

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

F.No.1(11)/2018-Per IV

Dated 24<sup>th</sup> March, 2022

To

The Directors,  
ICAR Institutes/Bureaus/NRCs/Directorates

**Subject: Clarification of doubts on extension of financial benefits to the similarly situated scientific personnel of the Council in the form of advance increments for possessing Ph.D degree as extended to Dr B. Sasikumar & others by Hon'ble Supreme Court -regarding**

**Sir/Madam,**

The Council vide letter of even number dated 2.8.2018 had conveyed the decision of the Competent Authority for extending the provision of giving financial benefits in the form of advance increments for possessing Ph.D degree at the time of recruitment as entry level ARS scientists (S-1), as enunciated in Council's letter No.1(15)/98-Per.IV dated 27.02.1999, in compliance to the order of Hon'ble Supreme Court of India in ICAR Vs. B. Sasikumar & others case.

2. Subsequently, the above referred benefits were extended to all the similarly placed ARS entry level scientists (S-1) of the Council vide ICAR letter of even number dated 28.09.2020. Thereafter, in response to various references received from ICAR Institutes, clarifications were issued vide ICAR letter of even number dated 23.03.2021.

3. Even after issuance of the clarifications vide ICAR letter of even number dated 23.03.2021, the Council is in receipt of references from various ICAR Institutes, seeking further clarification on the subject. The matter has been examined in detail, and point wise clarification is issued for further action at the Institute level:-

Sl.No.	Points of Doubts	Clarification
(i)	Whether a Scientist, who entered the Council's services prior to constitution of ARS w.e.f 01.10.1975 with any other designation & pay scales and thereafter on constitution of ARS was inducted as scientist S-1,	Yes. The guidelines issued vide ICAR letter dated 27.02.1999 (para 1(ii)) read with clarification issued vide Council's letter dated 23.03.2021 (at S.No 1) may please be referred to. However, the benefit towards grant of advance increments to

	can be treated as entry level Scientist S-1 in council's service for grant of advance increments.	such scientists can be given from 01.10.1975 and onwards.
(ii)	Whether promotion of a scientist S-2 to the next higher grade of scientist S-3 may be considered towards grant of 02 advance increments.	No. As per Council's letter dated 15.03.1995 and 30.7.1996, the erstwhile positions of S-2 and S-3 were renamed/re-designated as Sr Scientist and Pr. Scientist respectively. With regard to admissibility of advance increments, the guidelines issued vide letter dated 27.02.1999 {Para 1(ii)} are self-explanatory and may therefore be referred to.
(iii)	Whether a scientist promoted as S-2 through assessment prior to 01.01.1986, who was re-designated as Sr. Scientists w.e.f 01.01.1986, is eligible for grant of advance increments. If yes, from which date they would be eligible for grant of 02 advance increments.	No. The policy guidelines issued vide letter dated 27.02.1999 stipulates that an entry level ARS Scientist with Ph.D degree is eligible for grant of 02 advance increments after he/she moves to the higher grade of Sr. Scientist under CAS. The Career Advancement Scheme of UGC came into force w.e.f 01.01.1986. Accordingly, all those Scientists, who were placed in the higher grade of Sr. Scientist with Ph.D degree under CAS after 01.01.1986, are eligible for grant of 02 advance increments.
(iv)	There are Scientists who joined Council's service before 27.7.1998 without Ph.D degree and acquired PhD degree while in service (before 27.7.1998) and have already been granted two advance increments for acquiring PhD degree w.e.f 27.7.1998 in terms of ICAR circular dated 14.11.2005. Whether case (s) of such Scientists whom 2 advance increments have already been granted from 27.7.1998 in terms of ICAR letter dated 14.11.2005, need to be reopened and benefit to be given now	All such cases, which have already been settled as per clarification issued vide Council's letter dated 14.11.2005, need not be reopened.

	from the date of acquiring Ph.D (prior to 27.7.1998) or from 27.7.1998, as already clarified vide letter dated 14.11.2005.	
(v)	Whether Scientist promoted through CAS w.e.f 01.01.1986/01.01.1996 (but prior to 27.07.1998) are eligible for grant of 02 advance increments. If yes, from which date they would be eligible for 02 advance increments.	Clarification already issued vide letter dated 23.03.2021 (point 5) may please be referred to.

4. This issue with the approval of Competent Authority.

Yours faithfully,



(M K Jain)  
Joint Secretary (Pers.)

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