

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

F.No.19(37)/2004-Estt.IV

Dated 20 Jan., 2005

C I R C U L A R

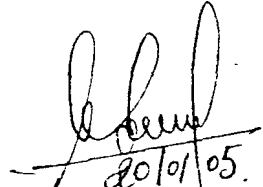
**Subject : Career advancement through promotions under Rule 6.4(a) –
relevance of qualification – clarification –reg.**

Reference is invited to Council's letter no. 18-1/97-Estt.IV dated 3rd Feb., 2000 vide which certain modifications in the Technical Service Rules were notified. As per Para 2(ii) (a) of this letter, the technical personnel in T-5 grade and possessing the prescribed essential qualifications for direct recruitment to Cat.III, shall be eligible for assessment promotion to T-6 grade after completing five years of service in T-5 grade. Further as per Para 2(iv)(c), the essential qualification for direct recruitment to Cat.III is master's degree in the relevant field or equivalent qualification from a recognised university. The instructions, inter alia, provide that for direct recruitment, the specific qualification covering the relevant fields is to be finalised in consultation with the concerned subject matter division. References have been received from many institutes seeking clarification about the manner of application of above criteria for determining eligibility of the employees in T-5 grade for merit promotion to T-6 grade.

In this connection, it is clarified that as per rule 6.1 of Technical Service Rules, the merit promotion from one grade to next higher grade is made irrespective of the occurrence of vacancy in the higher grade. Upon retirement/death/resignation, the post is resumed in the initial grade in which the incumbent was appointed as per rule 7.2. The idea of merit promotion is to encourage excellence in performance of assigned duties and there is room for everyone to grow. From this it follows that for career advancement through merit promotion, the relevancy of the qualification should, in fairness, be seen in this context. In other words, a person appointed in Cat.II on the basis of Bachelor's degree in a subject should be held to be eligible for promotion to T-6 grade in Cat.III

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on acquiring Master's degree in the same subject/area. For example, if an employee has been appointed in Cat.-II against a post of Computer, with essential qualification as Bachelor's Degree in Computer Science, such employee should possess Master's Degree in Computer Science only for being eligible for promotion to T-6 grade. If such an employee possess/acquire Master's Degree in Sociology, Economics or in any other subject, such a degree should not be treated as in the 'Relevant Field' for Category-III. Relevancy of Master's degree should be decided with specific reference to the essential qualification prescribed for the post against which an employee was appointed/promoted in Cat.II. In nutshell, (Master's degree for merit promotion in Category-III should be in the same subject, which was the minimum and relevant prescribed qualification for the post against which an employee was appointed/promoted in Category-II.)


20/01/05.
(S.P.SANWAL)
UNDER SECRETARY(TS)

To

1. All the Directors/Project Directors of ICAR Research Institutes.
2. All Officers/Sections at ICAR Hqrs.