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भारतीय वानिकी अनुसंधान एवं शिक्षा परिषद

**INDIAN COUNCIL OF FORESTRY RESEARCH AND EDUCATION**

(पर्यावरण, वन एवं जलवायु परिवर्तन मंत्रालय, भारत सरकार की एक स्वायत्त परिषद)

(An Autonomous Body of the Ministry of Environment, Forests and Climate Change, Govt. of India)

डाकघर : नयू फॉरेस्ट, देहरादून - 248006 (उत्तराखण्ड)

**P.O. New Forest, Dehradun - 248 006 (Uttarakhand)**

No. 52-6/2016-ICFRE(Vol.II)

Dated the 24 January 2018

### NOTIFICATION

In exercise of the powers conferred under Clause 22(b) (iv) of Rules of the ICFRE Society, the Director General, ICFRE, with the approval of the Board of Governors, is pleased to notify "Indian Council of Forestry Research and Education Group 'A' (Scientific Posts) Rules, 2018", in place of existing "ICFRE Group 'A' (Scientific Posts) Rules, 2011"

In case of any variation, guidelines issued by DoPT from time to time on the subject would prevail in ICFRE.

The amendments shall come into force with immediate effect.

Encl : ICFRE Group 'A' (Scientific Posts) Rules, 2018

24/1/2018

( Rajeev Kumar Tiwari )

Secretary

o/c

Distribution :

1. The Secretary, Environment, Forest and Climate Change, and Chairman, Board of Governors of ICFRE, Indira Paryavaran Bhawan, Jor Bhag Road, Aliganj, New Delhi - 110 003 for kind information.
2. All DDG's/Director (IC)/Chairman, Recruitment Board, ICFRE/CVO/Head, IAC, ICFRE.
3. All Directors of ICFRE Institute for information.
4. ICFRE Webstie (Circular Section)
5. File No. 55-21/55/2017-ICFRE for record.
6. Guard File



## Indian Council of Forestry Research and Education

### RULES FOR RECRUITMENT AND PROMOTION FOR GROUP 'A' (SCIENTIFIC POSTS)

In exercise of the powers conferred by the proviso of Rules 38 read with Rules 22 (iv) and 24(ii) of the ICFRE Rules and in supersession of all the rules in so far as they relate to the scientific posts in Indian Council of Forestry Research & Education in the pay scale of Level 10 and above, except things done or omitted to be done before such supersession, the Director General, ICFRE with the approval of the Board of Governors is pleased to amend the ICFRE Group 'A' Scientific Posts Rules in the ICFRE and the Institutes under it with following provisions:

#### 1. Short title and commencement

- 1.1 These rules may be called the Indian Council of Forestry Research & Education Group 'A' (Scientific Posts) Rules, 2018.
- 1.2 These rules shall come into force from the date of notification.

#### 2. Definitions

- (i) "Appointing Authority", in relation to appointment to the posts of Scientists means the Director General, ICFRE.
- (ii) "Board of Governors (BoG)" means the Board of Governors of ICFRE a body constituted under Rule 17 of Rules of the Board of Governors of the ICFRE Society.
- (iii) "Competent Authority" means the Director General, Indian Council of Forestry Research and Education
- (iv) "Council" means the Indian Council of Forestry Research and Education (ICFRE)
- (v) "DDG" means the Deputy Director General of ICFRE
- (vi) "Departmental Peer Review Committee (DPRC)" means the Departmental Peer Review Committee constituted for Level II Assessment under Rule-9.
- (vii) "Director" means the Director of the Institutes under ICFRE
- (viii) "Director General (DG)" means the Director General, ICFRE - a person appointed by the President of the Society with the concurrence of the Govt. of India.
- (ix) "ICFRE" means Indian Council of Forestry Research and Education, a Society registered under the Societies Registration Act, 1860.
- (x) "Institutes" means research institutes under the ICFRE.
- (xi) "Internal Screening Committee (ISC)" means Internal Screening Committee constituted for Level-I Assessment vide Rule-9.

- (xii) "MACP" means to Modified Assured Carrier Progression
- (xiii) "MFCS" means to Modified Flexible Complementing Scheme.

**3. Application**

These Rules shall apply to the Scientific Group 'A' posts of Scientists from Scientist 'B' to Scientist 'G'

**4. Name of posts, designations and pay scale:-**

The designations and pay scales of the Scientific Group 'A' Posts in the Indian Council of Forestry Research and Education and its Institutes under it shall be as defined in **Table-I**.

**5. Number of Posts**

- (i) The total number of posts of Scientists at the Council is 280.
- (ii) The distribution of posts of Scientists within the ICFRE shall be done by the Director General, ICFRE depending upon the workload of various institutes working under ICFRE.

**6. Educational qualifications and experience**

The educational qualifications and experience required for the posts shall be as specified in **Table-I**.

**7. Method of recruitment:-**

The post will be filled up by Direct Recruitment/Promotion and by Deputation as the case may be.

**7.1 Direct Recruitment**

- (i) The candidates possessing the educational qualifications and experience as specified in the **Table-I** shall be eligible for appointment to the post by direct recruitment.
- (ii) The upper age limit for appointment by direct recruitment to the posts shall be as specified in **Table-II**. Relaxation of five years can be considered for the Departmental candidates of ICFRE, who have completed their probation period.
- (iii) If a departmental candidate is selected for appointment to any post by direct recruitment, such post shall be deemed to have been filled by direct recruitment.
- (iv) Every Scientist who is appointed to the service by direct recruitment shall be on probation for a period of two years which may be extended by the Competent Authority/ Appointing Authority in accordance with the instructions issued by the Central Government from time to time. In case, the orders of confirmation are not issued within six months after completion of probation period, the scientist will be treated as confirmed.

- (v) The confirmation of candidates who are on probation shall be considered by the Departmental Recruitment Committee, constituted by the DG, ICFRE.

## 7.2 Promotion

- (i) The minimum educational qualification for promotion to the grade of Scientist 'B' from the eligible feeder grades shall be as specified in **Table-I**.
- (ii) There shall be no upper age limit for promotion.
- (iii) The promotion for the posts of Scientist 'B' shall be made on selection basis having 03 years regular service as Research Officer Grade-I in ICFRE and its Institutes in the Level 7 of Pay Matrix as per 7<sup>th</sup> CPC and possessing educational qualifications and experience as specified in **Table-I** and the eligibility list for promotion shall be prepared with reference to the date of completion of the prescribed qualifying service in their respective grade or post. There shall be one time provision to the extent to allow promotion to only such number of Research Officers Gd I who have opted not to join the Technical Service and are to be retained in the old service to pursue Scientific services with a condition that such quota of promotion in the Scientific Services shall cease to exist soon after these Research Officers Gd I are promoted as Scientist 'B' and hence forth the position of Scientist 'B' shall be filled only through direct recruitment/deputation and only after the vacancy is available on the superannuation of promoted scientists.
- (iv) The probation period for the scientist promoted shall be one year.

## 7.3 By deputation (including short-term contract)

- (i) Scientists/Officers belonging to any other Ministry or Department of the Central Government or a State Government or Union territories or Universities or Public Sector Undertakings or semi-Government or statutory or autonomous organizations or research organizations or institutions funded by the Government may be appointed on deputation, subject to the fulfillment of following requirements, namely:-
- (a) possessing minimum educational qualifications and experience as specified in **Table-I**; and
- (b) holding analogous post on regular basis in the parent cadre or department.

The procedure to be followed shall be as per the details given below, subject to the fulfillment of following requirements, namely:-

- (ii) The upper age limit shall not exceed fifty-five years.
- (iii) Period of deputation including period of deputation in any other ex-cadre post held immediately preceding this appointment in the same of some other organization or department shall ordinarily be three years,

which may be extended for a further period of two years with the approval of the Competent Authority, in accordance with the instructions or orders of the Central Government issued from time to time.

- (iv) Maximum of 10% post of scientists can be earmarked for filling up on deputation basis in the specified field decided by the appointing authority at the time of recruitment.
- (v) 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.
- (vi) The minimum level of scientists to be appointed on deputation shall be Scientist 'C'.

- 7.4 The experience specified in **Table-I** for the post shall be the experience obtained by the candidate in research and development in academic institution/ industrial or scientific and technological organization after possessing the minimum educational qualifications required for the post.

Provided that the competent authority shall decide on the area of such experience at the time of recruitment.

#### 8. **In-situ Promotion under Flexible Complementing Scheme.**

All Scientists having qualifications as specified in **Table-I** shall be eligible for consideration for in-situ up-gradation to the next higher grade under Flexible Complementing Scheme on the following conditions, provided that such officers who are doing management or administrative work in the Council shall not be considered for upgradation under Flexible Complementing Scheme, but shall be given the benefits of upgradation under Modified Assured Career Progression Scheme:-

- (i) The Scientists appointed on deputation against an advertised post of Administration/Management nature shall not be eligible for Flexible Complementing Scheme.
- (ii) The Minimum Residency Period linked to Performance for in-situ promotion to the next grade shall be as specified in **Table-III** and while computing such minimum residency period, the following period of service shall count for in-situ promotion to the next higher grade, namely:-
  - (a) the regular service rendered in a post, excluding ad-hoc service or non-qualifying service;
  - (b) the period spent on deputation or foreign service to another scientific post;  
provided that the period spent on deputation or on foreign service in a non-scientific post shall not count towards the minimum residency period.

- (c) the period of study leave or any other leave taken for improving the academic accomplishment; and
  - (d) such other period of leave as may be prescribed by the Central Government for this purpose by order or instructions issued from time to time.
- (iii) The assessment for in-situ promotion under the Flexible Complementing Scheme shall be done twice a year; the cases maturing for promotion during January to June of a year shall be taken up for assessment in the month of July of that year and the cases maturing for promotion during July to December of a year shall be taken up for assessment in the month of January of the next year.
  - (iv) Where an eligible scientist is not physically available for assessment on account of him being on deputation or on a foreign service or on study leave in India or abroad or for any other reason, his case shall be considered for promotion in the immediate assessment due on his return.
  - (v) When a scientist is promoted under the Flexible Complementing Scheme, the post currently held by him shall be upgraded automatically and remain personal to him for the duration of his stay in the in-situ promotion post and consequently, no vacancy shall be caused in the lower grade.
  - (vi) The post held by a Scientist under the Flexible Complementing Scheme shall revert back to the original level i.e., Scientist 'B' only after he vacates the higher post on his superannuation or resignation or death or otherwise.
  - (vii) All scientists eligible for in-situ promotion under the Flexible Complementing Scheme shall give their self-assessment in the Annual Work Report Format (Part-A) as specified in **Table-IV** Part-A along with the APAR and the same shall be assessed by the reporting officer who shall give report in Part-B Format specified in **Table-IV**.
  - (viii) The Internal Screening Committee, to be constituted by the DG, ICFRE shall carry out first level of assessment by evaluating the Annual Work Reports and APAR/AWR of the eligible Scientist and give its report on the scientific content of the work done by such Scientists as per Part-C Format specified in Annual Performance Appraisal Report (APAR) and make its report available to the Departmental Peer Review Committee. The minimum benchmark for screening the scientists for in-situ promotion would be 'Very Good'.
  - (ix) The Departmental Peer Review Committee (DPRC) shall carry out second level external screening for in-situ promotion of Scientists from grade Scientist 'B' to 'C', Scientist 'C' to 'D', Scientist 'D' to 'E', Scientist 'E' to 'F' and Scientist 'F' to 'G' by holding interview of the screened-in scientists for their in-situ promotion to the next higher grade and recommend the suitability of the scientists to the competent authority.
  - (x) The date of in-situ promotion for those found suitable for in-situ promotion to the next higher grade under the Flexible Complementing

Scheme (FCS) shall be 1st January or 1st July or the date on which the residency period completed or the date when the Competent Authority approves the in-situ promotion, whichever is later.

- (xi) There shall be no retrospective in-situ promotion.
- (xii) The cases of officers undergoing training or study leave or on deputation in India or abroad shall be considered for in-situ promotion to the next higher grade under the Flexible Complementing Scheme with effect from the date they would have completed the minimum residency period had they not proceeded on training or study leave or on deputation subject to fulfillment of the condition that the period of such training or study leave or on deputation is stated as on duty.
- (xiii) The eligible Scientist shall be given three chances for assessment under the Flexible Complementing Scheme for up-gradation to the next grade and in case such Scientist does not qualify for three successive years or chances, he shall be considered for up-gradation to the next grade under the Modified Assured Career Progression Scheme.
- (xiv) The criteria for field experience for considering in-situ promotion under Flexible Complementing Scheme shall be as specified under the Annexure-I.
- (xv) A scientist will be eligible for promotion up to and including the level of Scientist 'G' through the process of assessment under the FCS/MACPS.

## 9. Composition of Committees

### (i) Internal Screening Committee (Level-I Assessment)

1.	Deputy Director General of ICFRE Hqrs/ A person Nominated by DG, ICFRE	Chairman
2.	Joint Secretary to the Govt. of India (Forest Establishment), MoEF & CC or his nominee	Member
3.	Two Directors of ICFRE Institutes	02 Members
4.	The Secretary, ICFRE.	Member
5.	One Scientist 'F'/'G' of ICFRE/Institute.	Member
6.	A Group 'A' Officer from any other Ministry or Department of Central Government	Member
7.	Asstt. Director General (Education & RB), ICFRE	Member-Secretary

The quorum for the meeting of a Internal Screening Committee (ISC) shall be two-third members-including the Chairman.

### (ii) Departmental Peer Review Committee (Level-II Assessment)

The Departmental Peer Review Committee consisting of majority of external members possessing expertise in the relevant field shall be constituted by the DG, ICFRE. The Committee shall be comprised of following:-

1.	Director General, ICFRE/ A person nominated by DG, ICFRE	Chairman
2.	Joint Secretary to the Govt. of India (Forest Establishment), MoEF & CC or his nominee	Member
3.	Director of CSIR/ICAR/reputed organization or his nominee of the Level of HAG Scale	Member
4.	One DDG/Director (IC), ICFRE Hqrs./Director of ICFRE Institute	Member
5.	Three external experts in the relevant field	03 Members
6.	A group 'A' Officer from any other Ministry or Deptt. Of Central Government	Member
7.	Asstt. Director General (Education & RB), ICFRE	Member-Secretary

The quorum for the meeting of DPRC shall be two-third members-including the Chairman and at least two subject experts.

**(iii) Departmental Recruitment Committee for Recruitment/Confirmation and Deputations shall be as under:-**

Filling up the vacant post through direct recruitment for scientists as well as the confirmation and deputations will be done by this committee. The constitution of Departmental Recruitment Committee (DRC) for considering the eligibility of candidates for Recruitment shall be as under:

1.	Chairman, Recruitment Board, ICFRE	Chairman
2.	Representative of MoEF&CC at the level of DIG to be nominated by MoEF&CC	Member
3.	Director of CSIR/ICAR/ reputed organization or his nominee of the Level of HAG Scale	Member
4.	One Director of Institute of ICFRE	Member
5.	A Group 'A' officer from any other Ministry or department of the Central Government	Member
6.	Three subject expert of the relevant subject	03 Members
7.	Asstt. Director General (Education & RB), ICFRE	Member-Secretary



The quorum for the meeting of a Departmental Recruitment Committee shall be two-third members-including the Chairman and at least two subject experts.

**10. Disqualifications: No person**

Who has entered into or contracted a marriage with a person having a spouse living, or

- (i) Who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to any of the said posts: Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such persons and the other party to the marriage and that there are other grounds for doing so, exempt any person from the operation of this rule.
- (ii) Any other information issued by the Govt. from time to time.

**11. Liability to serve anywhere in India:-**

- (i) The Scientists appointed under these rules shall be liable to serve anywhere in India.
- (ii) The Scientists appointed shall be liable to undergo such training and be detailed on such courses of instruction in India or abroad as the Competent Authority may decide from time to time.

**12. Power to relax**

Where the Board of Governors is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons with the approval of MoEF, Govt. of India as and when required.

**13. Saving**

The reservation for SC/ST/OBC/ Physically Handicapped shall be made in accordance with the Government of India' guidelines issued from time to time. Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for candidates belonging to the Scheduled Castes, Scheduled Tribes, ex-servicemen and other special categories of persons in accordance with orders issued by the Central Government from time to time in this regard.

**14. General conditions**

- (i) Composition of various committees shall be approved on each occasion by the DG, ICFRE.
- (ii) At least one of the members of the committees should represent the weaker section.
- (iii) Scientists of ICFRE/its institute going on deputation to other Government organization may be given due lien as per Government rules.

- (iv) The pay of the Scientists in the higher grade on promotion shall be fixed according to Fundamental Rules of the Government of India.
- (v) In the matter of nominating an SC/ST/OBC member for the Assessment Board for level two assessment the procedure prescribed by the Government of India shall be followed.
- (vi) The Services of scientists appointed on temporary basis and are on probation may be terminated by either party giving to the other a notice of period not less than one month. The services of temporary scientist may also be terminated without notice by payment of a sum equivalent to his/her one month salary (Basic pay plus D.A.) in lieu of notice. The appointing authority may accept a short period notice from a scientist. The service of temporary scientist against whom an enquiry or disciplinary proceeding is pending or contemplated, may not, however, be terminated by virtue of these rules unless otherwise decided by the appointing authority.
- (vii) The age of superannuation for the scientists will be 60 years. The Board of Governors may grant extension in special cases with the prior approval of MoEF&CC, Govt. of India.
- (viii) Scientists shall perform such duty as may be entrusted to him/her and shall, to the best of their ability, carry out the directions of the Board of Governors or Director General or Director of the Institute or of any other officers to whose authority he may be subjected to, according to the rules and bye-laws of the Society.
- (ix) During the period of service every scientist shall observe, obey and abide by the rules of the Society and bye-laws made from time to time by the Board of Governors and all standing orders passed by the Director General or Director of Institute.
- (x) In all service matters, the decision of the Director General and/or Board of Governors as the case may be shall be final. For posts/vacancies connected with scientific disciplines not covered so far under these rules, suitable qualification would be prescribed by Director General at the time of advertisement, and selection to the posts would accordingly be made.
- (xi) The Board of Governors shall have powers to relax, amend and repeal any or all these rules with prior approval of MoEF&CC, Government of India provided that such amendment repeal shall not affect the previous operation of these rules or notifications or orders made or anything done or any action taken there under.
- (xii) Any matter not specified here in above, the scientist of the Council will be governed by the relevant rules/orders issued by the Government of India from time to time.
- (xiii) The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India and not the closing date prescribed for those in Assam, Meghalaya, Arunchal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Ladakh Division of Jammu and Kashmir, Lahu and Spiti District and Pangal sub-Division of

Chamba District of Himachal Pradesh, Andman & Nicobar Islands and Lakshadweep.

- (xiv) Direct recruits may be given a higher initial start than the minimum of the scale to which they are appointed in deserving cases if so recommended by the Departmental Recruitment/Review Committee with the prior approval MoEF&CC, Govt. of India. However, such an initial start shall not exceed to advance increments over the minimum of the scale.
- (xv) In **Table-I** giving the details of direct recruitment to Scientific posts +3, +7, +11, +16, and +21 denote minimum number of years of experience required in addition to the essential educational qualifications.
- (xvi) The Scientists appointed shall be liable to undergo such training and be detailed on such course of instruction in India or abroad as the Competent Authority may decide from time to time.
- (xvii) Specific essential educational qualification for a specific discipline will be decided at the time of filling up of a post based on the job recruitments.
- (xviii) The Director General, ICFRE will be Competent Authority for approval of recommendations made by various committees (Internal Screening Committee/Departmental Peer Review Committee/Departmental Recruitment Committee)
- (xix) Service rendered in the field of forestry will be treated as relevant experience for posts for which such experience is considered appropriate by the Council.

**Table-I**  
**DESIGNATION, PAY SCALES, EDUCATIONAL QUALIFICATIONS**  
**AND EXPERIENCE FOR DIRECT RECRUITMENT**

**FOR SCIENTIFIC POSTS:** The minimum educational qualifications and experience required for scientific posts shall be as under:-

Designation	Scientist 'B'	Scientist 'C'	Scientist 'D'	Scientist 'E'	Scientist 'F'	Scientist 'G'
<b>Educational qualifications</b> * <b>(General)</b>	First Class Master's Degree in Natural Science / Agriculture Sciences <b>OR</b> First Class Bachelor's Degree in Engineering or Technology	First Class Master's Degree in Natural Science/Agriculture Sciences and a Ph.D. degree in the relevant subject/discipline <b>OR</b> First Class Master's Degree in Engineering or Technology				
<b>Minimum Experience</b>		+3	+7	+11	+16	+21
<b>Pay Scale (Level of pay Matrix)</b>	Level-10	Level-11	Level-12	Level-13	Level-13A	Level-14

\*To be read with Rule 14 (xvii)

**Table-II**  
**Age limit for Direct Recruits**

The upper age limit for appointment by direct recruitment to the posts specified in column (2) shall be as specified in column (3) of the **Table** below:-

Sl.No.	Name of Post	Age limit
(1)	(2)	(3)
1.	Scientist 'B'	35 years
2.	Scientist 'C'	35 years
3.	Scientist 'D'	40 years
4.	Scientist 'E'	45 years
5.	Scientist 'F'	50 years
6.	Scientist 'G'	50 years

**Table- III**  
**(Minimum Residency period)**

<b>Sl.No.</b>	<b>Designation</b>	<b>Level of Pay Matrix as per 7<sup>th</sup> CPC</b>	<b>Minimum Residency Period linked to Performance</b>
1.	Scientist 'B'	10	03 years
2.	Scientist 'C'	11	04 years
3	Scientist 'D'	12	04 years
4	Scientist 'E'	13	05 years
5	Scientist 'F'	13A	05 years
6	Scientist 'G'	14	.....

**Table-IV**  
**Annual Work Report**  
**Part-A**

**SELF ASSESSMENT BY THE OFFICER REPORTED UPON**

1. Name:
2. Designation:
3. Area of Science and Technology function:
4. Brief description of Science and Technology work function:
5. Science and Technology output indicators for assessment and measurement of work function( as appropriate to the officer):
6. Enumeration of major outputs from Science and Technology Function:
7. Innovation content of work done (about 100 words):
8. Major impact reported during the financial year (if any) for work done during previous three years:
9. Specific and technological methodologies used in the work function
10. Suggestions (if any) for work functions based on new or emerging scientific principles:
11. New technologies if any introduced by the officer in work plan/functions;
12. Any other highlight of special Science and Technology content in the work:
13. One page summary of the scientific and technical elements in the work done during the financial year;
14. Quantified S&T outputs as per the selection indicators:

**Signature of the officer reported upon**

**PART-B**  
**ASSESSMENT BY THE REPORTING AUTHORITY**

1. Accuracy of the Science and Technology work report:
  - (a) Generally accurate
  - (b) Modifications needed (Please specify)
2. Scientific merit of the work done  
1-10%    10-33%    33-50%    50-75%    Bottom 25%
3. Short summary of the innovative content of the work done
4. General assessment of the scientific work report (in brief):
5. Final grading:  
1-10%    10-33%    33-50%    50-75%    Bottom 25%

**Signature of the Reporting Officer**

**PART-C**  
**INTERNAL PEER GROUP REVIEW REPORT**

1. Grading of the Science & Technology (&T) content of the work reported.
2. Specific innovation elements recognized:-
  - (a)
  - (b)
  - (c)
3. Relative assessment of the work reported vis-à-vis Peers in the area:  
Top 1-10%    10-33%    33-50%    50-75%    Bottom 25%
4. Assessment of the work done during the residency period.
5. Specific highlights of the S&T content of the work done.
6. Overall grading of the S&T work report for the residency period.

Signature of the Members of the Peer Group

### **Annexure (to Annual Work Report)**

1. Lectures delivered in universities/seminars/industry meets
  - (a) Enrolled
  - (b) Invited
2. Books edited or written
3. Research publications
4. State of the Art Reports prepared on the subject handled or otherwise
5. Annual reports prepared.
6. Internal reports generated
7. New S&T areas/gaps identified for enlarging the scope of the existing schemes
8. New S&T identified and nurtured and S&T inputs added to ongoing schemes
9. Data bases prepared for scientific handling of the projects
10. Scientific and evidence-based initiatives taken to enlarge the infrastructure base of research and development across the country.
11. Identification of New Areas for demonstration of technologies and follow up
12. Project Monitoring Parameters evolved and deployed
13. Technology intelligence /assessment report prepared for S&T
14. Science and Technology inputs provided to inter-Ministerial discussions in various committees
15. Number of projects scientifically evaluated for closure during the years
16. Networked Programmes initiated (Please given numbers and salient features of your contribution)
  - (a) Between lab to lab
  - (b) Lab to Industry'
  - (c) Bilateral
  - (d) Multilateral
17. Policies/Bills prepared during the year
18. Awards/membership of Institutions/ Academics
19. Others (please specify)



### A. Criteria for Field Experience

1. Field experience in research and development and experience in implementation of such scientific projects is compulsory for promotion of scientists recruited to the posts in the secretariat of the scientific Ministries or Departments to higher grades under Flexible complementing Scheme.
2. Field experience of at least two years and five years respectively shall be essential for promotion to scientist 'F' and Scientist 'G' grades.
3. The criteria shall cover the aims and objectives of the institution or organization, qualifications of the personnel, qualitative requirements for performance of various types of activities etc.

### B. Scientific Activities and Services

#### (a) Fundamental or Basic research:

- (i) Original investigation to gain new scientific knowledge, not necessarily directed towards any specific practical aim or application;
- (ii) Working in scientific laboratories/ institutes, period spent on doctoral or post doctoral degrees in basic research after joining an organization, etc., shall constitute field experience for the purpose of Flexible complementing Scheme.

#### (b) Applied Research:

- (i) Original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective;
- (ii) Working in scientific laboratories/ institutes, period spent on doctoral/ post doctoral degrees in applied research after joining an organization, etc., would constitute field experience for the purpose of Flexible Complementing Scheme.

#### (c) Experimental Development:

- (i) Application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services; 'field experience' would depend on the work profile of the Department.
- (ii) The defining factor would be that the work is not of routine use of scientific knowledge but involves application of scientific knowledge for creation of new/innovative systems, practices, models.

#### (d) Promotion of Science and Technology activities:

- (i) Science and Technology activities which are directly linked to Research and Development in terms of promoting the scientific activities and services.
- (ii) Coordination of Research and Development programmes in environment or forestry or wildlife, national and international network projects in environment or forestry or wildlife, mission node projects, environment or forestry or wildlife regulation and such other works would constitute field experience.