



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 (VI)

Dated: 17<sup>th</sup> April, 2026

**Office Memorandum**

**Subject: Amendment in the Indian Council of Agricultural Research (ICAR)'s Legal Adviser (LA), Assistant Legal Adviser (ALA) and Law Officer (LO) Recruitment Rules, 2022- reg.**

First amendment in the Indian Council of Agricultural Research (ICAR)'s Legal Adviser (LA), Assistant Legal Adviser (ALA) and Law Officer (LO) Recruitment Rules, 2022 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.
8. e-office notice board / Media Unit, ICAR.
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F.No. Admn.11-3/2025-R&P (VI)

Dated: 17<sup>th</sup> 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 Legal Adviser (LA), Assistant Legal Adviser (ALA) and Law Officer (LO) Recruitment Rules, 2022 (hereinafter referred as 'said Rules'), notified vide Notification No. Admn.11-2/2021-R&P, dated the 11<sup>th</sup> July, 2022 namely:-

1. (i) These rules may be called the Indian Council of Agricultural Research (ICAR)'s Legal Adviser (LA), Assistant Legal Adviser (ALA) and Law Officer (LO) 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 Legal Adviser in ICAR, Point-11 (In case of recruitment by promotion / deputation / absorption; grades from which promotion / deputation / absorption is to be made) shall be substituted as:-

**“1. Composite Method (Promotion plus Deputation including short term contract)**

**a) Deputation including short term contract (ISTC):**

Officers in the legal cadre/ departments of Central or State Government or UTs or Autonomous Bodies or PSUs:

**I.** (i) Holding analogous posts on regular basis in the parent cadre/ Department;

or

(ii) With 5 years of service in Level-12 of Pay Matrix (Pre-revised PB-3, Rs.15600-39100 with GP Rs.7600) or equivalent pay scale on regular basis;

And

**II.** possessing the bachelors' degree in law and a minimum fourteen years of experience of handling legal matters.

**b) Promotion:**

The ALA in Pay Level-12 of Pay Matrix (Pre-revised PB-3, Rs.15600-39100 with GP Rs.7600) having rendered 5 years' service in the grade after appointment thereto on regular basis shall also be considered alongwith the outsiders. If selected, the post would be deemed to have been filled by promotion.

**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

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organization or department of the Central Government shall ordinarily not to exceed 5 years.

2. The departmental officers in the feeder category, who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion or absorption.
3. The maximum age limit for appointment by deputation shall not be exceeding 58 years as on the closing date of receipt of applications.

**2.** Failing (1) above, the post may be filled by appointing on deemed deputation basis, any Director/ CAO(SG)/ Director (F)/ Comptroller of ICAR, holding the post in Pay Level-13 (Rs.123100-215900) on regular basis and also possessing the bachelors' degree in law from any recognized University.

**Note:**

1. The appointment will be made on Deemed Deputation without any deputation allowance.
2. Resultant vacancy occurring in the parent cadre shall be filled in the same manner, as the vacancy is filled when any officer moves on deputation."

**3.** In the **Schedule-II** of the 'said Rules' related to the Recruitment Rules of the post of Assistant Legal Adviser in ICAR, 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) Promotion:**

By promotion on selection basis of Law Officers of ICAR in the Pay Level-11 (PB-3, Rs. 15600-39100 with Grade Pay of Rs.6600) having rendered five years' service in the grade after appointment thereto on regular basis.

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

**b) Failing (a) above, by Deputation including short term contract (ISTC):** Officers in the legal cadre/departments of Central of State Government or UTs or Autonomous Bodies or PSUs:

- I. (i) Holding analogous posts on regular basis in the parent cadre/Department;  
or  
(ii) With 5 years of service in Pay Level-11 (PB-3, Rs.15600-39100 with Grade Pay of Rs.6600) or equivalent pay scale on regular basis in the parent cadre/Department;

And

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- II.** *possessing the bachelors' degree in law and a minimum of ten years' experience of handing legal matters.*

**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 5 years.*
2. *The departmental officers in the feeder category, who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion or absorption.*
3. *The maximum age limit for appointment by deputation shall not be exceeding 58 years as on the closing date of receipt of applications.*

**c)** *Failing (a) & (b) above, the post may be filled by appointing on deemed deputation basis, any DS/ CAO/Dy. Dir(F)/CFAO of ICAR, holding the post in Pay Level-12 (Rs.78800-209200) on regular basis and also possessing the bachelors' degree in law from any recognized University.*

**Note:**

1. *The appointment will be made on Deemed Deputation without any deputation allowance.*
2. *Resultant vacancy occurring in the parent cadre shall be filled in the same manner, as the vacancy is filled when any officer moves on deputation."*

**4.** In the **Schedule-III** of the 'said Rules' related to the Recruitment Rules of the post of Law Officer in ICAR, 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) By direct recruitment failing which by deputation including short term contract (ISTC) of officers in the legal cadres/departments of Central or State Governments or UTs or Autonomous Bodies or PSUs:*

- I. (i) *Holding analogous post on regular basis in the parent cadre/ Department;*

*or*

- (ii) *With 5 years of service in the Pay Level-10 (Pre-revised PB-3, Rs 15600-39100 + Grade Pay of Rs.5400) or equivalent pay scale on regular basis in the parent cadre/ Department;*

*And*

- II. *Possessing the bachelors' degree in law and a minimum of five years' experience of handling legal matters.*

**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 5 years.*


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2. The Maximum age limit for appointment by deputation shall not be exceeding 58 years as on the closing date of receipt of applications.

b) Failing (a) above, the post may be filled by appointing on deemed deputation basis, any US/SAO/SFAO of ICAR, holding the post in Pay Level-11 (Rs.67700-208700) on regular basis and also possessing the bachelors' degree in law from any recognized University.

Note:

1. The appointment will be made on Deemed Deputation without any deputation allowance.
2. Resultant vacancy occurring in the parent cadre shall be filled in the same manner, as the vacancy is filled when any officer moves on deputation."



(Vampad Sharma)  
Director (Admn.)

**Encls:- Amended Schedule-I, II & III**

**SCHEDULE-I**

**RECRUITMENT RULES FOR THE POST OF LEGAL ADVISER**

1.	Name of the post	LEGAL ADVISER
2.	Number of post	1*
3.	Classification	Administrative Group 'A'
4.	Scale of Pay	Level-13 (Rs.123100-215900) (Pre-revised PB-4, Rs.37400-67000 with GP of Rs.8700)
5.	Whether Selection Post or Non-selection Post	Not Applicable
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.	Composite Method
11.	In case of recruitment by promotion / deputation / absorption; grades from which promotion / deputation / absorption is to be made.	<p><b>1.</b> Composite Method (Promotion plus Deputation including short term contract)</p> <p><b>a) <u>Deputation including short term contract (ISTC):</u></b> Officers in the legal cadre/departments of Central or State Government or UTs or Autonomous Bodies or PSUs:</p> <p><b>I.</b> (i)Holding analogous posts on regular basis in the parent cadre/Department; or (ii) With 5 years of service in Level-12 of Pay Matrix (Pre-revised PB-3, Rs.15600-39100 with GP Rs.7600) or equivalent pay scale on regular basis;</p>

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And

**II.** possessing the bachelors' degree in law and a minimum fourteen years of experience of handling legal matters.

**b) Promotion:**

The ALA in Pay Level-12 of Pay Matrix (Pre-revised PB-3, Rs.15600-39100 with GP Rs.7600) having rendered 5 years' service in the grade after appointment thereto on regular basis shall also be considered alongwith the outsiders. If selected, the post would be deemed to have been filled by promotion.

**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 5 years.*
2. *The departmental officers in the feeder category, who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion or absorption.*
3. *The maximum age limit for appointment by deputation shall not be exceeding 58 years as on the closing date of receipt of applications.*

**2.** Failing **(1)** above, the post may be filled by appointing on deemed deputation basis, any Director/ CAO(SG)/Director (F)/Comptroller of ICAR, holding the post in Pay Level-13 (Rs.123100-215900) on regular basis and also possessing the bachelors' degree in law from any recognized University.

**Note:**

1. *The appointment will be made on Deemed Deputation without any deputation allowance.*
2. *Resultant vacancy occurring in the parent cadre shall be filled in the same manner,*

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		<i>as the vacancy is filled when any officer moves on deputation.</i>								
12.	If a Departmental Promotion Committee exists what is its composition.	<p>Selection Committee consisting of:</p> <table border="1"> <tr> <td>Secretary, ICAR</td> <td>Chairman</td> </tr> <tr> <td>An outside expert not below the rank of Joint Secretary nominated by Secretary, ICAR</td> <td>Member</td> </tr> <tr> <td>An officer not below the rank of Joint Secretary belonging to SC/ST community nominated by Secretary, ICAR</td> <td>Member</td> </tr> <tr> <td>Joint Secretary(A)*</td> <td>Member</td> </tr> </table> <p><b>*Note:</b> <i>In absence of Joint Secretary(A) any other Joint Secretary of ICAR shall be nominated by the Secretary, ICAR.</i></p>	Secretary, ICAR	Chairman	An outside expert not below the rank of Joint Secretary nominated by Secretary, ICAR	Member	An officer not below the rank of Joint Secretary belonging to SC/ST community nominated by Secretary, ICAR	Member	Joint Secretary(A)*	Member
Secretary, ICAR	Chairman									
An outside expert not below the rank of Joint Secretary nominated by Secretary, ICAR	Member									
An officer not below the rank of Joint Secretary belonging to SC/ST community nominated by Secretary, ICAR	Member									
Joint Secretary(A)*	Member									
13.	Consultation with UPSC is necessary or not	Not Applicable								
14.	Remarks	The officers appointed in the grade of LA, ICAR shall be liable to transfer/posting at any of the constituent units of ICAR, i.e., ICAR Hqrs., ICAR Research Institutes and Regional Stations.								

*\*Subject to variation dependent on workload.*

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**SCHEDULE-II**

**RECRUITMENT RULES FOR THE POST OF ASSISTANT LEGAL ADVISER**

1.	Name of the post	ASSISTANT LEGAL ADVISER
2.	Number of post	1*
3.	Classification	Administrative Group 'A'
4.	Scale of Pay	Level-12 (Rs.78800-209200) (Pre-revised PB-3, Rs.15600-39100 with GP of Rs.7600)
5.	Whether Selection Post or Non-selection Post	Selection Post
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
11.	In case of recruitment by promotion / deputation / absorption; grades from which promotion / deputation / absorption is to be made.	<p><b>a) Promotion:</b> By promotion on selection basis of Law Officers of ICAR in the Pay Level-11 (PB-3, Rs. 15600-39100 with Grade Pay of Rs.6600) having rendered five years' service in the grade after appointment thereto on regular basis.</p> <p><b>Note:</b> <i>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</i></p>

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than half of such qualifying/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 DOPT as issued from time to time.

**b) Failing (a) above, by Deputation including short term contract (ISTC):**

Officers in the legal cadre/departments of Central of State Government or UTs or Autonomous Bodies or PSUs:

**I.** (i) Holding analogous posts on regular basis in the parent cadre/Department;

or

(ii) With 5 years of service in Pay Level-11 (PB-3, Rs.15600-39100 with Grade Pay of Rs.6600) or equivalent pay scale on regular basis in the parent cadre/Department;

And

**II.** possessing the bachelors' degree in law and a minimum of ten years' experience of handling legal matters.

**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 5 years.

2. The departmental officers in the feeder category, who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion or absorption.

3. The maximum age limit for appointment by deputation shall not be exceeding 58 years as on the closing date of receipt of applications.

**c)** Failing (a) & (b) above, the post may be filled by appointing on deemed deputation basis, any DS/CAO/Dy. Dir(F)/CFAO of ICAR, holding the post in Pay Level-12 (Rs.78800-209200) on regular basis and also

		<p>possessing the bachelors' degree in law from any recognized University.</p> <p><b>Note:</b></p> <ol style="list-style-type: none"> <li>1. The appointment will be made on Deemed Deputation without any deputation allowance.</li> <li>2. Resultant vacancy occurring in the parent cadre shall be filled in the same manner, as the vacancy is filled when any officer moves on deputation.</li> </ol>								
12.	If a Departmental Promotion Committee exists what is its composition.	<p>DPC consisting of:</p> <table border="1"> <tr> <td>Joint Secretary(A), ICAR*</td> <td>Chairperson</td> </tr> <tr> <td>An outside expert not below the rank of Director nominated by the Chairperson of the Committee</td> <td>Member</td> </tr> <tr> <td>An officer not below the rank of Director belonging to SC/ST community nominated by the Chairperson of the Committee</td> <td>Member</td> </tr> <tr> <td>Director (A) or an equivalent officer of ICAR nominated by the Chairperson of the Committee</td> <td>Member</td> </tr> </table> <p><b>*Note:</b> In absence of Joint Secretary(A) any other Joint Secretary of ICAR shall be nominated by the Secretary, ICAR.</p>	Joint Secretary(A), ICAR*	Chairperson	An outside expert not below the rank of Director nominated by the Chairperson of the Committee	Member	An officer not below the rank of Director belonging to SC/ST community nominated by the Chairperson of the Committee	Member	Director (A) or an equivalent officer of ICAR nominated by the Chairperson of the Committee	Member
Joint Secretary(A), ICAR*	Chairperson									
An outside expert not below the rank of Director nominated by the Chairperson of the Committee	Member									
An officer not below the rank of Director belonging to SC/ST community nominated by the Chairperson of the Committee	Member									
Director (A) or an equivalent officer of ICAR nominated by the Chairperson of the Committee	Member									
13.	Consultation with UPSC is necessary or not	Not Applicable								
14.	Remarks	The officers appointed in the grade of ALA, ICAR shall be liable to transfer/posting at any of the constituent units of ICAR, i.e., ICAR Hqrs., ICAR Research Institutes and Regional Stations.								

\*Subject to variation dependent on workload

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**SCHEDULE-III**

**RECRUITMENT RULES FOR THE POST OF LAW OFFICER**

1.	Name of the post	LAW OFFICER
2.	Number of post	2*
3.	Classification	Administrative Group 'A'
4.	Scale of Pay	Level-11 (Rs.67700-208700) (Pre-revised PB-3, Rs.15600-39100 with GP of Rs.6600)
5.	Whether Selection Post or Non-selection Post	Selection Post
6.	Age limit for direct recruitment	45 years <b>Note:</b> 1. The crucial date for determining the age-limit shall be the closing date for receipt of the application from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, UT of Ladakh, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, A&N Islands or Lakshdweep). 2. The upper age limit is relaxable for SC/ST/OBC/PWD/Ex. Serviceman etc. as per relevant instructions of Govt. of India. 3. For ICAR/GOI employees upper age limit is relaxable by 5 years in accordance with instructions or orders issued by the Central Govt. from time to time regarding age relaxation for departmental candidates.
7.	Educational & other qualifications required for direct recruitment	Bachelor's degree in Law from a recognized university and should be an advocate as defined under Advocates Act 1961 who has practiced for five years or should have worked in Central Government/State Government/UTs/PSUs/Autonomous organizations holding a Legal Cadre post in Pay Level 8 or above for atleast five years.
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 which may be extended at the discretion of competent authority.
10.	Method of recruitment whether by Direct	Direct recruitment failing which by deputation including Short Term Contract.

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	<p>Recruitment or by promotion or by deputation / absorption &amp; percentage of vacancies to be filled by various modes.</p>	<p><b>Note:</b> <i>The method of Direct recruitment shall be kept in obedience and the post of Law Officer in Pay Level 11 shall be filled by deputation until the two existing incumbent officers holding the dying cadre posts of erstwhile LO in Pay Level 9 and erstwhile ALA in Pay Level 7, on the date of notification of these rules are promoted to the newly created post of Law Officer in Pay Level 11.</i></p>
<p>11.</p>	<p>In case of recruitment by promotion / deputation / absorption; grades from which promotion / deputation / absorption is to be made.</p>	<p><b>a)</b> By direct recruitment failing which by deputation including short term contract (ISTC) of officers in the legal cadres/departments of Central or State Governments or UTs or Autonomous Bodies or PSUs:</p> <p>I. (i) Holding analogous post on regular basis in the parent cadre/ Department; or (ii) With 5 years of service in the Pay Level-10 (Pre-revised PB-3, Rs 15600-39100 + Grade Pay of Rs.5400) or equivalent pay scale on regular basis in the parent cadre/Department;</p> <p align="center">And</p> <p>II. Possessing the bachelors' degree in law and a minimum of five years' experience of handling legal matters.</p> <p><b>Note:</b></p> <p>1. <i>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 5 years.</i></p> <p>2. <i>The Maximum age limit for appointment by deputation shall not be exceeding 58 years as on the closing date of receipt of applications.</i></p> <p><b>b)</b> Failing (a) above, the post may be filled by appointing on deemed deputation basis, any US/SAO/ SFAO of ICAR, holding the post in Pay Level-11 (Rs.67700-208700) on regular basis and also possessing the bachelors' degree in law from any recognized University.</p> <p><b>Note:</b></p> <p>1. <i>The appointment will be made on Deemed Deputation without any deputation allowance.</i></p>

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		<p><b>2.</b> Resultant vacancy occurring in the parent cadre shall be filled in the same manner, as the vacancy is filled when any officer moves on deputation.</p>														
12.	If a Departmental Promotion Committee exists what is its composition.	<p>The DPC consisting of:</p> <table border="1"> <tr> <td>Joint Secretary(A), ICAR*</td> <td>Chairperson</td> </tr> <tr> <td>An outside expert not below the rank of Deputy Secretary nominated by the Chairperson of the Committee</td> <td>Member</td> </tr> <tr> <td>An officer not below the rank of Deputy Secretary belonging to SC/ST community nominated by the Chairperson of the Committee</td> <td>Member</td> </tr> <tr> <td>Deputy Secretary (A)</td> <td>Member</td> </tr> </table> <p><b>*Note:</b> In absence of Joint Secretary(A) any other Joint Secretary of ICAR shall be nominated by the Secretary, ICAR.</p> <p>Confirmation Committee consisting of:</p> <table border="1"> <tr> <td>Deputy Secretary (A), ICAR</td> <td>Chairperson</td> </tr> <tr> <td>An officer not below the rank of Deputy Secretary to be nominated by the Chairperson of the Committee</td> <td>Member</td> </tr> <tr> <td>Under Secretary (A)</td> <td>Member</td> </tr> </table> <p><b>Note:</b> 1. In absence of DS(A) an equivalent officer shall be nominated by Joint Secretary (A) to act as the Chairperson of the Committee. 2. If none of the members of Confirmation Committee belongs to SC/ST category then Chairperson will co-opt an officer not below the rank of Under Secretary belonging to SC/ST community.</p>	Joint Secretary(A), ICAR*	Chairperson	An outside expert not below the rank of Deputy Secretary nominated by the Chairperson of the Committee	Member	An officer not below the rank of Deputy Secretary belonging to SC/ST community nominated by the Chairperson of the Committee	Member	Deputy Secretary (A)	Member	Deputy Secretary (A), ICAR	Chairperson	An officer not below the rank of Deputy Secretary to be nominated by the Chairperson of the Committee	Member	Under Secretary (A)	Member
Joint Secretary(A), ICAR*	Chairperson															
An outside expert not below the rank of Deputy Secretary nominated by the Chairperson of the Committee	Member															
An officer not below the rank of Deputy Secretary belonging to SC/ST community nominated by the Chairperson of the Committee	Member															
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Deputy Secretary (A), ICAR	Chairperson															
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\*Subject to variation dependent on workload.

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