



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

F.No. 1(1)/2009-Per.IV

Dated : March 6, 2009

To

**The Directors/Project Directors of ICAR Research
Institutes/NRCs/ Project Directorates/Bureaux**

**Sub.: Revision of pay of Scientists following revision of pay scales of
Central Government employees on recommendations of the VI
CPC**

Sir,

I am directed to state that the Indian Council of Agricultural Research(ICAR) has decided to revise the pay scales and career advancement scheme of scientists in the light of the scheme of revision of pay of teachers in universities notified by the MHRD vide Notification No. 1-32/2006-U.II/U.I (i) dated 31.12.08 following revision of pay scales of Central Government employees on the recommendations of the VI CPC, as accepted by the Government of India. The revised pay scales and other provisions are as under:

2. Revision of pay scales

- 2.1 In the revised scheme notified by MHRD there are three categories of teachers - Assistant Professor, Associate Professor and Professor as against the existing hierarchy of Lecturer, Lecturer (Sr. Scale), Lecturer (Sel. Grade), Reader and Professor. Accordingly, the corresponding designations of scientists in ICAR shall be Scientist, Senior Scientist and Principal Scientist. The Scientists shall be placed in two pay bands of **Rs. 15600-39100(PB-3)** and **Rs. 37400-67000(PB-4)** according to their designation and length of service in the grade with corresponding Research Grade Pay(RGP).
- 2.2 The pay of Scientists shall be revised in the manner indicated in the Annexure.

3. **Non Practicing Allowance (NPA)**

The ICAR Scientists holding Veterinary qualifications (B.V.Sc./M.V.Sc.) would be paid non-practicing allowance in accordance with MOF, Deptt. of Expr. OM no. 7(19)/2008-E.III (A) dated 30.8.2008.

4. **Incentives for higher qualifications**

- 4.1 Five non-compounded advance increments shall be given at the time of recruitment on or after 01.09.2008 as Scientist to persons possessing the degree of Ph.D awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the ICAR.
- 4.2 Candidates who hold M.Phil / M.Tech / M.Sc.(Ag.) / M.V.Sc. / M.F.Sc. degree (with 4 years bachelor and 2 years master's programme) at the time of recruitment on or after 1.9.08 as Scientist shall be given two non-compounded advance increments.
- 4.3 A Scientist shall be given three non-compounded advance increments as and when he acquires Ph.D. degree in his service career on or after 01.09.2008 from a University following the process of registration, course-work and external evaluation as prescribed by the ICAR.
- 4.4 A Scientist shall be given one non-compoundable advance increment as and when he acquires M.Phil or a post graduate degree in a professional course as may be notified by the ICAR in his service career on or after 01.09.2008, provided such post graduate qualification is not a mandatory requirement at the entry level of recruitment.
- 4.5 Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D/M.Phil at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this scheme.
- 4.6 Notwithstanding anything in the foregoing clauses, those who 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 this scheme.

5. Career Advancement Scheme (CAS)

The career advancement scheme effective from **1.1.09** shall be as under:-

- 5.1 A Scientist with completed service of four years, possessing Ph.D degree in the relevant discipline shall be eligible for RGP of Rs. 7000.
- 5.2 A Scientist possessing M.Phil / M.Tech / M.Sc.(Ag.) / M.V.Sc./ M.F. Sc. degree shall be eligible for RGP of Rs. 7000 after completion of five years service as Scientist.
- 5.3 A Scientist who does not have Ph.D or M.Phil degree shall be eligible for RGP of Rs. 7000 after completion of six years service as Scientist.
- 5.4 A Scientist with completed service of five years in the RGP of Rs. 7000 shall be eligible, subject to other requirements as may be laid down by ICAR, to move up to RGP of Rs. 8000.
- 5.5 A Scientist on completion of three years of service in the RGP of Rs. 8000 and possessing a Ph.D degree in the relevant discipline shall be eligible, subject to other conditions as may be laid down by ICAR, to move to the pay band of Rs. 37400-67000 with RGP of Rs. 9000 and shall be designated as Senior Scientist.
- 5.6 A non-Ph.D Scientist on completion of 3 years of service in the RGP of Rs. 8000 shall be eligible, subject to other conditions as may be laid down by ICAR, to move to the pay band of Rs. 37400-67000 with RGP of Rs. 9000 and shall continue to be designated as Scientist. On acquiring Ph.D degree, the Scientist shall be designated as Senior Scientist.
- 5.7 A Senior Scientist on completion of three years of service in RGP of Rs. 9000 and possessing a Ph.D degree in the relevant discipline shall be eligible to be appointed / designated as Principal Scientist, subject to other conditions as may be laid down by ICAR. The pay band for the post of Principal Scientist would be 37400-67000 with RGP of Rs. 10000.
- 5.8 The upward movement of Scientists as per para 5.1 to 5.7 would be in accordance with evaluation procedure such as the score card system etc. to be notified separately.
- 5.9 On placement at each higher stage of RGP under the CAS, pay fixation will be done as per Rule 13 of CCS (RP) Rules, 2008.

6. **Date of Implementation**

a) **Revised pay and allowances**

The revised pay and revised rates of dearness allowance shall be payable to Scientists w.e.f. **1.1.2006**. The revised rates of other allowances such as HRA, Children Education Allowance (CEA), Transport Allowance etc. shall be payable w.e.f. **1.9.2008**. The revised rates of Traveling Allowance shall be payable with effect from the date of issue of this notification.

b) **Revised incentives for Ph.D/M.Phil and other higher qualifications**

The date of effect of the revised incentives for higher qualifications in terms of para 4 above will be **01.09.2008**.

c) **Revised CAS**

The revised CAS as per para 5 above will be effective from **1.1.09**.

7. **General**

a) **Increments**

Increments will be regulated as per relevant provisions in the CCS (RP) Rules, 2008. Accordingly, each annual increment would be equivalent to **3%** of the sum total of pay in the relevant Pay Band and the RGP as applicable for the stage in the Pay Band. In the case of advance increments admissible for higher qualifications, each advance increment would also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the RGP as applicable and would be non-compoundable.

b) **Pay fixation formula**

Pay fixation will be done as per CCS (RP) Rules, 2008.

c) **Payment of arrears**

- Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

- An undertaking shall be taken from every employee to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band / Research Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in Ministry of Finance (Department of Expenditure) O.M. No. F.1-1/2008-IC dated 30.8.2008.

8. It is requested that necessary action may be taken to revise the pay of the Scientists at the institute as per the terms and conditions laid down herein and in accordance with the instructions issued by the Government of India from time to time. Clarifications as to interpretation of any of the provision of this scheme may please be sought from the ICAR, if necessary.

9. The scheme of revision of pay of scientists is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.9.2008.

This issues with the concurrence of MoF (Exp.) vide I.D. No. 28/SO/E.III(A)/2009 dated 5.3.2009.

Yours faithfully,

Ak Upadhyay 6/3/2009
(A.K. Upadhyay)

AS(D) & Secretary, ICAR

Copy to :

1. PS to AM
2. Secretary, Department of Expenditure, Ministry of Finance, North Block, New Delhi
3. Secretary, Department of Higher Education, Ministry of Human Resource Development, Shastri Bhawan, New Delhi
4. Secretary, Department of Personnel & Training, North Block, New Delhi
5. AS & FA(DARE), ICAR
6. Sr. PPS to DG, ICAR
7. PD, DIPA for ICAR website.
8. President, ARS Scientists Forum
9. **DS(P), ICAR**

Ak Upadhyay 6/3/2009
(AS(D) & Secretary, ICAR)

Designation	Revised Pay	Revised Designation
Scientist		
(i) Scientist 8000-13500	Pay Band - Rs.15600-39100 + RGP of Rs. 6000	Scientist
(ii) Scientist (Sr. Scale) 10000-15200	Pay Band - Rs.15600-39100 + RGP of Rs. 7000	Scientist
(iii) Scientist (Sel. Grade) 12000-18300	<u>Revised pay of incumbents in position</u> Incumbents with 3 years service in the scale of Rs.12000-18300 on 1.1.06. Pay Band - Rs.37400-67000 + RGP of Rs. 9000 Incumbents with less than 3 years service on 1.1.06 Pay Band - Rs.15600-39100 + RGP of Rs. 8000 On completion of 3 years of service in the grade of Scientist (Sel. Grade) to be placed in Pay Band - Rs.37400-67000 + RGP of Rs. 9000 Note - In view of the considerable raise in effective pay between the two Pay Bands there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.	Scientist
	To be re-designated as Sr. Scientist on acquiring Ph.D degree	Scientist
Sr. Scientist Sr. Scientist 12000-18300	<u>Revised pay of incumbents in position</u> Incumbents with 3 years service in the scale of Rs.12000-18300 on 1.1.06. Pay Band - Rs.37400-67000 + RGP of Rs. 9000 Incumbents with less than 3 years	Sr. Scientist
		Sr. Scientist

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Principal Scientist etc.		
(i) Principal Scientist 16400-22400	Pay Band - Rs.37400-67000 (for those recruited on or after 01.01.09 minimum of Rs. 43000) + RGP of Rs. 10000	Principal Scientist
(ii) Project Coordinator / Zonal Coordinator/ National Coordinator/ Head of Divisions / Regional Centres / Stations, Joint Director of ICAR institutes other than those in the four Deemed Universities & NAARM 16400-22400	Pay Band - Rs.37400-67000 (for those recruited on or after 01.01.09 minimum of Rs. 43000) + RGP of Rs. 10000	Project Coordinator/ Zonal Coordinator/ National Coordinator/ Head of Divisions / Regional Centres / Stations, Joint Director of ICAR Institutes other than those in the four Deemed Universities & NAARM
RMP		
(i) Dy. Director General at ICAR headquarters Rs. 25000/- fixed	Rs. 75000 fixed	Dy. Director General at ICAR headquarters
(ii) Director NAARM, Hyderabad, Rs. 25000/- fixed	Rs. 75000 fixed	Director NAARM, Hyderabad

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(iii) Directors of IARI, IVRI, NDRI, CIFE Rs. 25000/- fixed	Rs. 75000 fixed + Rs. 5000 p.m. as Special Allowance	Directors of IARI, IVRI, NDRI, CIFE
(iv) Director / Project Director of the Institutes /National Bureaux/ NRC / Project Directorate - ADG at ICAR Headquarters, Joint Director of IARI, IVRI, NDRI, CIFE & NAARM 16400-22400	Pay Band - Rs.37400-67000 (for those recruited on or after 01.01.09 minimum of Rs. 43000) + RGP of Rs. 10000	Director / Project Director of the Institutes /National Bureaux/ NRC / Project Directorate - ADG at ICAR Headquarters, Joint Director of IARI, IVRI, NDRI, CIFE & NAARM
Fellowship (i) National Fellow 16400-22400 (ii) National Professor 25000/- fixed	(i) Pay Band - Rs.37400-67000 (for those recruited on or after 01.01.09 minimum of Rs. 43000) + RGP of Rs. 10000 (ii) 75000 fixed	National Fellow National Professor

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