5	Parameter: _____ Sub Parameter a. b. . .	

(signature of the officer reported upon)

Name:

Designation:

Part – B
ASSESSMENT BY THE REPORTING AUTHORITY

1. Do you agree with the evaluation parameters suggested by the Officer?
2. Short summary of the innovative content of the work done
3. Please also indicate the exceptional contribution of the Officer for which he can be considered under exceptionally meritorious category.
4. Overall assessment of the scientific work

SL No.	Parameters	Marks given By the reporting authority
1		
2		
3		
4		
5		
Total Marks Obtained		

Signature of the Reporting Officer
Name:

Designation:

Part 'C'

Internal Screening Committee Report

(This Report has to be prepared by the Level-I Screening Committee after the completion of the residency period for reporting the same to the Assessment Committee)

- 1. Innovative component of the work done during the residency period vis-à-vis work function of the officer:**

- 2. Major achievements (100 words) by the officer during the residency period:**

- 3. Extra ordinary achievements made to be considered under exceptionally meritorious category:**

- 4. New initiative taken in order to achieve the goal / target of the schemes / programs handled:**

- 5. Over all grading of the officer (1 to 10 scale):**

- 6. Relative Assessment with Peers:**

(Top 10%) (10-33%) (33% and below)

Signatures of the Committee Members

Appendix

Parameters* for Evaluation (Officer reported can choose at least twenty sub parameters given below) in consultation with the Reporting Officer

1. S&T Management/S&T Policy Product/Scientific and Technological Aspects
• Extra and Intra mural R&D projects handled/executed/monitored • Scientific Notes/Reports/database created/managed/handled • S&T scheme or projects handled/launched/implemented/facilitated/managed • S&T manuals/brochures/technology status report prepared • S&T cooperation with other countries facilitated • Signing of domestic/international MOU facilitated • SFC/EFC/Cabinet Notes/Projects/Schemes prepared • Technology Intelligence/foresight/assessment reports prepared • Drafting/review of National/International standards for products/process • Preparation of field report/observational data etc. • Output/Outcomes of Research Projects generated • Management of Scientific Resources
2. Knowledge Product
• Publications and invited lectures • Patent/IPR documentation/copyrights/designs • Output/Outcome Analysis for strategic S&T planning • Development/Improvement of new/existing laboratory analytical method • Development/Improvement of new/existing mathematical/statistical/dynamical models • Preparation of data/meta data standards • Development of Algorithms for IT solutions • Development of convergent technology solutions • Design and documentation of application software • Preparation of technology status report
3. S&T Economic Product
• Technology Developed/Facilitated • Technology transferred/licenced/commercialised • Consultancy projects carried out/income generated/EMR Grants receipt • Licensing Fee/Income catalysed/facilitated • Start-ups created • Incubation Facilities created • Technical services/Calibration implemented/facilitated • Maintenance and upgradation of observational and Computational networks • Capacity building • Delivery of statutory/promotional services to industry • Cost cutting Measures Implemented
4. Capacity building and Promotion of S&T
• HRD schemes managed/handled • Skill Development/Rural Development Programme implemented • Technology field demonstration/entrepreneurship training carried out • Science education/knowledge dissemination

• Training course designed and developed including capacity building • PhD/MTech/MSc Students guided/trained
5. S&T Services and Outreach activities
• Outreach materials of R&D outputs disseminated • Artisanal training/Skill Development Initiatives taken • Grass root S&T related actions Technology adapted for local needs • Participation in Field survey, data collection, scientific exploration • Laboratory Accreditation, Good Laboratory Practice • Inspection Survey, R&D Service • Weather, Climate, Ocean, Seismological and Cryospheric services • Environmental impact appraisals, Natural wealth and Hazard Assessment • Testing and calibration service carried out • Energy/environment audit carried out • Design/development of regulatory framework • Software/hardware/electronic products deployed/developed • Good Manufacturing Practices • Projects planning/monitoring/evaluation • Maintenance and enhancement of e-Governance Projects • Design, development and hosting of portals, web applications and websites for information/dissemination • Management and prevention of security threats/vulnerabilities in Cyber Space • Monitoring systems for implementation of Government Schemes and dissemination to public using ICT Tools

*Any other parameter not included above but included in the as S&T Output/Indicator in Annexure-II titled as "Criteria for identifying S&T Agencies/Organisations for implementation of Revised Flexible Complementing Scheme"