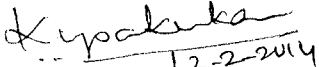


MACS-AGHARKAR RESEARCH INSTITUTE
G.G. Agarkar Road, PUNE – 411 004

No.11/6/2014/Adm./I-~~EE~~
February 10, 2014

CIRCULAR

The Institute Council of ARI, has adopted the Modified Flexible Complementing Scheme as notified by Government of India, DOPT OM No. AB-14017/37/2008-Estt(RR) dated 10.09.2010 (copy enclosed) vide clause vi) of Agenda Item No.7 of the minutes of 43rd meeting held on 30.05.2012. Further, based on the ~~revised~~ Modified Flexible Complimenting Scheme, the Recruitment & Promotion rules of Scientists of ARI has been revised, as per (Annexure-IX) which has been approved in the 45th meeting of the Institute Council vide item No. 9, held on 26.10.2013, a copy of which is being made available for information of all scientists of the Institute.


12-2-2014
(K. M. Paknikar)
Officiating Director

Copy to:- All Divisions/Groups.

Encl. Extracts of (1) clause v) of Agenda Item No.7 of the minutes of the 43rd IC meeting dated 30.05.2012 & (2) Item No.9 with Annexure-IX of minutes 45th meeting date 26.10.2013.

**AGHARKAR RESEARCH INSTITUTE OF MACS
G.G. AGARKAR ROAD, PUNE – 411 004**

Amendment/addendum to the Recruitment & Promotion Rules of Scientists based on
modified Flexible Complementing Scheme of Government of India

The Institute Council adopted the modified Flexible Complementing Scheme (FCS) of Government of India in its meeting held on 30.05.2012. Based on the revised instructions, the recruitment rules of Scientists at ARI shall stand modified to the following extent:-

1. The scales of pay shown in the Recruitment & Promotion Rules of scientists may be replaced by the corresponding Pay Band and Grade Pay applicable to the respective grades/posts and minimum residency period linked to performance for consideration of promotion to the next higher grade as mentioned in the table hereunder:

Post/Grade	Existing Pay scales	Revised Pay Band/ Grade Pay	Minimum residency period
Scientist B	Rs.8,000 – 13,500/-	PB-3(Rs.15,600-39,000/-) Grade Pay Rs.5,400/-	3 years
Scientist C	Rs.10,000 – 15,200/-	PB-3(Rs.15,600-39,000/-) Grade Pay Rs.6,600/-	4 years
Scientist D	Rs.12,000 – 16,500/-	PB-3(Rs.15,600-39,000/-) Grade Pay Rs.7,600/-	4 years
Scientist E	Rs14,300 0- 18,300/-	PB-4(Rs.37,400-67,000/-) Grade Pay Rs.8,700/-	5years
Scientist F	Rs.16,400 -20,000/-	PB-4(Rs.37,400-67,000/-) Grade Pay Rs.8,900/-	5years
Scientist G	Rs.18,400 – 22,400/-	PB-4(Rs.37,400-67,000/-) Grade Pay Rs.10,000/-	--

2. The implementation of modified FCS shall not require ACC approval, as promotion/up-gradation within autonomous bodies does not come under the purview of ACC.
3. The Modified Assured Career Progression (MACP) Scheme shall be applicable to Scientists who are not promoted under the modified FCS. This is expected to provide an alternative channel for development for scientists and is expected to maintain the rigors of assessment required for assessment under modified FCS. Some illustrations are given below for clarity:-
 - a. A scientist 'B' is considered but does not get upgradation under the modified FCS. He would be entitled to grade of Scientist. 'C', 'D' and 'E' on completion of 10/20/30 years of service subject to provisions of MACP notified vide DOPT OM No. 35034/3/2008-Estt. (D) dated 19th May, 2009.
 - b. A Scientist 'B' gets upgradation to Scientist C under modified FCS in second chance after 4 years. After prescribed residency, he does not qualify under modified FCS for three successive years for upgradation to Sc. D. After completion of ten years in the grade pay of Scientist 'C' i.e. after 14 years of service he is upgraded to Scientist 'D' under MACPS, subject to provisions of MACP notified vide DOPT OM No. 35043/3/2008-Estt. (D) dated 19th May, 2009. After prescribed residency period of 4 years in Scientist D, he would again be considered for upgradation to Scientist 'E' under modified FCS. In case he does not qualify for three successive years, he would be upgraded to Scientist 'E' after completion of 10 years in the grade pay of Scientist 'D' i.e. after 24 years of service. Further upgradation to Scientist F and Scientist 'G' would only be under modified FCS as the Scientist would have got three upgradation and no further upgradation under MACPS would be permissible.
 - c. If a scientist gets three up-gradations under the modified FCS scheme, there would be no claim for any further up-gradation under MACP Scheme as the MACP Scheme only allows three financial up-gradation in the hierarchy of Pay bands and grade pay on completion of 10, 20 and 30 years of service respectively.

4. All scientists eligible as per the scheme for the modified FCS shall be considered for up-gradation under modified FCS. Exceptionally meritorious candidates with all outstanding grading may be granted relaxation in the residency period, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career. However the assessment under modified FCS for the next grade would be three times and thereafter the scientist would be covered under modified ACP scheme according to provisions of that scheme. The scientist who has been granted any grade under MACP can be considered for next grade under modified FCS according to the eligibility and other provisions of modified FCS.

5. There shall be two level of screening as follows:-

a) Level 1 Screening (Internal):

An Internal Screening Committee consisting of the Director as the Chairman besides two **Senior Scientists not below the grade of Scientist 'F'** for evaluation of annual work reports vis-a-vis the criteria for up-gradation under modified FCS. An external member of appropriate status from a similar Scientific organization may be co-opted in the process. **In case of non-availability of Senior Scientists not below the grade of Scientist 'F' from the institute, Scientists from similar scientific organizations at appropriate level may be nominated as members.** All scientists eligible according to the provisions of modified FCS and who meet the benchmark of 'Good' for the Scientist C and 'Very Good' for Sc. D and above would be screened in. The Internal Screening Committee would report on the scientific content of work done by the Scientist in part C of the reporting format and same would be made available to the external assessment committee.

b) Level 2 Screening (External)

The Second Level screening shall be made by Assessment Board(s). Majority of the Assessment Board Members shall have expertise in the field with characteristic of independent peer group for the assessment of the scientific

~~content of the work. The assessment board shall document specifically through one page summary, the specific content of work done justifying the merit for consideration under modified FCS.~~

The Board Members for consideration of promotion from Scientist 'F' to Scientist 'G' shall be consisting of a Chairman and two external Members, not less than Director's grade (above Scientist 'G' Level) to be nominated by the Chairman, Institute Council, besides the Director, ARI as Member-Secretary. For others (up to the level of Scientist 'F'), the Assessment Board shall be chaired by the Director ARI with two external experts to be nominated by the Chairman of the Institute Council besides **a Senior Scientist not below the grade of Scientist 'G'** (to be nominated by the Director) as member. **In case of non-availability of Senior Scientist not below the grade of Scientist 'G' from the institute, a Scientist from similar scientific organizations at appropriate level may be nominated as member.**

The ACR/APAR grading shall be taken into account for the purpose of screening the Scientist for Level 2 Screening. The annual Work Report is to capture the scientific content of work performance. The Assessment Board is required to examine the specific content of the work done justifying the merit for consideration under modified FCS. For the purpose of screening the benchmarking shall be based on ACRs/APARs of the relevant period.

6. Scientists/Technical experts doing Management/Administrative work should not be considered for up-gradation under modified FCS, they should only be given benefit of up-gradation under MACP.
7. In case of any ambiguity, the provisions contained in DOPT O.M. in this regard shall prevail.

v) Implementation of Modified Flexible Complementing Scheme for ARI Scientist

The Member Secretary informed the members that the DoPT has issued the O.M. on 29th April 2011 on the Modified Flexible Complimentary Scheme to replace Flexible Complimentary Scheme of 2002. He also informed that the Institute has already adopted the Flexible Complimentary Scheme in 2002 and requested the committee to approve Modified Flexible Complimentary Scheme to implement it from 1st July, 2012. During the discussions he explained reasons not to implement it earlier. Dr. P. Asthana, DST Member emphasized the need to implement it as early as possible since these should have come into force on 1-1-2011. He also urged the Officiating Director that all processing of Modified Flexible Complimentary Scheme is to be done at the Institute level only. The I.C. after discussion approved the request to adopt the Modified Flexible Complimentary Scheme mutatis-mutandis as per the guidelines for implementation at the Institute from 1st June 2012. The Chairman asked the Officiating Director to process the promotion cases eligible till 31st May, 2012 immediately as per the existing FCS at the Institute level. Dr. P. Asthana, DST Member, requested the Chairman to seek approval of G.B. of MACS, if necessary.

9. Modified Flexible Complimenting Scheme of Scientists at ARI – Regulations regarding

It was informed to the members that with the approval of DST vide their letter No.AI/ARI/008/2002/2002 dated 26.11.2002, the Recruitment & Promotion Rules of Scientists at ARI based on the Flexible Complementing Scheme(FCS) of Government of India was implemented at ARI with effect from 1.4.2002. Subsequently, the Modified Flexible Complementing Scheme(modified FCS) for Scientists was notified by the DOPT vide their OM No.AB-14017/37/2008-Estt.(RR) dated 10th September, 2010.

This matter was placed before the Institute Council in its meeting held on 30.05.2012 {item No.7(v)}. The Council had already decided that the modified FCS may be implemented at ARI from 1.6.2012 and all cases due up to 31st May, 2012 may be dealt with as per the modified FCS Rules. Based on the revised scheme, the Recruitment & Promotion rules of Scientists at the Institute needed revision as per draft amendment/addendum enclosed (Annexure -IX), which was approved with minor changes made in the draft rules.