



भारतीय कृषि अनुसंधान परिषद
INDIAN COUNCIL OF AGRICULTURAL RESEARCH
कृषि भवन, डॉ० राजेन्द्र प्रसाद मार्ग, नई दिल्ली-११०००१

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

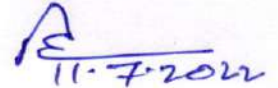
F.No.Admn.11-2/2021-R&P

Dated: 11th July, 2022

OFFICE MEMORANDUM

Subject: Recruitment Rules/Service Rules of Combined Cadre of Finance & Accounts Officers of the Indian Council of Agricultural Research, 2022 - reg.

The Recruitment Rules/ Service Rules of Combined Cadre of Finance & Accounts Officers of the Indian Council of Agricultural Research, 2022 are hereby notified with the approval of the Competent Authority with immediate effect for the information, guidance and necessary action to all concerned.


11.7.2022

(A.K. Yadav)

Under Secretary (R&P)

Distributions:

1. The Director of all the ICAR Institutes/NRCs/Bureaux/ATARIs.
2. Joint Secretary/Directors/Deputy Secretaries/Deputy Directors(Finance)/ Under Secretaries, ICAR at ICAR Hqrs./ASRB.
3. PSO to DG, ICAR/ PPS to Secretary, ICAR/ PPS to FA, DARE/ICAR / PPS to Chairman, ASRB/PS to Secretary, ASRB.
4. All subject matter Divisions (SMDs), ICAR
5. All Officers & Staff of ICAR.
6. Secretary (SS), CJSC.
7. Secretary (SS), HJSC.
8. Media Unit, ICAR with the request to upload this OM on the ICAR website.
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(Hindi Version will follow)



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F.No.Admn.11-2/2021-R&P

Dated: 11th July, 2022

NOTIFICATION

With the approval of the Competent Authority and in supersession of all previous recruitment rules, except as respects things to be done or omitted to be done before such supersession, the following rules regulating the method of recruitment to the Group 'A' posts included in the Combined Cadre of Finance & Accounts Officers (F&AOs) of the Indian Council of Agricultural Research (ICAR) are hereby notified, namely:

1. Short title and commencement:- (1) These rules may be called the Service Rules of Combined Cadre of Finance & Accounts Officers of the Indian Council of Agricultural Research, 2022.

(2) They shall come into force w.e.f. the date of issue of this notification.

2. Definitions:- In these rules, unless the context otherwise requires:-

- (a) "Finance & Accounts Officer" means an Officer holding a Group 'A' Administrative posts in F&AO Cadre of Indian Council of Agricultural Research (ICAR) as specified in Schedule-I appended with these rules, the incumbents of which will provide support in finance, accounts and audit work of the Constituent Units of ICAR Society.
- (b) "Appointing Authority" means the Authority competent to make appointment to various grades/posts included in the of Combined Cadre of Finance & Accounts Officers as specified by the Council from time to time;
- (c) "Cadre" means Combined Cadre of Finance & Accounts Officers of ICAR constituted under rule 3;
- (d) "Constituent Units" means constituent units of ICAR as specified in Rule 2(k) of Rules and Bye-Laws of ICAR Society, i.e., ICAR Headquarters, its Research Institutions, Regional and Sub-stations, Research Laboratories etc. and Co-ordinated Projects managed and administered by the ICAR.
- (e) "Controlling Authority" means Director General, ICAR;
- (f) "Council" means the Indian Council of Agricultural Research (ICAR);

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- (g) "Government" means Government of India;
- (h) "Other Backward Classes" shall comprise the classes and communities notified by the Central Government from time to time
- (i) "Schedule" means schedule attached to these rules;
- (j) "Scheduled Castes" and "Scheduled Tribes" shall have the meanings respectively assigned to them in clauses (24) and (25) of article 366 of the Constitution of India;

3. Constitution of Cadre:- (1) The cadre, known as Combined Cadre of Finance & Accounts Officers of ICAR, shall comprise of five grades namely, Senior Administrative Grade, Selection Grade of Junior Administrative Grade, Junior Administrative Grade, Senior Time Scale and Junior Time Scale.

(2) All the posts included in the cadre shall be classified as Group 'A' posts.

4. Grades, authorised strength and its review:- (1) The posts included in the various grades of the cadre, their designations, their numbers and the Scales of Pay/Pay Level on the date of commencement of these rules shall be as specified in Schedule-I.

(2) After the commencement of these rules, authorized strength of posts in various grades shall be such as may, from time to time, be determined by the Council.

5. Members of the Cadre:- (1) The following persons shall be the members of the cadre, namely:-

(a) Persons appointed under Rule 6 to Group 'A' posts in various grades as specified in Schedule-I ; and

(b) Persons appointed under Rule 7 to Group 'A' posts in various grades as specified in Schedule-I.

(2) A person referred to in clause (a) of sub-rule (1) shall be a member of the Cadre in the appropriate grade applicable to him.

(3) A person referred to in clause (b) of sub-rule (1) shall be a member of the Cadre in the appropriate grade applicable to him from the date of such appointment.

6. Initial Constitution of the Cadre:- (1) The existing officers of the Council holding Group 'A' administrative posts in various grades of F&AO cadre as specified in Schedule-I, on regular basis or holding lien on such posts on the date of commencement of these rules, shall deemed to have been appointed to the corresponding posts and grades in the cadre.

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(2) The regular continuous service of officers referred to in sub-rule (1) in the respective corresponding Grades, rendered prior to the commencement of these rules, shall be counted as qualifying service for purpose of seniority, confirmation, promotion, MACP and pension etc.

7. Future maintenance of the Service:- The posts in any of the grades referred in Rule 4 shall be filled in the manner specified in schedules appended with these rules.

8. Appointment by deputation:- The posts in the cadre can be filled on deputation including short term contract in the manner as specified in schedules appended with these rules.

9. Seniority:- (1) The relative seniority of a member of the cadre, appointed to any grade of the cadre under initial constitution of the Service referred to in sub-rule (1) of Rule 6 shall continue until altered, modified or amended by the Council.

Provided that if the seniority of any such member has not been specifically determined immediately before commencement of these rules, the same shall be determined by the Controlling authority in accordance with the general orders or instructions issued by the Government from time to time.

(2) The seniority of persons appointed to various grades of the cadre on and from the date of commencement of these rules shall be determined as specified in relevant Schedules appended with these rules. If no such provision is specified in said Schedules, then seniority shall be determined in accordance with the general orders or instructions on seniority issued by the Government from time to time.

10. Probation: - (1) Every officer on appointment to the cadre either by direct recruitment or on promotion to the post of Finance & Accounts Officer in the grade of Junior Time Scale shall be on probation for a period of two years;

Provided that the Controlling Authority may extend the period of probation in accordance with the orders or instructions issued by the Council or Government from time to time in this regard.

(2) On completion of the period of the probation or any extension thereof, the officers shall, if considered fit for permanent appointment be retained in his appointment on regular basis and be confirmed in due course against the available substantive vacancy.

(3) If during the period of probation or any extension thereof, as the case may be, the Council is of the opinion that an officer is not fit for permanent appointment, the Council may-

- (a) if he was appointed by direct recruitment, discharge him from the Service;
- (b) if he was appointed on promotion, revert him to the post held by him immediately before such appointment.

(4) During the period of probation or any extension thereof, the officer may be required by the Council to undergo such courses of training and instructions as the Council may consider necessary as a condition for satisfactory completion of the probation.

(5) As regards other matters relating to probation, the officers of the cadre shall be governed by the orders or instructions issued by the Council or the Government from time to time.

11. Appointment to the Cadre:- All appointments to the cadre shall be made by the Appointing Authority for all the posts in various grades of the cadre as specified by the Council from time to time.

12. Liability for service in any part of India and other conditions of Service:-

(1) The members appointed to the cadre shall be liable to transfer from one constituent unit to another constituent unit of Council anywhere in India or outside.

(2) The conditions of service of the members of the cadre, in respect of matters for which no provision has been made in these rules, shall be governed by the orders or instructions issued by the Council from time to time. If there are no specific orders or instructions issued by the Council in any service matter then the same shall be governed by the orders or instructions issued by the Government as are applicable from time to time, to the Group 'A' officers of the Government.

13. Disqualification:- No person –

- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person,

Shall be eligible for appointment to the Service.

Provided that the Council may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

14. Power to relax:- If the President of the Council is of the opinion that it is necessary or expedient so to do, he may by order in writing, relax any of the provisions of these rules, with respect to any class or category of persons.

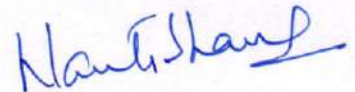
15. Saving:- Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Schedules Castes, the Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons, in accordance with the orders issued by the Government from time to time in this regard.

16. Interpretation:- If any question relating to interpretation of these rules arise, it shall be decided by the President of the Council.

17. Repeal:- All earlier Recruitment Rules issued and as amended from time to time, for recruitment/appointment to the posts/grades specified in Schedule-I, are hereby repealed.

Provided that such repeal shall not affect anything done or action taken or omitted to be done or taken under said rules, before such repeal.

Provided further that notification of these rules shall not affect any panel for promotion, approved by the Appointing Authority, before the notification of these rules for filling up of any anticipated vacancy of the current recruitment year 2022 in any grade/post included in the cadre, on the recommendation of duly constituted Departmental Promotion Committee in accordance to the previous recruitment rules.


(Namrta Sharma)
Director(Admn.)

SCHEDULE-I

Grades, Pay Levels, Designations/Name, Numbers and Method of Recruitment to the Group 'A' posts included in Combined Cadre of Finance & Accounts Officers of Indian Council of Agricultural Research (ICAR) :

Sl. No.	Grade & Pay Level	Designation/Name of the Post	No. of Posts	Method of Recruitment
1.	Senior Administrative Grade (SAG) Pay Level-14	Joint Secretary(Finance)/ Sr. Comptroller	05*	As specified in Schedule-II
2.	Selection Grade of Junior Administrative Grade (SG of JAG) Pay Level-13	Director(Finance)/ Comptroller	21*	As specified in Schedule-III
3.	Junior Administrative Grade (JAG) Pay Level-12	Deputy Director (Finance)/ Chief Finance & Accounts Officer	29*	As specified in Schedule-IV
4.	Senior Time Scale (STS) Pay Level-11	Senior Finance & Accounts Officer	36*	As specified in Schedule-V
5.	Junior Time Scale (JTS) Pay Level-10	Finance & Accounts Officer	94*	As specified in Schedule-VI
		Total Posts	185	

**Number of posts are subject to variation dependent on workload.*

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SCHEDULE-II

RECRUITMENT RULES FOR THE POST OF JOINT SECRETARY (FINANCE) / Sr. COMPTROLLER

1.	Name of the post	JOINT SECRETARY (FINANCE) / SENIOR COMPTROLLER
2.	Number of post	5*
3.	Classification	Administrative Group 'A'
4.	Scale of Pay	Level-14 (Rs.144200-218200) (Pre-revised PB-4, Rs.37400-67000 with GP of Rs.10000)
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.	a) Promotion : By promotion on selection basis of Director(F)/Comptroller of ICAR in Pay Level-13 of Pay Matrix (Pre-revised PB-4, Rs.37400-67000 with GP Rs.8700) with three years' service in the grade rendered after appointment thereto on regular basis; failing which Director(F)/Comptroller of ICAR with atleast one year regular service in the grade and 8 years combined regular service in the grades of Director(F)/Comptroller & DDF/CFAO. 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

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	<p><i>guidelines/instructions of the DOPT as issued from time to time.</i></p> <p>b) Deputation : Falling (a) above, by deputation of officers with 17 years' experience in Audit/Finance/Accounts cadres/departments under the Central or State Government or Union Territories or Autonomous Bodies or PSUs and</p> <p>i. Holding analogous posts on regular basis in the parent cadre / Department.</p> <p>or</p> <p>ii. With three years' regular service in the Pay Level-13 (Pre-revised PB-4, Rs.37400-67000 with GP Rs.8700) or equivalent Pay scale on regular basis</p> <p>Note :</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 3 years.</i></p> <p>2. <i>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.</i></p> <p>3. <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>														
12.	<p>If a Departmental Promotion Committee exists what is its composition.</p> <table><tr><td colspan="2">DPC consisting of:</td></tr><tr><td>DG, ICAR</td><td>Chairperson</td></tr><tr><td>Chairman, ASRB or a Member, ASRB nominated by the Chairman, ASRB</td><td>Member</td></tr><tr><td>Secretary, ICAR</td><td>Member</td></tr><tr><td>FA, DARE/ICAR</td><td>Member</td></tr><tr><td>An Outside expert not below the rank of Additional Secretary or equivalent nominated by DG, ICAR</td><td>Member</td></tr><tr><td>An officer not below the rank of Joint Secretary or equivalent belonging to SC/ST community nominated by DG, ICAR</td><td>Member</td></tr></table>	DPC consisting of:		DG, ICAR	Chairperson	Chairman, ASRB or a Member, ASRB nominated by the Chairman, ASRB	Member	Secretary, ICAR	Member	FA, DARE/ICAR	Member	An Outside expert not below the rank of Additional Secretary or equivalent nominated by DG, ICAR	Member	An officer not below the rank of Joint Secretary or equivalent belonging to SC/ST community nominated by DG, ICAR	Member
DPC consisting of:															
DG, ICAR	Chairperson														
Chairman, ASRB or a Member, ASRB nominated by the Chairman, ASRB	Member														
Secretary, ICAR	Member														
FA, DARE/ICAR	Member														
An Outside expert not below the rank of Additional Secretary or equivalent nominated by DG, ICAR	Member														
An officer not below the rank of Joint Secretary or equivalent belonging to SC/ST community nominated by DG, ICAR	Member														

13.	Consultation with UPSC is necessary or not	Not Applicable
14.	Remarks	The Officers in Senior Administrative Grade (SAG) of Joint Secretary(Fin.)/ Sr. Comptroller shall be designated as Joint Secretary (Fin.) or Sr. Comptroller as per their posting at ICAR Hqrs. or ICAR Institutes respectively.

**Subject to variation dependent on workload*

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SCHEDULE-III

RECRUITMENT RULES FOR THE POST OF DIRECTOR (FINANCE)/ COMPTROLLER

1	Name of the Post	DIRECTOR(FINANCE)/ COMPTROLLER
2	Number of Posts	21*
3	Classification	Administrative Group "A"
4	Scale of Pay	Level-13 (Rs.123100-215900) (Pre-revised PB-4, Rs.37400-67000 with Grade Pay of Rs.8700)
5	Whether Selection Post or Non-Selection Post	Selection Post
6	Age limit for direct recruitment	<i>Not applicable</i>
7	Educational & Other qualifications required for direct recruitment	<i>Not applicable</i>
8	Whether age and educational qualifications required for direct recruits will apply in case of promotes	<i>Not applicable</i>
9	Period of Probation, if any	<i>Not applicable</i>
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>(a) Promotion:</p> <p>By promotion on selection basis of DD(F)/CF&AO of ICAR in the Pay Level-12 (Pre-revised PB-3, Rs.15600-39100 with GP Rs.7600) having rendered five years' service in the grade after appointment thereto on regular basis; failing which by promotion of DD(F)/CF&AO of ICAR who have rendered at least 3 years' of regular service as DD(F)/CF&AO, ICAR in the Pay Level-12 and combined regular service of ten years' as DD(F)/CF&AO and SF&AO.</p> <p>Note :</p> <p>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.</p>

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		<p>2. The crucial date for determining the eligibility shall be as per the guidelines/instructions of the DOPT as issued from time to time.</p> <p>3. In the zone of consideration the seniority will be as per the seniority in immediate feeder grade, i.e., DD(F)/CF&AO.</p> <p>(b) Deputation (ISTC): Failing (a) above, by deputation of officers with fourteen years of experience of Audit/Accounts/Finance under the Central or State Government or Union Territories or Autonomous Bodies or PSUs and</p> <p>(i) Holding analogous posts on regular basis in the parent cadre/Department. Or</p> <p>(ii) With five years' regular service in the Level-12 of Pay Matrix (Pre-revised PB-3, Rs.15600-39100 with GP Rs.7600) or equivalent pay scale in the parent cadre/Department.</p> <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. 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. 3. The maximum age limit for appointment by deputation shall not be exceeding 58 years as on the closing date of receipt of applications. 														
12	If a Departmental Promotion Committee exists what is its composition	<p>DPC consisting of :</p> <table border="1"> <tr> <td>DG, ICAR</td><td>Chairperson</td></tr> <tr> <td>Chairman, ASRB or Member, ASRB nominated by Chairman, ASRB</td><td>Member</td></tr> <tr> <td>Secretary, ICAR</td><td>Member</td></tr> <tr> <td>FA, DARE/ICAR</td><td>Member</td></tr> <tr> <td>An outside expert not below the rank of Joint Secretary to be nominated by DG, ICAR</td><td>Member</td></tr> <tr> <td>An officer not below the rank of Joint Secretary or equivalent belonging to SC/ST community nominated by DG, ICAR</td><td>Member</td></tr> <tr> <td>Joint Secretary (A), ICAR*</td><td>Member</td></tr> </table> <p>Note : *In absence of Joint Secretary(A) any other Joint Secretary of ICAR may be nominated by the DG, ICAR.</p>	DG, ICAR	Chairperson	Chairman, ASRB or Member, ASRB nominated by Chairman, ASRB	Member	Secretary, ICAR	Member	FA, DARE/ICAR	Member	An outside expert not below the rank of Joint Secretary to be nominated by DG, ICAR	Member	An officer not below the rank of Joint Secretary or equivalent belonging to SC/ST community nominated by DG, ICAR	Member	Joint Secretary (A), ICAR*	Member
DG, ICAR	Chairperson															
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Secretary, ICAR	Member															
FA, DARE/ICAR	Member															
An outside expert not below the rank of Joint Secretary to be nominated by DG, ICAR	Member															
An officer not below the rank of Joint Secretary or equivalent belonging to SC/ST community nominated by DG, ICAR	Member															
Joint Secretary (A), ICAR*	Member															

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13	Consultation with UPSC is necessary or not	Not Applicable
14	Remarks	<p>1. The minimum eligibility service requirement for promotion to the post of Director (Finance)/Comptroller shall continue to be the same as prescribed by the earlier existing RRs for the post notified vide ICAR Letter no.14(1)/2010-Estt.I dated 19.08.2010 for the persons holding the immediate feeder grade post of Deputy Director(Finance)/Chief Finance & Accounts Officer (CF&AO) on regular basis on the date of commencement of these revised Recruitment Rules(RRs).</p> <p>2. The Officers in Selection Grade of JAG (SG of JAG) of Director (Finance)/Comptroller shall be designated as Director (Finance) or Comptroller as per their place of posting at ICAR Hqrs. or ICAR Institutes respectively.</p>

* Subject to variation dependent upon workload

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SCHEDULE-IV

RECRUITMENT RULES FOR THE POST OF DEPUTY DIRECTOR(FINANCE)/ CHIEF FINANCE & ACCOUNTS OFFICER

1	Name of the post	DEPUTY DIRECTOR (FINANCE)/ CHIEF FINANCE & ACCOUNTS OFFICER
2	Number of Posts	29*
3	Classification	Administrative Group "A"
4	Scale of Pay	Level-12 (Rs.78800-209200) (Pre-revised Pay Band-3, Rs.15600-39100 with Grade Pay of Rs.7600)
5	Whether Selection Post or Non-Selection Post	Selection Post
6	Age limit for direct recruitment	<i>Not applicable</i>
7	Educational & Other qualifications required for direct recruitment	<i>Not applicable</i>
8	Whether age and educational qualifications required for direct recruits will apply in case of promotes	<i>Not applicable</i>
9	Period of Probation, if any	<i>Not applicable</i>
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	(a) Promotion : By promotion on selection basis of SF&AO of ICAR in the Pay Level-11 (Pre-revised PB-3, Rs.15600-39100 with GP 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.

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		<p>3. In the zone of consideration the seniority will be as per the seniority in immediate feeder grade, i.e., SF&AO.</p> <p>(b) Deputation (ISTC) : Failing (a) above, by deputation of officers with 10 years of experience in audit/ accounts/finance under the Central or State Government or Union Territories or Autonomous Bodies or PSUs:</p> <p>(i) Holding analogous posts on regular basis in the parent cadre / Department. Or (ii) With five years regular service in the Level-11 of Pay Matrix (Pre-revised PB-3, Rs.15600-39100 with GP Rs.6600) or equivalent pay scale in the parent cadre / Department.</p> <p>Note:</p> <p>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.</p> <p>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.</p> <p>3. The maximum age limit for appointment by deputation shall not be exceeding 58 years as on the closing date of receipt of applications.</p>										
12	If a Departmental Promotion Committee exists what is its composition	<p>DPC consisting of:</p> <table><tr><td>DG, ICAR</td><td>Chairperson</td></tr><tr><td>Secretary, ICAR</td><td>Member</td></tr><tr><td>An outside expert not below the rank of Director nominated by DG, ICAR</td><td>Member</td></tr><tr><td>An officer not below the rank of Director belonging to SC/ST community nominated by DG, ICAR</td><td>Member</td></tr><tr><td>Joint Secretary (Admn.), ICAR</td><td>Member</td></tr></table> <p>*Note : In absence of Joint Secretary(A) any other Joint Secretary of ICAR shall be nominated by the DG, ICAR.</p>	DG, ICAR	Chairperson	Secretary, ICAR	Member	An outside expert not below the rank of Director nominated by DG, ICAR	Member	An officer not below the rank of Director belonging to SC/ST community nominated by DG, ICAR	Member	Joint Secretary (Admn.), ICAR	Member
DG, ICAR	Chairperson											
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An outside expert not below the rank of Director nominated by DG, ICAR	Member											
An officer not below the rank of Director belonging to SC/ST community nominated by DG, ICAR	Member											
Joint Secretary (Admn.), ICAR	Member											
13	Consultation with UPSC is necessary or not	Not Applicable										

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14	Remarks	<ol style="list-style-type: none"> 1. The minimum eligibility service requirement for promotion to the post of Deputy Director (Finance)/Chief Finance & Accounts Officer (CF&AO) shall continue to be the same as prescribed by the earlier existing RRs for the post notified vide ICAR Letter no.14(1)/2010-Estt.I dated 19.08.2010for the persons holding the immediate feeder grade post of Sr. Finance & Accounts Officer (SF&AO) on regular basis on the date of commencement of these revised Recruitment Rules(RRs). 2. The Officers in Junior Administrative Grade (JAG) of Deputy Director (Finance)/Chief Finance & Accounts Officer(CF&AO) shall be designated as Deputy Director (Finance) or Chief Finance & Accounts Officer as per their posting at ICAR Hqrs./ICAR Institutes respectively.
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**Subject to variation dependent on workload*

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SCHEDULE-V

RECRUITMENT RULES FOR THE POST OF SENIOR FINANCE & ACCOUNTS OFFICER

1	Name of the post	SENIOR FINANCE & ACCOUNTS OFFICER
2	Number of Posts	36*
3	Classification	Administrative Group "A"
4	Scale of Pay	Level-11(Rs.67700-208700) (Pre-revised Pay Band-3, Rs.15600-39100 with Grade Pay of Rs.6600)
5	Whether Selection Post or Non-Selection Post	Selection Post
6	Age limit for direct recruitment	<i>Not applicable</i>
7	Educational & Other qualifications required for direct recruitment	<i>Not applicable</i>
8	Whether age and educational qualifications required for direct recruits will apply in case of promotes	<i>Not applicable</i>
9	Period of Probation, if any	<i>Not applicable</i>
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>(a) Promotion : By promotion of Finance & Accounts Officers of ICAR in the Pay Level-10 (PB-3, Rs.15600-39100 with Grade Pay Rs.5400) having rendered atleast five years' service in the grade after appointment thereto on regular basis.</p> <p>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 probation period. 2. The crucial date for determining the eligibility shall be as per the guidelines/instructions of the DOPT as issued from time to time.</p>

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3. In the zone of consideration the seniority will be as per the seniority in immediate feeder grade, i.e., F&AO.

(b) Deputation (ISTC):

Failing (a) above, by deputation of Audit/Accounts/Finance officers under the Central or State Government or Union Territories or Autonomous Bodies or PSUs:

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

Or

(ii) With five years' regular service in the Level-10 of Pay Matrix (Pre-revised PB-3, Rs.15600-39100 with GP Rs.5400) or equivalent pay scale in the parent cadre/Department;

And

II. Possessing the following qualification and experience namely:-

- (i) Commerce Graduate or Specialization in Finance/Accounting/Commerce at the Post Graduation level or professional qualification such as CA/ICWA and a minimum of 5 years' experience in Finance/Audit/Accounts in any department/organization of Central or State Government or Union Territories or Autonomous Bodies or PSUs; or
- (ii) A pass in Subordinate Accounts Service (SAS) examination or equivalent examination conducted by the organized Accounts departments of Central government or ICAR or other similar organizations and a minimum of 5 years' experience in Finance/Audit/Accounts in any department/organization of Central or State Government or Union Territories or Autonomous Bodies or PSUs.

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.

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		<p>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.</p> <p>3. The maximum age limit for appointment by deputation shall not be exceeding 58 years as on the closing date of receipt of applications.</p>										
12	If a Departmental Promotion Committee exists what is its composition	<p>DPC Committee consisting of:</p> <table><tr><td>Secretary ICAR</td><td>Chairperson</td></tr><tr><td>Joint Secretary(Admn.), ICAR*</td><td>Member</td></tr><tr><td>An outside expert not below the rank of Deputy Secretary to be nominated by Secretary, ICAR</td><td>Member</td></tr><tr><td>An officer not below the rank of Deputy Secretary belonging to SC/ ST community to be nominated by Secretary, ICAR</td><td>Member</td></tr><tr><td>Deputy Secretary (Admn.)</td><td>Member</td></tr></table> <p>*Note : In absence of Joint Secretary(A) any other Joint Secretary of ICAR shall be nominated by the Secretary, ICAR.</p>	Secretary ICAR	Chairperson	Joint Secretary(Admn.), ICAR*	Member	An outside expert not below the rank of Deputy Secretary to be nominated by Secretary, ICAR	Member	An officer not below the rank of Deputy Secretary belonging to SC/ ST community to be nominated by Secretary, ICAR	Member	Deputy Secretary (Admn.)	Member
Secretary ICAR	Chairperson											
Joint Secretary(Admn.), ICAR*	Member											
An outside expert not below the rank of Deputy Secretary to be nominated by Secretary, ICAR	Member											
An officer not below the rank of Deputy Secretary belonging to SC/ ST community to be nominated by Secretary, ICAR	Member											
Deputy Secretary (Admn.)	Member											
13	Consultation with UPSC is necessary or not	Not Applicable										
14	Remarks	The minimum eligibility service requirement for promotion to the post of Sr. Finance & Accounts Officer (SF&AO) 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 23.06.2010 for the persons holding the immediate feeder grade post of Finance & Accounts Officer (F&AO) on regular basis on the date of commencement of these revised Recruitment Rules(RRs).										

*Subject to variation dependent on workload

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SCHEDULE-VI

RECRUITMENT RULES FOR THE POST OF FINANCE & ACCOUNTS OFFICER

1	Name of the post	FINANCE & ACCOUNTS OFFICER
2	Number of Posts	94*
3	Classification	Administrative Group "A"
4	Scale of Pay	Level-10(Rs.56100-177500) (Pre-revised Pay Band-3, Rs.15600-39100 with Grade Pay of Rs.5400)
5	Whether Selection Post or Non-Selection Post	Selection Post
6	Age limit for direct recruitment	21 to 30years Note : 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, Lahual 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-servicemen etc. as per the relevant instructions of Govt. of India.. 3. For ICAR employees upper age limit is relaxable by 5 years in accordance with the instructions/orders issued by the Central Govt. from time to time regarding age relaxation for departmental candidates.
7	Educational & Other qualifications required for direct recruitment	Graduate from a recognized university securing not less than 55% marks or equivalent and having working knowledge of computer. Desirable qualification: Specialization in Finance/Accounting/Commerce at the Post Graduation level or professional qualification such as CA/ICWA/CS
8	Whether age and educational qualifications required for direct recruits will apply in case of promotes	No
9	Period of Probation, if any	Two years for both Promotees as well as for Direct Recruits which may be extended at the discretion of the Competent Authority

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10	Method of recruitment whether by Direct Recruitment or by Promotion or by Deputation/ Absorption & percentage of vacancies to be filled by various modes	<p>(i) 50 % by direct recruitment</p> <p>(ii) 50 % by promotion failing which by deputation including short term contract</p>
11	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption is to be made	<p>a) Promotion :</p> <p>By promotion of Assistant Finance &Accounts Officers in the Pay Level-7 (Pre-revised Pay Band-2 with Grade Pay of Rs.4600) having rendered three years' service in the grade after appointment thereto on regular basis.</p> <p>Note :</p> <p>1. Promotion to the post of F&AO, ICAR shall be made in order of common eligibility/ seniority list of AFAOs of all the ICAR Institutes to be prepared in order of date of completion of qualifying service in the grade. If the aforesaid date is same, then date of completion of qualifying service in feeder to feeder grade shall be reckoned for purpose of preparing common eligibility/ seniority list of AFAOs of ICAR Institutes.</p> <p>2. Inter-se seniority of AFAOs of the same ICAR Institute shall be maintained to the extent that it does not disturb the seniority in inter-institutes' common eligibility/ seniority list of AFAOs of ICAR Institutes prepared in accordance to Note (1) above.</p> <p>3. Where juniors, in common eligibility/ seniority list of AFAOs of ICAR Institutes prepared in accordance to Note (1) and (2) above 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.</p> <p>4. The crucial date for determining the eligibility shall be as per the guidelines/ instructions of the DOPT as issued from time to time.</p> <p>(b) Deputation (ISTC) :</p> <p>Failing (a) above, by deputation of Audit/ Accounts/ Finance officers under the Central or State Government or Union Territories or Autonomous Bodies or PSUs:</p>

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		<p>I.(i)Holding analogous posts on regular basis in the parent cadre/Department;</p> <p style="text-align: center;">Or</p> <p>(ii) With three years regular service in the Pay Level-7 or above (Pre-revised Pay Band-2 with GP Rs.4600) in parent cadre/department;</p> <p style="text-align: center;">AND</p> <p>II. Possessing the following qualification and experience namely:-</p> <p>(i) Commerce Graduate or specialization in Finance/Accounting/Commerce at the Post Graduation level or professional qualification such as CA/ICWA and a minimum of 4 years' experience in finance/audit/accounts in any department/organization of Central or State Government or Union Territories or Autonomous Bodies or PSUs; or</p> <p>(ii) A pass in Subordinate Accounts Service (SAS) or equivalent examination conducted by the organized Accounts departments of Central government or ICAR or other similar organizations and a minimum of 4 years' experience in finance/audit/accounts in any department/organization of Central or State Government or Union Territories or Autonomous Bodies or PSUs.</p> <p>Note:</p> <ol style="list-style-type: none"> 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 exceeding 3 years.</i> 2. <i>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.</i> 3. <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>
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12	If a Departmental Promotion Committee/Committee exists what is its composition	<div>DPC consisting of:</div> <table><tr><td>Secretary, ICAR</td><td>Chairperson</td></tr><tr><td>Joint Secretary(A), ICAR*</td><td>Member</td></tr><tr><td>An outside expert not below the rank of Deputy Secretary to be nominated by Chairperson of the Committee</td><td>Member</td></tr><tr><td>An officer not below the rank of Deputy Secretary belonging to SC/ST nominated by Chairperson of the Committee</td><td>Member</td></tr><tr><td>Deputy Secretary (Admin) or an officer not below the rank of Deputy Secretary nominated by Chairperson of the Committee</td><td>Member</td></tr></table> <div>*Note: In absence of Joint Secretary(A), ICAR another officer in equivalent grade in ICAR shall be nominated by Secretary, ICAR.</div> <div>Confirmation Committee consisting of :</div> <table><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> <div>Note : 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.</div>	Secretary, ICAR	Chairperson	Joint Secretary(A), ICAR*	Member	An outside expert not below the rank of Deputy Secretary to be nominated by Chairperson of the Committee	Member	An officer not below the rank of Deputy Secretary belonging to SC/ST nominated by Chairperson of the Committee	Member	Deputy Secretary (Admin) or an officer not below the rank of Deputy Secretary nominated by Chairperson of the Committee	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
Secretary, ICAR	Chairperson																	
Joint Secretary(A), ICAR*	Member																	
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Under Secretary (A)	Member																	
13	Consultation with UPSC is necessary or not	Not Applicable																
14	Remarks	--																

**Subject to variation dependent on workload*

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