



भारतीय कृषि अनुसंधान परिषद
INDIAN COUNCIL OF AGRICULTURAL RESEARCH

कृषि भवन, डॉ. राजेन्द्र प्रसाद मार्ग, नई दिल्ली-110001

Krishi Bhawan, Dr. Rajendra Prasad Road, New Delhi -110001

F.No. Admn.11-3/2025-R&P (III)

Dated: 17th April, 2026

Office Memorandum

Subject: Amendment in the Indian Council of Agricultural Research (ICAR)'s Group 'B' Administrative Posts Recruitment Rules, 2023 - reg.

First amendment in the Indian Council of Agricultural Research (ICAR)'s Group 'B' Administrative Posts Recruitment Rules, 2023 are hereby notified with the approval of the Competent Authority with immediate effect for the information, guidance and necessary action to all concerned.

(Himanshu Kumar)
Under Secretary (R&P)

Distribution:

1. The Directors of all the ICAR Institutes/NRCs/ Directorates/ Bureaux/ ATARIs.
2. All DDGs at ICAR Hqrs. for information.
3. All officers and staff of ICAR.
4. Sr. PPS to DG, ICAR/PSO to Secretary, ICAR /PPS to FA, DARE/ICAR.
5. All SMDs of ICAR Hqrs.
6. Secretary (Staff Side), CJSC, IISWC, Dehradun.
7. Secretary (Staff Side), HJSC, ICAR HQ.
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F.No. Admn.11-3/2025-R&P (III)

Dated: 17th April, 2026

Notification

With the approval of the Competent Authority, following rules are hereby made to further amend the Indian Council of Agricultural Research (ICAR)'s Group 'B' Administrative Posts, Recruitment Rules, 2023 (hereinafter referred as 'said Rules'), notified vide Notification No. Admn.11-2/2022-R&P, dated the 7th June, 2023, namely:-

1. (i) These rules may be called the Indian Council of Agricultural Research (ICAR)'s Group 'B' Administrative Posts Recruitment Rules (First Amendment), 2026.
(ii) They shall come into force with immediate effect and applicable on all the vacancies as available on the date of notification of these rules and arising thereafter.

2. In the **Schedule-I** of the 'said Rules' related to the Recruitment Rules of the post of Section Officer-

(a) Note in Point-10 (Method of recruitment whether by Direct Recruitment or by Promotion or by Deputation/ Absorption & percentage of vacancies to be filled by various modes) shall be substituted as:-

***Note:** The Council shall have the authority to inter-change officers in a limited scale not exceeding five in number at a given time between officers of SO grade in the Pay Level-10 and Administrative Officers of the Council."*

(b) Under Point-11 (In case of recruitment by promotion/ deputation / absorption, grades from which promotion/ deputation/ absorption is to be made), Heading Word "Deputation (ISTC) & Permanent Absorption" shall be substituted as "Deputation including Short Term Contract (ISTC) & Permanent Absorption".

3. In the **Schedule-II** of the 'said Rules' related to the Recruitment Rules of the post of Assistant Administrative Officer-

(a) Point-11 (In case of recruitment by promotion / deputation / absorption; grades from which promotion / deputation / absorption is to be made), Clause-B of Promotion shall be substituted as:-

"25% by Limited Departmental Competitive Examination confined to Assistants of ICAR Institute having three years regular service in the Pay Level - 6 (Pre-revised Pay Band-2, Rs. 9300-34800 with Grade Pay of Rs.4200)."

(b) Under Point-11 (In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption is to be made), Heading Word "Deputation (ISTC) & Permanent Absorption" shall be substituted as "Deputation including Short Term Contract (ISTC) & Permanent Absorption".

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4. In the **Schedule-III** of the 'said Rules' related to the Recruitment Rules of the post of Assistant Finance & Accounts Officer-

(a) In Point-10 (Method of promotion whether by promotion or by deputation/absorption & percentage of vacancies to be filled by various modes) following Note shall be inserted below existing condition, namely:-

"Note: Admission to the ICAR Audit & Accounts Examination will be open to Assistants/PAs/UDCs/ Stenographer Grade D/LDCs who must have put in three years of regular service in the grade of Pay Level-2 or above, completed probation successfully (wherever applicable) and possessing Bachelor's degree from recognized university"

(b) In Point-11 (In case of recruitment by promotion/deputation/absorption; grades from which promotion/deputation/absorption is to be made), Note-1, 2 & 3 below Clause-b of Promotion shall be substituted as:-

"1. DPC shall consider the candidates as per the following criteria:

- (i) Candidates qualifying the ICAR A&A Exam in an earlier year shall be given preference over the candidates qualifying in the subsequent years.*
- (ii) Amongst the candidates qualifying the examination in the same year, the candidate having higher merit in the examination shall be given preference.*

2. While filling up the post under Clause (a) above, all the qualified candidates of ICAR A&A Exam of the respective institute, except candidates belonging to stenographer cadre will be eligible for consideration by the DPC of that Institute.

In case of qualified candidates belonging to PA/Steno Gr.D cadre, only those will be eligible for consideration by the DPC of that Institute who have completed minimum 3 years of continuous and regular service in the respective Institute immediately preceding on crucial date for deciding the eligibility for promotion.

3. For filling up the posts under clause (b) above, the Institute shall circulate the vacancy in grade of AF&AO within the ICAR System.

Such incumbent PA/Steno Gr. D of the respective Institute who could not be considered under Clause (a), due to having less than 3 years of continuous and regular service at the respective Institute immediately preceding on crucial date for deciding the eligibility for promotion, will also be eligible to apply for the post of AF&AO at that Institute, circulated under Clause (b).

Thereafter, the DPC shall select the candidate for promotion to the post of AF&AO from amongst the candidates applying for the post as per Note-1 above."

(c) Under Point-11 (In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption is to be made), Heading Word "Deputation (ISTC) & Permanent Absorption" shall be substituted as "Deputation including Short Term Contract (ISTC) & Permanent Absorption".

5. In the **Schedule-IV & V** of the 'said Rules' related to the Recruitment Rules of the post of Assistant at ICAR at ICAR Headquarter and ICAR Institutes respectively-

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(a) Point-6 (Age limit for direct recruitment) shall be substituted as:-

“20 to 30 years

Note :

1. *Age limit and its crucial date for determining it shall be as prescribed for the post of Assistant in the Combined Graduate Level Examination notification of SSC, from which the panel for ICAR shall be drawn.*
2. *Similarly, the upper age limit is relaxable for SC/ST/OBC/PWDs/ Ex-serviceman and other such categories, as prescribed for the post of Assistant in the Combined Graduate Level Examination notification of SSC, from which the panel for ICAR shall be drawn.”*

(b) Point-7 (Educational & Other qualifications required for direct recruitment) shall be substituted as:-

“Bachelor’s Degree from a recognized University or equivalent and it will be as prescribed for the post of Assistant in the Combined Graduate Level Examination notification of SSC, from which the panel for ICAR shall be drawn.”

(c) Clause (a) of Point-11 (In case of recruitment by promotion/deputation/absorption, grades from which promotion/ deputation/ absorption is to be made) shall be substituted as:-

“ a) 75% by direct recruitment”

(d) Under Point-11 (In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption is to be made), Heading Word “Deputation (ISTC) & Permanent Absorption” shall be substituted as “Deputation including Short Term Contract (ISTC) & Permanent Absorption”.

**(Vampad Sharma)
Director (Admn.)**

Encls:- Amended Schedule-I, II, III, IV & V

SCHEDULE-I

RECRUITMENT RULES FOR THE POST OF SECTION OFFICER IN ICAR

1.	Name of the post	SECTION OFFICER
2.	Number of Posts	94*
3.	Classification	Administrative Group "B"
4.	Pay Level as per Pay Matrix of 7 th CPC (Pre-revised Pay Scale)	Level-8 (Rs.47600-151100) (Pre-revised Pay Band-2, Rs. 9300-34800 with Grade Pay of Rs.4800) Level-10 (Rs.58100-177500) NFS after completion of 4 years of service in the grade on the pattern of CSS/CSSS. (Pre-revised Pay Band-3, Rs.15800-39100 with Grade Pay of Rs.5400)
5.	Whether Selection Post or Non-selection Post	Non-selection
6.	Age limit for direct recruitment	Not Applicable
7.	Educational & other qualifications required for direct recruitment	Not Applicable
8.	Whether age and educational qualification required for direct recruits will apply in case of promotees	Not Applicable
9.	Period of Probation, if any	Not Applicable
10.	Method of recruitment whether by Direct Recruitment or by promotion or by deputation / absorption & percentage of vacancies to be filled by various modes	By promotion failing which by deputation including short term contract. (i) 50% by promotion. (ii) 50% by Limited Departmental Competitive Examination (LDCE). <i>Note : The Council shall have the authority to inter-change officers in a limited scale not exceeding five in number at a given time between officers of SO grade in the Pay Level-10 and Administrative Officers of the Council.</i>
11.	In case of recruitment by promotion / deputation/ absorption; grades from which promotion/ deputation / absorption is to be made	Promotion: a) 50% by promotion from amongst the Assistant Pay Level-7 (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4600) having at least 8 years regular service in the grade at the ICAR Headquarters.

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- b) 50% by way of Limited Departmental Competitive Examination confined to Assistants in the Pay Level-7 (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4600) at the ICAR Headquarters having not less than five years' regular service in the Grades as on the date prescribed by DoP&T/ICAR.

Note :

1. Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered for promotion to next higher grade provided that they are not short of the requisite qualifying service by more than half of such qualifying/eligibility service or 2 years, whichever is less and have successfully completed their probation period along with their juniors who have already completed such qualifying or eligibility service.
2. The crucial date for determining the eligibility shall be as per the guidelines/instructions of the DoP&T as issued from time to time.

Deputation including Short Term Contract (ISTC) & Permanent Absorption:

- c) Failing (a) and (b) above by deputation amongst the officials of ICAR Institutes or Central Government or State Government or Union Territories or Autonomous Bodies or PSUs
- (i) Holding the analogous post on regular basis in parent cadre/department;
 - or
 - (ii) Having 8 years of regular service in the grade/ post of Assistant/ASO in the Pay Level - 7 (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4600) in parent cadre/department.
 - or
 - (iii) Having 9 years of regular service to the post of Assistant having experience of administrative work at ICAR Institutes in the Pay Level - 6 (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4200).

Note :

1. Period of deputation including period of deputation in another ex-cadre post held

		<p><i>immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not to exceed 3 years.</i></p> <p>2. <i>Preference in deputation will be given to the officials of ICAR System.</i></p> <p>3. <i>The departmental officers in the feeder cadre, who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation.</i></p> <p>4. <i>The maximum age limit for appointment by deputation/deputation (including short term contract) shall 'not exceeding fifty-six years' on the closing date of receipt of application.</i></p> <p>5. <i>The official, who initially comes on deputation and considered suitable for the post, may be permanently absorbed by the appointing authority, if <u>no incumbent</u> is available in the feeder cadre, in accordance with guidelines of DoP&T/GoI and the parent Department agrees to the proposal of permanent absorption.</i></p>										
12.	If a Departmental Promotion Committee exists what is its composition	<p>DPC consisting of:</p> <table border="1"> <tr> <td>Director (Admn.) or Deputy Secretary (Admn.)</td> <td>Chairman</td> </tr> <tr> <td>An Officer not lower in status than US nominated by JS(Admn.), ICAR</td> <td>Member</td> </tr> <tr> <td>An Outside Expert not lower in status than US nominated by JS(Admn.), ICAR</td> <td>Member</td> </tr> <tr> <td>An Officer not lower in status than US belonging to SC/ST community nominated by JS(Admn.), ICAR.</td> <td>Member</td> </tr> <tr> <td>Under Secretary (Admn.)</td> <td>Member</td> </tr> </table>	Director (Admn.) or Deputy Secretary (Admn.)	Chairman	An Officer not lower in status than US nominated by JS(Admn.), ICAR	Member	An Outside Expert not lower in status than US nominated by JS(Admn.), ICAR	Member	An Officer not lower in status than US belonging to SC/ST community nominated by JS(Admn.), ICAR.	Member	Under Secretary (Admn.)	Member
Director (Admn.) or Deputy Secretary (Admn.)	Chairman											
An Officer not lower in status than US nominated by JS(Admn.), ICAR	Member											
An Outside Expert not lower in status than US nominated by JS(Admn.), ICAR	Member											
An Officer not lower in status than US belonging to SC/ST community nominated by JS(Admn.), ICAR.	Member											
Under Secretary (Admn.)	Member											
13.	Consultation with UPSC is necessary or not	Not Applicable										
14.	Remarks	<p>1. Senior Sales Assistants (SSA) in the Pay Level-6 (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4200) at the ICAR Headquarters having not less than five years' regular service in the Grade as on the date prescribed by DoP&T/ICAR are eligible for appearing Limited Departmental Competitive Examination for promotion to the post of Section Officer.</p>										

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		2. The minimum eligibility service requirement for promotion to the post of Section Officer (SO) shall continue to be the same as prescribed by the earlier existing RRs for the post notified vide ICAR Letter no.14(1)/2009-Estt. I dated 23 rd June, 2010, for the persons holding the immediate feeder grade post of Assistant on regular basis on the date of commencement of these revised Recruitment Rules (RRs).
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**Subject to variation dependent on workload.*

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SCHEDULE-II

**RECRUITMENT RULES FOR THE POST OF
ASSISTANT ADMINISTRATIVE OFFICER IN ICAR**

1.	Name of the post	ASSISTANT ADMINSTRATIVE OFFICER
2.	Number of Posts	467*
3.	Classification	Administrative Group "B"
4.	Pay Level as per Pay Matrix of 7 th CPC (Pre-revised Pay Scale)	Pay Level-7 (Rs.44900-142400) (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4600)
5.	Whether Selection Post or Non-selection Post	Non-selection
6.	Age limit for direct recruitment	N.A.
7.	Educational & other qualifications required for direct recruitment	N.A.
8.	Whether age and educational qualification required for direct recruits will apply in case of promotees	N.A.
9.	Period of Probation, if any	N.A.
10.	Method of recruitment whether by Direct Recruitment or by promotion or by deputation / absorption & percentage of vacancies to be filled by various modes	By promotion failing which by deputation including Short Term Contract (ISTC) & transfer on permanent absorption (i) 75% by promotion. (ii) 25% by Limited Departmental Competitive Examination (LDCE).
11.	In case of recruitment by promotion / deputation / absorption; grades from which promotion / deputation / absorption is to be made	Promotion: a) 75% by promotion of Assistant of ICAR Institute having 5 years regular service in the Pay Level - 6 (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4200). b) 25% by Limited Departmental Competitive Examination confined to Assistants of ICAR Institute having three years regular service in the Pay Level - 6 (Pre-revised Pay Band-2, Rs. 9300-34800 with Grade Pay of Rs.4200). Note : 1. Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered for promotion to next higher grade provided that they are not short of the requisite qualifying service

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by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period along with their juniors who have already completed such qualifying or eligibility service.

2. The crucial date for determining the eligibility shall be as per the guidelines/instructions of the DoP&T as issued from time to time.

Deputation including Short Term Contract (ISTC) & Permanent Absorption:

- c) Failing (a) and (b) above, by deputation amongst the officials of ICAR Headquarters or ICAR Institutes or Central Government or State Government or Union Territories or Autonomous Bodies or PSUs:

- (i) Holding the analogous post on regular basis in parent cadre/department and eligible;

or

- (ii) Having 5 years of regular service in the Pay Level - 6 (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4200) in parent cadre/department.

Note :

1. Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not to exceed 3 years.
2. Preference in deputation will be given to the officials of ICAR System.
3. The departmental officials in the feeder category, who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation.
4. The maximum age limit for appointment on deputation/deputation (including short term contract) shall 'not exceeding fifty-six

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		<p><i>years' on the closing date of receipt of applications.</i></p> <p>5. <i>The official, who initially comes on deputation and considered suitable for the post, may be permanently absorbed by the appointing authority, if <u>no incumbent</u> is available in the feeder cadre, in accordance with guidelines of DoP&T/GoI and the parent Department agrees to the proposal of permanent absorption.</i></p>										
12.	If a Departmental Promotion Committee exists what is its composition	<p>DPC consisting of:</p> <table border="1"> <tr> <td>CAO(SG)/CAO of the Institute*</td> <td>Chairman</td> </tr> <tr> <td>SAO (In absence of such officer at the Institute, an officer of equivalent status nominated by Director of the Institute)</td> <td>Member</td> </tr> <tr> <td>An Officer not lower in status than AO belonging to SC/ST community nominated by Director of the Institute</td> <td>Member</td> </tr> <tr> <td>An Outside Expert not lower in status than AO nominated by Director of the Institute</td> <td>Member</td> </tr> <tr> <td>AO (In absence of such officer at the Institute, an officer of equivalent or above status nominated by Director of the Institute)</td> <td>Member</td> </tr> </table> <p><i>*In absence of such officers, an officer of equivalent status in Administrative Cadre of any other ICAR Institutes/Headquarters nominated by the Director of the Institute.</i></p>	CAO(SG)/CAO of the Institute*	Chairman	SAO (In absence of such officer at the Institute, an officer of equivalent status nominated by Director of the Institute)	Member	An Officer not lower in status than AO belonging to SC/ST community nominated by Director of the Institute	Member	An Outside Expert not lower in status than AO nominated by Director of the Institute	Member	AO (In absence of such officer at the Institute, an officer of equivalent or above status nominated by Director of the Institute)	Member
CAO(SG)/CAO of the Institute*	Chairman											
SAO (In absence of such officer at the Institute, an officer of equivalent status nominated by Director of the Institute)	Member											
An Officer not lower in status than AO belonging to SC/ST community nominated by Director of the Institute	Member											
An Outside Expert not lower in status than AO nominated by Director of the Institute	Member											
AO (In absence of such officer at the Institute, an officer of equivalent or above status nominated by Director of the Institute)	Member											
13.	Consultation with UPSC is necessary or not	Not Applicable										
14.	Remarks	--										

**Subject to variation dependent on workload.*

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SCHEDULE-III

**RECRUITMENT RULES FOR THE POST OF
ASSISTANT FINANCE & ACCOUNTS OFFICER IN ICAR**

1.	Name of the Post	ASSISTANT FINANCE & ACCOUNTS OFFICER
2.	Number of Post	70*
3.	Classification	Administrative Group "B"
4.	Pay Level as per Pay Matrix of 7 th CPC (Pre-revised Pay Scale)	Level - 7 (Rs.44900-142400) (Pre-revised PB-2, Rs.9300-34800 with Grade Pay of Rs.4600)
5.	Whether Selection Post or Non-selection Post	Non-selection
6.	Age limit for direct recruitment	Not applicable
7.	Educational & other qualifications required for direct recruitment	Not applicable
8.	Whether age and educational qualification required for direct recruits will apply in case of promotees	Not applicable
9.	Period of Probation, if any	Two years for officials promoted to the post of Assistant Finance & Accounts Officer (AF&AO) from Group 'C' posts like LDC, UDC, Stenographer Grade-D.
10.	Method of promotion whether by promotion or by deputation/ absorption & percentage of vacancies to be filled by various modes	By promotion on qualifying ICAR Audit & Accounts Examination failing which by deputation (including short term contract). Note: <i>Admission to the ICAR Audit & Accounts Examination will be open to Assistants/PAs/UDCs/ Stenographer Grade D/LDCs who must have put in three years of regular service in the grade of Pay Level-2 or above, completed probation successfully (wherever applicable) and possessing Bachelor's degree from recognized university</i>
11.	In case of recruitment by promotion/ deputation/ absorption; grades from which promotion/ deputation/ absorption is to be made	Promotion: a) On the recommendations of Departmental Promotion Committee (DPC) from the qualified candidates of ICAR Audit & Accounts Examination for the post of Assistant Finance & Accounts Officer within the respective Institute/ Headquarters eligible for promotion to the

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		<p>post of Assistant Finance & Accounts Officer in ICAR.</p> <p>b) Failing (a) above, on the recommendations of Departmental Promotion Committee (DPC) from the qualified candidates of ICAR Audit & Accounts Examination for the post of Assistant Finance & Accounts Officer from the other ICAR Institutes/Headquarters.</p> <p>NOTE:</p> <p>1. DPC shall consider the candidates as per the following criteria:</p> <p>(i) Candidates qualifying the ICAR A&A Exam in an earlier year shall be given preference over the candidates qualifying in the subsequent years.</p> <p>(ii) Amongst the candidates qualifying the examination in the same year, the candidate having higher merit in the examination shall be given preference.</p> <p>2. While filling up the post under Clause (a) above, all the qualified candidates of ICAR A&A Exam of the respective institute, except candidates belonging to stenographer cadre will be eligible for consideration by the DPC of that Institute.</p> <p>In case of qualified candidates belonging to PA/Steno Gr.D cadre, only those will be eligible for consideration by the DPC of that Institute who have completed minimum 3 years of continuous and regular service in the respective Institute immediately preceding on crucial date for deciding the eligibility for promotion.</p> <p>3. For filling up the posts under clause (b) above, the Institute shall circulate the vacancy in grade of AF&AO within the ICAR System.</p> <p>Such incumbent PA/Steno Gr. D of the respective Institute who could not be considered under Clause (a), due to having less than 3 years of continuous and regular service at the respective Institute immediately preceding on crucial date for deciding the eligibility for promotion, will also be eligible to apply for the post of</p>
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AF&AO at that Institute, circulated under Clause (b).

Thereafter, the DPC shall select the candidate for promotion to the post of AF&AO from amongst the candidates applying for the post as per Note-1 above

Deputation including Short Term Contract (ISTC) & Permanent Absorption:

c) Failing (a) & (b) above, by deputation of Audit/ Accounts/Finance officers under the Central or State Government or Union Territories or Autonomous Bodies or Public Sector Undertakings:

I. Holding analogous posts on regular basis in the parent cadre or department;

OR

With five years' regular service in the Pay Level-6 (Pre-revised PB-2, Rs.9300-34800 with GP Rs.4200) or equivalent pay scale in the parent cadre/Department;

AND

II. Possessing at least Bachelor's degree in any discipline from a recognized University.

Note:

1. Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not to exceed 3 years.
2. The maximum age limit for appointment on deputation/deputation (including short term contract) shall 'not exceeding fifty-six years' on the closing date of receipt of applications.
3. The official, who initially comes on deputation and considered suitable for the post, may be permanently absorbed by the appointing authority, if no incumbent is available in the feeder cadre, in accordance with guidelines of DoP&T/GoI and the parent Department agrees to the proposal of permanent absorption.

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12.	If a Departmental Promotion Committee exists what is its composition	DPC consisting of (ICAR Headquarters):	
		Director (Admn.)/ Deputy Secretary (Admn.)	Chairman
		One Senior Officer of Finance Cadre not lower in status than Under Secretary nominated by JS(Admn.), ICAR	Member
		One Officer not lower in status than Under Secretary belonging to SC/ST community nominated by JS(Admn.), ICAR	Member
		An Outside Expert not lower in status than Under Secretary nominated by JS(Admn.), ICAR.	Member
		Under Secretary (Admn.)	Member
		DPC consisting of (ICAR Institute)	
		CAO(SG)/CAO**	Chairman
		SF&AO (In absence of such officer at the Institute, an officer of equivalent status in Finance Cadre of any other Institutes/ Headquarters nominated by Director of the Institute)	Member
		An Officer not lower in status than AO belonging to SC/ ST community nominated by Director of the Institute	Member
		An Outside Expert not lower in status than AO nominated by Director	Member
		AO (In absence of such officer at the Institute, an officer of equivalent or above status nominated by Director of the Institute)	Member
		<i>**In absence of such officers at the Institute, an Officer of equivalent status in Administrative Cadre of any other ICAR Institutes/ Headquarters nominated by the Director of the Institute.</i>	
		13.	Consultation with UPSC is necessary or not
14.	Remarks	Existing incumbents holding the dying cadre post of Junior Accounts Officer (JAO), on the date of notification of these RRs, shall be promoted on first priority on recommendations of Departmental Promotion Committee (DPC) in accordance to existing	

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Schedule of Notification No. Admn. 11-3/2025-R&P(III), dated 17th April, 2026

		Recruitment Rules for the post of AF&AO notified vide ICAR's notification No. Admn.14(2)/2015-Estt.I dated 17 th August, 2016 before considering other candidates under clause (a) & (b) of column No.11 above.
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**Subject to variation dependent on workload.*

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SCHEDULE-IV

**RECRUITMENT RULES FOR THE POST OF
ASSISTANT AT ICAR HEADQUARTERS**

1.	Name of the post	ASSISTANT
2.	Number of Posts	237*
3.	Classification	Administrative Group 'B' Non-Gazetted
4.	Pay Level as per Pay Matrix of 7 th CPC (Pre-revised Pay Scale)	Pay Level-7 (Rs.44900-142400) (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4600)
5.	Whether Selection Post or Non-selection Post	Non-selection
6.	Age limit for direct recruitment	20 to 30 years Note : 1. Age limit and its crucial date for determining it shall be as prescribed for the post of Assistant in the Combined Graduate Level Examination notification of SSC, from which the panel for ICAR shall be drawn. 2. Similarly, the upper age limit is relaxable for SC/ST/OBC/PWDs/ Ex-serviceman and other such categories, as prescribed for the post of Assistant in the Combined Graduate Level Examination notification of SSC, from which the panel for ICAR shall be drawn.
7.	Educational & other qualifications required for direct recruitment	Bachelor's Degree from a recognized University or equivalent and it will be as prescribed for the post of Assistant in the Combined Graduate Level Examination notification of SSC, from which the panel for ICAR shall be drawn.
8.	Whether age and educational qualification required for direct recruits will apply in case of promotees	No
9.	Period of Probation, if any	Two years
10.	Method of recruitment whether by Direct Recruitment or by promotion or by deputation / absorption & percentage of vacancies to be filled by various modes	By Direct Recruitment, Promotion failing which by deputation including short term contract. (i) 75% by direct recruitment. (ii) 15% by promotion. (iii) 10% by Limited Departmental Competitive Examination (LDCE).

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<p>11. In case of recruitment by promotion / deputation / absorption; grades from which promotion / deputation / absorption is to be made</p>	<p>Direct Recruitment:</p> <p>a) 75% by direct recruitment</p> <p>Promotion:</p> <p>b) 15% by promotion from the Upper Division Clerks (UDCs) in the Pay Level-4 Rs.25500-81100 (Pre-revised Pay Band-1, Rs.5200-20200 with Grade Pay of Rs.2400) of ICAR Headquarters having at least 10 years regular service in the grade on the recommendations of the Departmental Promotion Committee.</p> <p>c) 10% by Limited Departmental Competitive Examination confined to the UDCs in the Pay Level-4 Rs.25500-81100 (Pre-revised Pay Band-1, Rs.5200-20200 with Grade Pay of Rs.2400) of ICAR Hqrs. who have completed 06 years regular in the grade as on the date prescribed by DoP&T/ICAR.</p> <p>Note :</p> <p>1. Where juniors who have completed their qualifying or eligibility services are being considered for promotion, their senior shall also be considered provided that they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or 2 years, whichever is less.</p> <p>2. The crucial date for determining the eligibility shall be as per the guidelines/instructions of the DoP&T as issued from time to time.</p> <p>Deputation including Short Term Contract (ISTC) & Permanent Absorption:</p> <p>d) Failing (a) (b) and (c) above by deputation amongst the officials of ICAR Institutes or Central Government or State Government or Union Territories or Autonomous Bodies or PSUs</p> <p>(i) Holding the analogous post on regular basis in parent cadre/department;</p> <p>or</p> <p>(ii) Having 6 years of regular service in the Pay Level-4 Rs.25500-81100 (Pre-revised Pay Band-1, Rs.5200-20200 with Grade Pay of Rs.2400) in parent cadre/ department.</p>
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		<p>Note :</p> <ol style="list-style-type: none"> 1. Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not to exceed 3 years. 2. Preference in deputation will be given to the officials of ICAR System. 3. The departmental officials in the feeder category, who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. 4. The maximum age limit for appointment by deputation/ deputation (including short term contract) shall 'not exceeding fifty-six years' on the closing date of receipt of application. 5. The official, who initially comes on deputation and considered suitable for the post, may be permanently absorbed by the appointing authority, if <u>no incumbent</u> is available in the feeder cadre, in accordance with guidelines of DoP&T/GoI and the parent Department agrees to the proposal of permanent absorption. 										
12.	If a Departmental Promotion Committee/ Confirmation Committee exists what is its composition.	<p>DPC consisting of:</p> <table border="1"> <tr> <td>Director (Admn.) or Deputy Secretary (Admn.)</td> <td>Chairman</td> </tr> <tr> <td>An Officer not lower in status than Under Secretary nominated by JS(Admn.), ICAR</td> <td>Member</td> </tr> <tr> <td>An Officer not lower in status than Under Secretary belonging to SC/ST community nominated by JS(Admn.), ICAR</td> <td>Member</td> </tr> <tr> <td>An outside expert not lower in status than Under Secretary nominated by JS(Admn.), ICAR</td> <td>Member</td> </tr> <tr> <td>Under Secretary (Admn.)</td> <td>Member</td> </tr> </table>	Director (Admn.) or Deputy Secretary (Admn.)	Chairman	An Officer not lower in status than Under Secretary nominated by JS(Admn.), ICAR	Member	An Officer not lower in status than Under Secretary belonging to SC/ST community nominated by JS(Admn.), ICAR	Member	An outside expert not lower in status than Under Secretary nominated by JS(Admn.), ICAR	Member	Under Secretary (Admn.)	Member
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An outside expert not lower in status than Under Secretary nominated by JS(Admn.), ICAR	Member											
Under Secretary (Admn.)	Member											
13.	Consultation with UPSC is necessary or not	Not Applicable										
14.	Remarks	--										

*Subject to variation dependent on workload.

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SCHEDULE-V**RECRUITMENT RULES FOR THE POST OF ASSISTANT AT ICAR INSTITUTES**

1.	Name of the post	ASSISTANT
2.	Number of Posts	1546*
3.	Classification	Administrative Group "B" Non-Gazetted
4.	Pay Level as per Pay Matrix of 7 th CPC (Pre-revised Pay Scale)	Pay Level-6 (Rs.35400-112400) (Pre-revised Pay Band-2, Rs.9300-34800 with Grade Pay of Rs.4200)
5.	Whether Selection Post or Non-selection Post	Non-selection
6.	Age limit for direct recruitment	20 to 30 years Note : 1. Age limit and its crucial date for determining it shall be as prescribed for the post of Assistant in the Combined Graduate Level Examination notification of SSC, from which the panel for ICAR shall be drawn. 2. Similarly, the upper age limit is relaxable for SC/ST/OBC/PWDs/ Ex-serviceman and other such categories, as prescribed for the post of Assistant in the Combined Graduate Level Examination notification of SSC, from which the panel for ICAR shall be drawn.
7.	Educational & other qualifications required for direct recruitment	Bachelor's Degree from a recognized University or equivalent and it will be as prescribed for the post of Assistant in the Combined Graduate Level Examination notification of SSC, from which the panel for ICAR shall be drawn.
8.	Whether age and educational qualification required for direct recruits will apply in case of promotees	No
9.	Period of Probation, if any	Two years
10.	Method of recruitment whether by Direct Recruitment or by promotion or by deputation / absorption & percentage of vacancies to be filled by various modes	By Direct Recruitment, Promotion failing which by deputation including short term contract failing which by permanent absorption. (i) 75% by direct recruitment. (ii) 15% by promotion. (iii) 10% by Limited Departmental Competitive Examination (LDCE).
11.	In case of recruitment by promotion / deputation /	Direct Recruitment: a) 75% by direct recruitment Promotion:



<p>absorption; grades from which promotion / deputation / absorption is to be made</p>	<p>b) 15% by promotion from the Upper Division Clerks (UDCs) in the Pay Level-4 Rs.25500-81100 (Pre-revised Pay Band-1, Rs.5200-20200 with Grade Pay of Rs.2400) of ICAR Institutes having at least 10 years regular service in the grade on the recommendations of the Departmental Promotion Committee.</p> <p>c) 10% by Limited Departmental Competitive Examination confined to the UDCs in the Pay Level-4 Rs.25500-81100 (Pre-revised Pay Band-1, Rs.5200-20200 with Grade Pay of Rs.2400) of ICAR Institutes who have completed 06 years regular in the grade as on the date prescribed by DoP&T/ICAR.</p> <p>Note :</p> <ol style="list-style-type: none">1. Where juniors who have completed their qualifying or eligibility services are being considered for promotion, their senior shall also be considered provided that they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or 2 years, whichever is less.2. The crucial date for determining the eligibility shall be as per the guidelines/instructions of the DoP&T as issued from time to time. <p>Deputation including Short Term Contract (ISTC) & Permanent Absorption:</p> <p>d) Failing (a) (b) and (c) above, by deputation amongst the officials of ICAR System or Central Government or State Government or Union Territories or Autonomous Bodies or PSUs</p> <ol style="list-style-type: none">(i) Holding the analogous post on regular basis in parent cadre/department;or(ii) Having 10 years of regular service in the Pay Level-4 Rs.25500-81100 (Pre-revised Pay Band-1, Rs.5200-20200 with Grade Pay of Rs.2400) in parent cadre/department. <p>Note :</p> <ol style="list-style-type: none">1. Period of deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not to exceed 3 years.2. Preference in deputation will be given to the officials of ICAR System.3. The departmental officials in the feeder category, who are in the direct line of
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12.	<p>If a Departmental Promotion Committee/ Confirmation Committee exists what is its composition.</p>	<p>DPC consisting of:</p> <table border="1"> <tr> <td>CAO(SG)/CAO/Sr. Officer**</td> <td>Admn.</td> <td>Chairman</td> </tr> <tr> <td>An Officer not lower in status than AO nominated by the Director of the respective institute.</td> <td></td> <td>Member</td> </tr> <tr> <td>An Officer not lower in status than AO belonging to SC/ST community nominated by the Director of the respective institute.</td> <td></td> <td>Member</td> </tr> <tr> <td>An outside expert not lower in status than AO nominated by the Director of the respective institute.</td> <td></td> <td>Member</td> </tr> <tr> <td>AO (in absence of such officer, an officer of equivalent or above status nominated by the Director of the institute.)</td> <td></td> <td>Member</td> </tr> </table> <p><i>**If there is no post of CAO(SG)/ CAO/ SAO in the Institute, an Officer of equivalent status in Administrative Cadre of any other ICAR Institutes/Headquarters nominated by the Director of the respective institute.</i></p>	CAO(SG)/CAO/Sr. Officer**	Admn.	Chairman	An Officer not lower in status than AO nominated by the Director of the respective institute.		Member	An Officer not lower in status than AO belonging to SC/ST community nominated by the Director of the respective institute.		Member	An outside expert not lower in status than AO nominated by the Director of the respective institute.		Member	AO (in absence of such officer, an officer of equivalent or above status nominated by the Director of the institute.)		Member
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