



**INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAWAN: NEW DELHI**

F.No. 1(1)/09-Per.IV(I-3)

Dated: the 16th October, 2009

To

All Directors/Project Directors of Institutes/National Research Centres/
Bureaux/Project Directorates of ICAR

Subject: Revision of pay scales of ICAR Scientists- clarifications regarding.

Sir,

Reference is invited to the Council's letter of even no. dated 6.3.2009 and 13.3.2009 vide which revised pay scales of ICAR scientists were notified. References have been received from some of the institutes seeking clarifications on certain issues arising out of revision of pay of Scientists. These issues have been examined carefully in consultation with Internal Finance and the position is clarified as under:-

Sl. No.	Query	Clarifications
1.	How the pay of Sr. Scientists recruited through Direct Recruitment during 1.1.2006 to 31.12.2008 is to be fixed.	<p>a. <u>The pay of Sr. Scientist appointed by direct recruitment between 1.1.06 and 31.12.08</u></p> <p>The pay as fixed as per pay revision effective from 1.1.96 may be revised in accordance with the appropriate fitment table notified vide Council's letter No. 1(1)/09-Per.IV dated 16.6.09.</p> <p><u>Illustration - 1</u></p> <p>A Scientist was appointed by direct recruitment as Sr. Scientists on 1.1.2007. His pay was fixed as per pay scales effective from 1.1.96 at Rs. 12000 w.e.f. 1.1.2007. His pay shall be revised to Rs. 22320 as per Table 3 of the fitment tables forwarded vide letter No. 1(1)/09-Per.IV dated 16.6.09.</p>

		<p><u>Illustration - 2</u></p> <p>A Scientist was appointed by direct recruitment as Sr. Scientist on 1.1.2008. His pay was fixed as per pay scales effective from 1.1.96 at Rs. 12840 w.e.f. 1.1.2008. His pay shall be revised to Rs. 23890 as per Table 3 of the fitment tables forwarded vide letter No. 1(1)/09-Per.IV dated 16.6.09.</p> <p>b. <u>The pay of Sr. Scientist appointed on or after 1.1.09</u></p> <p>The pay may be fixed as per Council's letter No. 1(1)/2009-Per.IV dated 13.3.09 read with fitment table notified vide Council's letter No. 1(1)/09-Per.IV dated 16.6.09.</p> <p><u>Illustration</u></p> <p>A Scientist was appointed by direct recruitment as Sr. Scientist on 1.3.09 as per existing qualifications (revised qualifications have not been notified by ICAR so far). His pay will be fixed in the pay band of Rs. 15600-39100 with a minimum pay of Rs. 22320 + grade pay of Rs. 8000 w.e.f. 1.3.09. On completion of 3 years service as Sr. Scientist he will be placed in pay band of Rs. 37400-67000 + grade pay of Rs. 9000.</p>
2.	<p>How the advance increments for acquiring Ph.D degree by the scientists during the period 1.1.2006 to 31.8.2008 are to be regulated? What will be the rate of increment? Whether the advance increments to be granted to the scientists for acquiring Ph.D degree will be compoundable or non-compoundable?</p>	<p>As per para 6 (b) of Council's letter No. 1(1)/2009-Per.IV dated 6.3.09, revised incentives for Ph.D/M.Phil and other higher qualifications are effective from 1.9.08. Therefore, incentive for acquiring such qualification prior to this date will be regulated as per para 1(ii) of Council's letter No. 1(15)/98-Per.IV dated 27.2.99 read with letter No. 1(15)/98-Per.IV dated 19.4.04. Therefore, the pay as arrived after grant of advance increments for acquiring such qualifications in accordance with Council's letter No. 1(15)/98-Per.IV dated 27.2.99</p>

		shall be revised as per Council's letter No.1(1)/2009-Per.IV dated 13.3.09 with reference to appropriate fitment table notified vide Council's letter No. 1(1)/2009-Per.IV dated 16.6.09.
3	Whether 2/4 advance increments granted during the period from 1.1.2006 to 31.8.2008 in the pre-revised pay can be continued to be given in revised pay scales communicated vide ICAR letter no. 1(1)/09-Per.IV dated 6.3.09 wherein it is stated that (para 4.6) that those have already availed the benefit of advance increments as per existing policy for acquiring Ph.D/M.Phil while in service would not be entitled to benefits under the scheme.	Yes. The pay as arrived after grant of advance increments for acquiring M.Phil/Ph.D qualification in accordance with Council's letter no. 1-15/98-Per.IV dated 27.2.99 shall be revised as per Council's letter no. 1-1/2009-Per.IV dated 13.3.2009 with reference to appropriate fitment table notified vide Council's letter No. 1-1/2009-Per.IV dated 16.6.2009. The import of para 4.6 of Council's letter no. 1-1/2009-Per.IV dated 6.3.2009 is that 2/4 increments granted for acquiring M.Phil/Ph.D qualification prior to 1.9.2008 shall not be revised to 3/5 as per rates effective from 1.9.2008.
4.	Sr. Scientist/ Scientist (SG) on completion of 3 years of service in the grade of Sr. Scientist/Scientist(SG) would be placed in Pay Band of Rs.37000-67000 + RGP of Rs.9000. Whether those scientist would also be eligible for grant of annual increment in the same year in feeder scale/higher grade in July irrespective of completion of 12 months at the time of placement in higher scale.	The Scientist (SG)/Sr. Scientists who become eligible for placement in PB-4 on completion of 3 years service in the grade shall draw their first increment in the higher grade on the next 1 st July provided they have completed six months' service in the revised pay structure as on 1 st July. In case they have not completed six months' service in the revised pay structure as on 1 st July, they shall draw their first increment in the revised pay structure only on 1 st July of next year. For example, if Scientists were placed in PB-4 on completion of 3 years service between 2 nd July and 1 st January, they will get their first increment in the higher grade i.e. PB-4 on the next 1 st July. However, if they were placed in PB-4 between 2 nd January and 30 th June of a particular year, they will get their

		increment in the revised pay structure only on 1 st July of next year.
5.	What pay on initial appointment through direct recruitment of Scientist in Grade Pay of Rs.6000 and 8000 are to be fixed?	<p>The pay on initial appointment as Scientist with grade pay of Rs. 6000 would be fixed at Rs. 15600 + RGP of Rs.6000 plus admissible increments for higher qualifications, if any.</p> <p>The pay of Sr. Scientist appointed on or after 1.1.09 as per existing qualifications would be fixed in the pay band of Rs. 15600-39100 (with a minimum pay of Rs. 22320) + grade pay of Rs. 8000.</p>
6.	Whether the Scientist (Sr. Scale) promoted to Senior Scientist through revised CAS and have completed 3 years of service as Senior Scientist (Rs.15600-39100 + RGP 8000) on or after 1.1.2006 can be straight way placed to the Pay Band of Rs. 37000-67000 + RGP of Rs.9000?	<p>Yes. A Scientist (Sr. Scale) who was promoted as Sr. Scientist on or before 1.1.06 will be placed in the pay band of Rs. 15600-39100 + grade pay of Rs. 8000 w.e.f. 1.1.06 if he has less than 3 years service as Sr. Scientist on 1.1.06. On completion of 3 years service in the grade of Sr. Scientist he will be placed in pay band of Rs. 37400-67000 + grade pay of Rs. 9000.</p> <p>The pay of a Scientist (Sr. Scale) who was promoted as Sr. Scientist between 1.1.06 to 31.12.08 will be fixed in the pay band of Rs. 15600-39100 + grade pay of Rs. 8000 w.e.f. date of promotion as Sr. Scientist. On completion of 3 years of service in the grade of Sr. Scientist he will be placed in pay band of Rs. 37400-67000 + grade pay of Rs. 9000.</p> <p>Promotion from Scientist (Sr. Scale) to Sr. Scientist on or after 1.1.09 will be regulated as per para 5.1 to 5.7 of Council's circular No. 1(1)/09-Per.IV dated 6.3.09 in accordance with evaluation procedure such as the score card system etc. to be notified separately.</p>
7.	The pay of Senior Scientist and Scientist (SG) having 3 years service in the pre-	As per para 6(c) of Council's letter No. 1(1)/2009-Per.IV dated 6.3.09 the revised CAS will be effective from 1.1.09.

	<p>revised scale of Rs.12000-18300 has been fixed in the revised Pay Band of Rs.37000-67000 and RGP of Rs.9000 with effect from 1.1.2006. Some scientists in this Pay Band were subsequently promoted to the post of Principal Scientists (after 1.1.2006) which is having the same Pay Band of Rs.37000-67000 and RGP of 10000. While fixing their pay on promotion whether the fixation benefit of one increment can be granted in addition to the RGP of Rs.10000. If the fixation benefit of one increment is granted in the case, junior drawing more pay than their senior (those who have become Principal Scientist prior to 1.1.2006) in the revised Pay Band. Whether the pay of seniors can be stepped up to the level of juniors in such cases.</p>	<p>Promotions prior to this date will be regulated as per CAS notified vide Council's letter No. 21(10)/99-Per.IV dated 19.7.2000. Therefore, the pay of Sr. Scientist on promotion to Principal Scientist between 1.1.06 to 31.12.08 which had been fixed under FR 22(1)(a)(1) as per pay revision effective from 1.1.96 may be revised as per appropriate fitment table notified vide Council's letter No.1(1)/09-Per.IV dated 16.6.09. In case of promotion from Sr. Scientist to Principal Scientist as per revised CAS effective from 1.1.09, the pay will be fixed as per rule 13 of CCS (RP) Rules, 2008. Promotions of Scientists are not vacancy based but personal in nature. Therefore, the concept of stepping up as applicable for other civil posts where promotions are vacancy based do not apply. For example pay of seniors cannot be stepped up if a junior is drawing more pay on account of advance increments for acquiring Ph.D degree/M.Phil degrees.</p>
8.	<p>Whether 4 non-compounded advance increment will be granted to scientist who joined during the period of 1.1.2006 to 31.8.2008 with Ph.D degree or their pay should be fixed in the initial stage of Rs. 15600 + RGP of Rs. 6000</p>	<p>As per para 6(b) of Council's letter No. 1(1)/2009-Per.IV dated 6.3.09 revised incentives for Ph.D/M.Phil and other higher qualifications are effective from 1.9.08. Therefore, incentive for possessing Ph.D degree at the time of appointment at Scientist will be regulated as per para 1(ii)(a) of Council's letter No. 1(15)/98-Per.IV dated 27.2.99 in the pay scale effective from 1.1.96. The pay so arrived shall be revised as per Council's circular No. 1(1)/09-Per.IV dated 13.3.09 with reference to appropriate fitment table vide letter No. 1(1)/09-Per.IV</p>

		dated 16.6.09.
9.	Whether the non-compoundable advance increment will be considered for the purpose of NPA, DA etc.	Yes.
10.	Scientists promoted from Scientist (Sr. Scale) to Sr. Scientist after 1.1.2006 while fixing their pay in the pre-revised scale, they were granted two advance increments for moving from Scientist (Sr. Scale) to Sr. Scientist. Whether this two advance increments can be granted in the revised pay band also.	<p>As per para 6(c) of Council's letter No. 1(1)/2009-Per.IV dated 6.3.09, revised CAS is effective from 1.1.09.</p> <p>Promotions up to 31.12.08 will be regulated as per CAS notified vide Council's letter No. 1(15)/98-Per.IV dated 27.2.99. Therefore, the Scientist (Sr. Scale) on promotion to Sr. Scientist between 1.1.06 to 31.12.08 will be granted two advance increments with effect from the date of promotion in terms of para 1(ii)(c) in the pay scales effective from 1.1.96 and the pay so arrived will be revised in accordance with Council's letter No. 1(1)/09-Per.IV dated 13.3.09 with reference to appropriate fitment table notified vide letter No. 1(1)/09-Per.IV dated 16.6.09.</p> <p>Revised CAS vide para 5 of Council's letter No. 1(1)/2009-Per.IV dated 6.3.09 is effective from 1.1.09 wherein provision of grant of two advance increments at the time to promotion from Scientist (Sr. Scale) to Sr. Scientist does not exist, therefore, this benefit would not be applicable to promotions under the revised CAS effective from 1.1.09.</p>

This has the concurrence of FA(DARE) vide Dy. No. 1033/F dated 14.10.2009.

Yours faithfully

(Signature) 16/10/09
(A.K. Upadhyay)
Secretary, ICAR

Copy to:

1. Sr. PPS to DG(ICAR)
2. PPS to Secretary (ICAR)
3. PPS to FA, DARE/ICAR
4. Director (F)
5. DS(P)/US(P)
6. Secretary, ARSS Forum
7. CDN Section for indexing.
8. PD(DIPA) for ICAR website.
9. Guard file



(V.K. Sharma)
Under Secretary(Per.IV)