

INDIAN COUNCIL OF MEDICAL RESEARCH (ICMR)

Dated: November 2007

In exercise of the powers vested, the President of the Council hereby makes the following rules, namely: -

1. Short title and commencement

- (a) These rules may be called the Health Research Scientists Cadre of Indian Council of Medical Research Rules, 2007.
- (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 (a) 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 appointments 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 II;
- (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 (c) of sub-rule (ii) of rule 7;
- (k) “**Peer 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 clauses (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 II.
- (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 make 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 II 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 or clauses (a), (b) and (c) above 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 the light of qualifications and job specifications for the particular post, namely: -

- (a) By promotion;
- (b) By direct recruitment or campus recruitment;
- (c) By absorption of suitable officers from Ministries or Departments under the Central Government or State Government or Autonomous Organizations of the Central Government or State Government, or recognized Research Institutes or Universities;
- (d) By deputation or on contract of suitable experts or officers or Scientists and technologists from the Central or State Departments or recognized Autonomous Organisations 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 in 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 ---
 - (a) Seventy five per cent vacant posts in the grade of Scientist 'B' shall be filled by direct recruitment or campus recruitment or deputation or on contract or by absorption of suitable officers who were initially appointed on deputation or contract.
 - (b) Twenty five percent vacant posts shall be filled through limited departmental competitive examinations failing which by direct recruitment or on deputation or contract or absorption of suitable officers who were appointed on deputation or contract.
 - (c) In case of the Limited Departmental Competitive Examination, the following criteria shall be followed, namely:
 - (d) Technical Officer 'A' or Technical Officer 'B', or other technical personnel of ICMR in the scale of Rs. 5000-8000 or above having five years' regular service in the grade and possessing the educational qualifications prescribed for direct recruitment for the post of Scientist 'B' in Schedule III, for which there shall be no upper age limit.

- (e) No candidate shall be allowed to avail more than **three** chances at the said departmental examination.
- (f) The posts above grade of Scientist ‘B’ 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 . For posts involving special qualifications, 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 of the post, the task to be achieved and availability of candidates with requisite qualifications and experience both within the cadre and outside.
- (ii) (a) Promotion from one grade to the next higher grade in the Cadre up to the grade of Scientist ‘G’ shall be made under the **Flexible Complementing Scheme** from amongst the officers possessing the educational qualification in Schedule III in accordance with the criteria prescribed for such promotions by the Government vide Department of Personnel and Training Office Memorandum Number 2/41/97- PIC dated the 9th November, 1998, as amended from time to time.
- (b) Promotion to the grade of Scientist ‘H’ shall be subject to availability of posts.
- (c) The DG shall constitute the Internal Screening Committees as specified in Schedule 1A and 1B which shall review the confidential performance appraisal reports of Scientists on completion of minimum residency period as on 31st August of the year to which the assessment boards relate, as indicated below: -

Grade	Minimum residency period
Scientist ‘B’	Three Years
Scientist ‘C’	Four Years
Scientist ‘D’	Four Years
Scientist ‘E’	Five Years
Scientist ‘F’	Five Years
Scientist ‘G’	Three Years
Scientist ‘H’	

- (d) Promotions from Scientist ‘F’ to Scientist ‘G’, from Scientist ‘G’ to Scientist ‘H’, will be on the basis of evaluation of Annual

Confidential Performance Appraisal Reports and assessment by a Peer Committee.

- (e) Provided that exceptionally meritorious candidates consistently earning not less than ninety percent in all their reports may be granted relaxation in the residency period, not exceeding one year on any single occasion on the recommendation of the Internal Screening Committees.
- (f) Provided further that such a relaxation shall be limited to a maximum of two occasions in one's entire career.
- (iii) (a) The Internal Screening Committee shall evolve its own criteria for comparative standards of achievements of scientists within ICMR and for deciding the eligibility of Scientists for consideration by the Assessment Boards, and award average marks for the scientists and shall also follow the criteria, namely:-
 - (b) Internal Screening shall be based on annual confidential appraisal reports for minimum residency period in the grade referred to in clause (c) of sub-rule (ii) of rule 7;
 - (c) Scientists 'B' , Scientists 'C' and Scientists 'D' securing less than 60% marks on an average and Scientist 'E' and Scientist 'F' securing less than 70% marks on an average shall not be eligible for assessment.
 - (d) Relaxation upto three months in the qualifying service for eligibility for assessment shall be given to direct recruits or promotees who join after 1st September for reasons beyond their control.
 - (e) All kinds of leave availed except extra ordinary leave on personal grounds shall count as qualifying service for eligibility for promotion.
 - (f) In case of permanent absorption of a Scientist taken initially on deputation in the same grade in ICMR from other Scientific Departments where Flexible Complementing Scheme is applicable, the entire regular service of that Scientist in the same grade rendered in the parent department shall be counted towards residency period.
 - (g) An officer appointed on deputation in a grade higher than the one

held by him on regular basis in his parent department and later permanently absorbed in the same grade in ICMR Scientists Cadre, the period spent on deputation shall be counted for residency period for promotion to the next higher grade under the flexible complementing scheme, that is, upto the level of Scientist 'G'.

- (h) On regular appointment in the cadre, of a scientists in continuation of contract appointment, the period of service rendered in contract capacity in the grade shall count towards residency period for assessment/promotion provided that the officer is selected for regular appointment at the first attempt. However, his seniority shall be fixed as per guidelines laid down by the Department of Personnel & Training.
- (iv) (a) The DG shall constitute an Assessment Board for interviewing candidates for promotion from the level of Scientist 'B' and upto the level of Scientist 'F' as specified in Schedule 1C.
- (b) More than one Assessment Boards may be constituted at any one time in various stations.
- (c) The DG shall constitute a Peer Committee as specified in Schedule 1D to assess those Scientists 'F' who have completed the prescribed minimum residency period of five years and are recommended by the Internal Screening Committee with the approval of the Chairman for a assessment for promotion to the next higher grade.
- (d) The Committee referred to in clause (c) above shall also assess those Scientists 'G', who have completed three years regular service in the grade and have been recommended by the Internal Screening Committee, for promotion to the post of Scientist 'H' based on merit, achievements, leadership, and managerial qualities. There shall be no assessment interview.
- (v) (a) **Assessment Boards** or Peer Committees shall be convened at least once in a year or at such intervals as may be specified by the ICMR.
- (b) The Assessment Board for promotion upto the level of Scientist 'F' shall submit its recommendations as 'Fit for Promotion' or 'Not Yet Fit. Provided the overall merit of the candidate as judged by the Assessment Board matches with the qualifying

marks required for his residency period, the candidate shall be recommended as “Fit for Promotion”.

- (c) The Peer Committee, taking into consideration merit, achievements, leadership, and managerial qualities etc. shall make recommendations for promotion of Scientists ‘F’ & ‘G’ who have been declared eligible by the internal Screening Committee, to the grades of Scientists ‘G’ & ‘H’ respectively.
- (d) Recommendations of the Assessment Boards or Internal Screening Committee shall be implemented from 1st September of the year to which the Assessment Board or Internal Screening Committee relates except in those cases where specific recommendations are made by the Assessment Board or Internal Screening Committee regarding effective date of promotion.
- (e) The date referred to in 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) Provided that the Scientists who are away on leave on the date, shall assume charge in the grade to which they are promoted with effect from the date they resume duty.
- (g) The non-assumption of duty shall not affect their date of selection or their inter-se-seniority in the higher-grade vis-à-vis the other scientists cleared for promotion by the same Assessment Board.
- (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 grade by the Assessment Board or Internal Screening Committee/Peer 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 Flexible Complementing Scheme, on promotion of a Scientist from one grade to the next higher grade, the post held by him shall stand upgraded automatically and personal to him.
- (vi) (a) The DG shall constitute Recruitment Board for selection by direct recruitment under clause (ii) of rule 5, and the selection shall be by interview or written test or both as specified in Schedule 1E, and the candidates shall be within the age limit as specified in column (4) of Schedule III.
- (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) Provided that selection by direct recruitment through Talent Search Scheme shall be as specified in Schedule IV.
- (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 organisation 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 six 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 officer to become competent and proficient to undertake work related to ICMR.
- (vii) (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) The seniority of officers appointed to the Cadre under rule 5, shall be fixed by the DG, keeping in view the extant orders of the Government on the subject as amended from time to time.

8. Probation

- (a) Persons appointed to the grade of Scientist 'B' of the Cadre either by direct recruitment or through Limited Departmental Competitive Examination or re-employment before the age of superannuation shall be on probation for a period of two years.
- (b) Persons appointed to any other grade of the Cadre, namely, Scientist 'C', Scientist 'D', Scientist 'E', Scientist 'F', Scientist 'G' and Scientist 'H', either by direct recruitment or by re-employment before the age of superannuation, shall be placed on probation for a period of one year.

- (c) Provided that the Competent Authority may extend or curtail the period of 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 31st 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	Authority empowered to impose penalties	Penalties which may be imposed	Appellate Authority
(A) All Group A posts carrying a scale of pay maximum of which does not exceed Rs. 16,500/-	DG	DG	All	Executive Committee
(B) Posts carrying a scale maximum of which exceeds Rs. 16,500/-	Executive Committee	Executive Committee	All	Governing Body

- (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 the 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 applies 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.
- (g) The benefit of added years of service as admissible under Rule 30 of CCS (Pension) Rules, 1972, as amended from time to time,

shall be applicable to the eligible members of service.

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 Government 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.

15. Saving

Nothing in these rules shall affect reservations, relaxation of age limit and other concessions, required to be provided for the Scheduled Castes and the Scheduled Tribes and other special categories of persons like OBC 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 such 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. Repeal

The Indian Council of Medical Research (ICMR) Research Cadre Rules, 1965 are hereby repealed

SCHEDULE 1A

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

Constitution of Internal Screening Committee to review the Annual Confidential Performance Appraisal Reports of Scientists 'B', 'C', 'D' and 'E'.

- (1) A Scientist of ICMR not below the rank of Scientist 'G' nominated by the DG --- Chairperson
- (2) One Scientist not below the rank of Scientist 'F' from any ICMR, Centre or Headquarter, nominated by the DG --- Member
- (3) An external Expert (serving or retired Scientist of appropriate rank from other Scientific Organisations or Departments) --- 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 1B

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

The Internal Screening Committees to review Annual Confidential Performance Appraisal Reports of Scientist 'F' and 'G'

Scientist 'F', and G

- | | | |
|----------------|---|-------------|
| (1) DG | | Chairperson |
| (2) Additional | Director General, ICMR | Member |
| (3) | An external Expert (serving or retired Scientist of appropriate level from other Scientific Organisations or Departments) | 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 1C

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

The Assessment Board for assessing suitability of Scientists for promotion upto Scientist 'F' level.

- | | | |
|-----|-----------------------------------|--|
| (1) | Chairperson or
Co-chairperson- | To be appointed by the DG
To be appointed by the Chairperson from a
panel approved by the DG |
| (2) | Two Departmental
Members | To be nominated by the DG |
| (3) | Two External Members | To be nominated by the Chairperson, from
other Scientific/Academic Organizations |

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

Note: 2. Chairperson or Co-chairperson can nominate more than one external member wherever it is considered necessary for proper evaluation of Scientists.

Schedule 1D

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

The Peer Committee for assessing suitability of Scientist 'F' for promotion to the next higher grade

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|-----|---|---------------|
| (1) | DG | --Chairperson |
| (2) | Additional DG, ICMR | --Member |
| (3) | An officer of the level of Secretary /Special Secretary from other Scientific organizations | --Member |
| (4) | An eminent Scientist or Management Specialist, nominated by the Chairperson. | -- Member |

The Peer Committee for assessing suitability of Scientist 'G' (Rs. 18400-22400) for promotion to the next higher grade

- | | | |
|-----|--|---------------|
| (1) | DG
Indian Council of Medical Research. | --Chairperson |
| (2) | Additional DG, ICMR | --Member |
| (3) | An officer of the level of Secretary or equivalent from other Scientific organizations | --Member |
| (4) | Scientist 'H' or equivalent from other Scientific Organisation | -- Member |

Note1. The absence of any member of the Peer Committee other than the Chairperson shall not invalidate the proceedings of the Peer Committee.

Note2. The Chairman may co-opt one or more external experts from specialized discipline for assisting the board as member.

Schedule 1E

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

The Recruitment Board for assessing suitability of candidates for Recruitment to Health Research Scientist Cadre of ICMR

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|-----|--|---------------------------|
| (1) | Chairperson or Co-Chairperson | To be appointed by the DG |
| (2) | Two External Member
(A serving or retired officer of appropriate rank from a Scientific Organization) | Members |
| (3) | Two Departmental Scientists to be nominated by the DG | Members |
| (4) | SC/ST rep for SC/ST candidates | Member |

- Note.- (i) The absence of any member of the Board other than the Chairperson or Co-chairperson shall not invalidate the proceedings of the Recruitment Board.*
- (ii) The Chairperson or Co-Chairperson may co-opt one or more external experts from specialized discipline for assisting the Board as Member.*

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

Number and scales of pay of Group ‘A’ duty posts included in the Health Research Scientists Cadre of ICMR

S. No.	Designation of post	Scale of pay	No. of posts
1	Scientist ‘B’	Rs.15600-39100 (GP 5400)	380
2	Scientist ‘C’	Rs.15600-39100 (GP 6600)	192
3	Scientist ‘D’	Rs.15600-39100 (GP 7600)	77
4	Scientist ‘E’	Rs. 37400-67000 (GP 8700)	57
5	Scientist ‘F’	Rs. 37400-67000 (GP 8900)	1
6	Scientist ‘G’	Rs. 37400-67000 (GP 10000)	25
7	Additional Director General	Rs.67000-79000	1
Total			733

* *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 **Flexible Complementing Scheme***
- (ii) *DG is empowered to allocate posts to different Centres or Headquarters of ICMR*

SCHEDULE III

(See under clause (b) of sub-rule (vii) of rule 6)

1. Scientist 'B' Pay Band-3 (Rs. 15600-39100) Grade pay Rs. 5400

Essential qualifications:

- (i) MBBS/BDS/M.V.Sc degree in the required discipline recognized by MCI/ DCI/VCI respectively or BE/B.Tech degree in required engineering subject with 2 years experience or equivalent degree from a recognized University

Or

1st class Master's degree in required subject or equivalent degree from a recognized University

Or

2nd Class M.Sc + Ph.D degree in relevant subject from a recognized University.

Age limit:

Not exceeding 35 years. Relaxable up to 5 years for Government servants and SC/ST/OBC Candidates in accordance with the instructions issued by the Department of Personnel and Training from time to time in this regard

Desirable qualifications:

- (i) Doctorate or M. Tech Degree in related science or engineering subject or MD in the related subject from a recognized university for candidates with first class relevant degree
- (ii) Additional Post doctoral research/teaching experience in relevant subjects in recognized institute(s)
- (iii) Knowledge of Computer Applications or Business Intelligence tools/ Data Management

Notes:

- (i) PhD or MD degree in subjects relevant to Indian Council of Medical research shall be treated equivalent to three years experience respectively.
- (ii) Candidates with MD or Ph D or M. Tech degree will be preferred for direct recruitment.

2. **Scientist 'C' Pay Band-3 (Rs. 15600-39100) Grade Pay Rs. 6600**

Essential qualifications:

(i) MBBS/BDS/M.V.Sc degree in the required discipline recognized by MCI/ DCI/ VCI respectively or BE/B.Tech degree in required engineering subject with 2 years experience or equivalent degree from a recognized University

Or

1st class Master's degree in required subject or equivalent degree from a recognized University

Or

2nd Class M.Sc + Ph.D degree in relevant subject from a recognized University.

(ii) Four years R&D experience in the related subject after obtaining essential qualification (i)

Age limit:

Not exceeding 40 years. Relax-able up to 5 years for Government servants and SC/ST/OBC candidates SC/ST/OBC in accordance with the instructions issued by the Department of Personnel and Training from time to time in this regard.

Desirable qualifications:

(i) Doctorate or M. Tech Degree in related science or engineering subject or MD in the related subject from a recognized university for candidates with first class relevant degree

(ii) Additional Post doctoral research/teaching experience in relevant subjects in recognized institute(s)

(iii) Knowledge of Computer Applications or Business Intelligence tools /Data Management

Notes:

(i) PhD or MD degree in subjects relevant to Indian Council of Medical research shall be treated equivalent to three years experience respectively.

(ii) Candidates with MD or Ph D or M. Tech degree will be preferred for direct recruitment.

3. Scientist 'D' Pay Band-3 (Rs. 15600-39100) Grade Pay Rs. 7600

Essential qualifications:

- (i) MBBS/BDS/M.V.Sc degree in the required discipline recognized by MCI/ DCI/VCI respectively or BE/B.Tech degree in required engineering subject with 2 years experience or equivalent degree from a recognized University

Or

1st class Master's degree in required subject or equivalent degree from a recognized University

Or

2nd Class M.Sc + Ph.D degree in relevant subject from a recognized University.
- (ii) Eight years R&D experience in the relevant area in recognized institute(s) after obtaining essential qualification (i) out of which at least 2 years in a managerial position to handle R&D projects in a team effectively in a directing capacity

Age Limit:

Not exceeding 45 years. Relaxable up to 5 years for Government servants and SC/ST/OBC candidates in accordance with the instructions issued by the Department of Personnel and Training from time to time in this regard.

Desirable qualifications:

- (i) Doctorate or M. Tech Degree in related science or engineering subject or MD in the related subject from a recognized university for candidates with first class relevant degree
- (ii) Additional Post doctoral research/teaching experience in relevant subjects in recognized institute(s)
- (iii) Knowledge of Computer Applications or Business Intelligence tools /Data Management

Notes:

- (i) PhD or MD degree in subjects relevant to Indian Council of Medical research shall be treated equivalent to three years experience respectively.
- (ii) Candidates with MD or Ph D or M. Tech degree will be preferred for direct recruitment.

4. Scientist 'E' Pay Band-4 (Rs. 37400-67000) Grade Pay Rs. 8700

Essential Qualifications:

- (i) MBBS/BDS/M.V.Sc degree in the required discipline recognized by MCI/ DCI/ VCI respectively or BE/B.Tech degree in required engineering subject with 2 years experience or equivalent degree from a recognized University

Or

Ist class Master's degree in required subject or equivalent degree from a recognized University

Or

2nd Class M.Sc + Ph.D degree in relevant subject from a recognized University.

- (ii) Ten years R&D experience in the relevant areas in recognized institute(s) after obtaining essential qualification (i) out of which at least 3 years in a managerial position to handle R&D projects in a team effectively in a directing capacity

Age limit:

Not exceeding 50 years. Relax-able up to 5 years for Government servants and SC/ST/OBC candidates in accordance with the instructions issued by the Department of Personnel and Training from time to time in this regard.

Desirable Qualifications:

- (i) Doctorate or M. Tech Degree in related science or engineering subject or MD in the related subject from a recognized university for candidates with first class relevant degree
- (ii) Additional Post doctoral research/teaching experience in relevant subjects in recognized institute(s)
- (iii) Knowledge of Computer Applications or Business Intelligence tools/Data Management

Notes:

- (i) PhD or MD degree in subjects relevant to Indian Council of Medical research shall be treated equivalent to three years experience respectively.
- (ii) Candidates with MD or Ph D or M. Tech degree will be preferred for direct recruitment.

5. Scientist 'F' Pay Band-4 (37400-67000) Grade Pay Rs. 8900

Essential Qualifications:

- (i) MBBS/BDS/M.V.Sc degree in the required discipline recognized by MCI/ DCI/ VCI respectively or BE/B.Tech degree in required engineering subject with 2 years experience or equivalent degree from a recognized University

Or

1st class Master's degree in required subject or equivalent degree from a recognized University

Or

2nd Class M.Sc + Ph.D degree in relevant subject from a recognized University.
- (ii) Ten years R&D experience in the relevant areas in a recognized institute(s) after obtaining essential qualification (i) out of which at least 3 years in a managerial position to handle R&D projects independently in a team effectively in a directing capacity

Age limit:

Not exceeding 52 years. Relax-able up to 5 years for Government servants and SC/ST/OBC candidates in accordance with the instructions issued by the Department of Personnel and Training from time to time in this regard.

Desirable Qualifications:

- (i) Doctorate or M. Tech Degree in related science or engineering subject or MD in the related subject from a recognized university for candidates with first class relevant degree
- (ii) Additional Post doctoral research/teaching experience in relevant subjects in recognized institute(s)
- (iii) Knowledge of Computer Applications or Business Intelligence tools /Data Management

Notes:

- (i) PhD or MD degree in subjects relevant to Indian Council of Medical research shall be treated equivalent to three years experience respectively.
- (ii) Candidates with MD or Ph D or M. Tech degree will be preferred for direct recruitment.

6. Scientist 'G' Pay Band-4 (37400-67000) Grade Pay Rs. 10000

Essential Qualifications:

- (i) MBBS/BDS/M.V.Sc degree in the required discipline recognized by MCI/DCI/VCI respectively or BE/B.Tech degree in required engineering subject with 2 years experience or equivalent degree from a recognized University

Or

1st class Master's degree in required subject or equivalent degree from a recognized University
- (ii) Twelve years R&D experience in the relevant areas in a recognized institute(s) after obtaining essential qualification (i) out of which at least 5 years in a managerial position to handle R&D projects independently in a team effectively in a directing position

Age limit:

Not exceeding 52 years. Relax-able up to 5 years for Government servants and SC/ST/OBC candidates in accordance with the instructions issued by the Department of Personnel and Training from time to time in this regard.

Desirable Qualifications:

- (i) Doctorate or M. Tech Degree in related science or engineering subject or MD in the related subject from a recognized university for candidates with first class relevant degree
- (ii) Additional Post doctoral research/teaching experience in relevant subjects in recognized institute(s)
- (iii) Knowledge of Computer Applications or Business Intelligence tools /Data Management

Notes:

- (i) PhD or MD degree in subjects relevant to Indian Council of Medical research shall be treated equivalent to three years experience respectively.
- (ii) Candidates with MD or Ph D or M. Tech degree will be preferred for direct recruitment.

7. Director Pay Band-4 (Rs. 37400-67000) Grade Pay Rs. 10000

Essential Qualifications:

- (i) Postgraduate degree in medical subjects recognized by MCI or Doctorate degree in Life/Biological Sciences or relevant Biological Subjects from a recognized University or equivalent
- (ii) Fifteen years R&D experience in the relevant areas in a recognized institute(s) after obtaining essential qualification (i) out of which at least 5 years in a managerial position to handle R&D projects independently in a team effectively in a directing position

Age limit:

Not exceeding 52 years. Relax-able up to 5 years for Government servants and SC/ST/OBC candidates in accordance with the instructions issued by the Department of Personnel and Training from time to time in this regard.

Desirable Qualifications:

- (ii) Additional Post doctoral research/teaching experience in relevant subjects after Ph.D in recognized institute(s)
- (iii) Knowledge of Computer Applications or Business Intelligence tools /Data Management

8. Scientist 'H' Pay Band -4 (67000-79000)

Essential Qualifications:

- (i) MBBS/BDS/M.V.Sc degree in the required discipline recognized by MCI/DCI/VCI respectively or BE/B.Tech degree in required engineering subject with 2 years experience or equivalent degree from a recognized University

Or

1st class Master's degree in required subject or equivalent degree from a recognized University
- (ii) Fifteen years R&D experience in the relevant areas in a recognized institution after obtaining essential qualification (i) out of which at least 7 years in a managerial position to handle R&D projects independently in a team in a directing position

Age limit:

Not exceeding 55 years. Relax-able up to 5 years for Government servants and SC/ST/OBC candidates in accordance with the instructions issued by the Department of Personnel and Training from time to time in this regard.

Desirable Qualifications:

- (i) Doctorate Degree in related science subject or MD in the related subject for candidates with first class relevant degree from a recognized university
- (ii) Additional Post doctoral research/teaching experience in relevant subjects in recognized institute(s)
- (iii) Knowledge of Computer Applications

Note:

- (i) PhD or MD degree in subjects relevant to Indian Council of Medical Research shall be treated equivalent to three years experience respectively.
- (ii) Candidates with MD or Ph D degree will be preferred for direct recruitment.

Note: 1. The qualification prescribed is relax-able at the discretion of the DG, ICMR in the case of candidates otherwise well qualified. In particular the qualification regarding experience is relax-able at the discretion of the DG, ICMR in the case of candidates belonging to the Schedule Castes and the Schedule Tribes, if at any stage of selection, the Chairman is of the opinion that sufficient number of candidates possessing the requisite experience are not likely to be available to fill up the post reserved for them.

Note: 2. The crucial date for determining the age limit shall be as per the guidelines of Department of Personnel and Training from time to time. However, the prescribed age may be relaxed in exceptional cases for experienced and qualified candidates.

Note: 3. DG, ICMR can prescribe Essential/Desirable qualifications from schedule III on each occasion for different posts subject to functional requirements of the council

SCHEDULE-IV

Talent Search Scheme to attract 5-10 bright young Scientists annually in specified disciplines under direct recruitment quota from the Medical Institutes, Indian Institute of Science and other recognized Premier Medical Institutions or Universities

The terms and conditions of selection of Scientists 'B' under the **Talent Search Scheme** of ICMR shall be as follows:

- (a) The campus selections under Talent Search Scheme shall be made from Medical Colleges and other recognized Premier Institutions or Universities as decided by D G from among candidates doing MD or PhDs
- (b) Campus recruitment of Scientists shall be carried out from amongst the students of final year of the Post Graduate Degree courses in specific medical disciplines or PhDs
- (c) The candidates eligible for Campus Selection shall be within the age limit prescribed for direct recruitment of Scientist 'B' as on 1st September of the year in which their degree course will be completed.
- (d) The eligibility for Campus Selection will be at least first class or equivalent upto the last semester or year for which results have been declared.
- (e) In case it is required to restrict the number of students to be interviewed the eligibility criteria may be raised.
- (f) Selection shall be made on the basis of merit through interview or written test and interview.
- (g) The selection of the candidates as Scientist 'B' under this scheme will be provisional subject to the condition that the candidates successfully complete the course in first Class or equivalent in first attempt.
- (h) On successful completion of the course, the candidates shall be appointed as Scientists 'B' under clause (d) of sub-rule (vi) of rule 7 subject to meeting of all other requirements prescribed for direct recruitment.