



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

**F.No.1 (1)/09-Per.IV (I-3)**

Dated: the 16<sup>th</sup> August, 2013

To,

All Directors/Project Directors of Institutes/National Research Centres/  
Bureaux /Project Directorates of ICAR.

Subject: Revision of pay scales of ICAR Scientists-clarification regarding.

Sir,

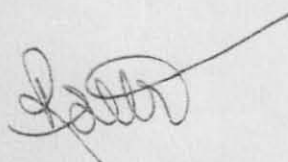
Reference is invited to the Council's notification of even number dated 6.3.2009 and 13.3.09 and subsequent clarification of even number dated 16.10.2009 regarding revision of pay scales of scientists.

Representations have been received from many institutes pointing out that by applying the pay fixation formula enunciated in the Council's clarification dated 16.10.2009 in the case of scientists who have been promoted to the next higher grade under pre-revised Career Advancement Scheme during the period 1.1.2006 to 31.12.2008, the scientists have started drawing less pay than the pay drawn by them prior to their promotion. Some of the institutes have also forwarded the audit objections stating that application of fitment table twice i.e. on 1.1.2006 and thereafter on promotion to the higher grade is not according to the rules. It was also pointed out by the institutes that the scientists who joined ICAR service during the period 1.1.2006 and 31.12.2008 with higher qualification and who have been granted advance increments as per the provisions in the pre-revised incentives scheme have started drawing pay less than those who joined ICAR service with similar higher qualifications on or after 1.9.2008.

In the light of these observations, the clarifications issued vide circular of even number dated 16.10.2009 were reviewed in totality in consultation with the Finance Division of the Council and it has been decided to revise the clarifications as under:-

S.No.	Points of Doubt	Revised Clarifications
1.	The pay of Senior Scientist and Scientist(SG)having 3 years service in the pre-revised scale of Rs.12000-18300 has been	The pay of scientists on their promotion to higher grades under the CAS during the period between 1.1.2006 and 31.12.2008 may be fixed in terms of Rule 13(i) of CCS (RP) Rules, 2008 which states that in case of promotion

	<p>fixed in the revised Pay Band of Rs.37,400-67,000 and RGP of Rs.9000 with effect from 1.1.2006. Some scientists in this Pay Band were subsequently promoted to the post of Principal Scientists (after 1.1.2006) having the same Pay Band of Rs.37,400-67,000 and RGP of Rs.10000. While fixing their pay on promotion as per the clarification contained in the Council's circular dated 16.10.2009, the pay fixed in the promoted post has become less than the pay drawn by the scientists before promotion and has created an anomaly. Clarification is required to rectify the anomaly.</p>	<p>from one grade to another, one increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. The anomaly will be rectified accordingly.</p> <p>Note-In view of the considerable raise in effective pay between the two pay bands there shall no additional increment on movement from the pay band of Rs.15600-39100 to the pay band of Rs.37400-67000.</p>
2.	<p>Whether 4 non-compounded advance increment will be granted to scientist who joined during the period of 1.1.2006 to 31.8.2008 with Ph.D degree or their pay should be fixed in the initial stage of Rs.15,600+RGP of Rs.6000.</p>	<p>The pay of Scientists who have joined ICAR service with higher qualifications during the period between 1.1.2006 and 31.08.2008 at the entry level shall be fixed in the revised Pay Band-3 of Rs.15,600-39,100 with RGP of Rs.6000. They are however eligible for the incentive of advance increments @3% each (non-compoundable) for possessing higher qualifications in term of provision laid down at para 4 of the Council's letter dated 6.3.2009 w.e.f 1.9.2008(i.e., the effective date for grant of the incentives of advance increments for possessing/acquiring higher qualifications).</p>
3.	<p>How the advance increments for acquiring Ph.D degree by the scientists during the period 1.1.2006 to 31.12.2008 are to be regulated? What will be the rate of increment?.</p>	<p>The Scientists who acquired Ph.D degree during the period from 1.1.2006 to 31.12.2008 will be eligible for three advance increments @ 3% each (non-compoundable) for possessing higher qualifications in terms of provision laid down at para 4 of the Council's letter 6.3.2009 <b>w.e.f 1.9.2008</b>(i.e., the</p>

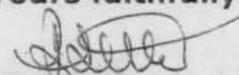


	Whether the advance increments to be granted to the scientists for acquiring Ph.D degree will be compoundable or non-compoundable?	effective date for grant of the incentives of advance increments for possessing/acquiring higher qualifications as per revised pay scales).
4.	Scientists promoted from Scientists (Sr.Scale) to Sr.Scientist after 1.1.2006 while fixing their pay in the pre-revised scale, they were granted two advance increments for moving from Scientist (Sr.Scale) to Sr.Scientist. Whether this two advance increments can be granted in the revised pay band also.	The Scientists who moved to the grade of Sr.Scientists (Sr.Scale) from Scientist Selection grade under the pre revised CAS effective from 27.7.98 may be given the incentive of the two advance increment @ 3% each (non-compoundable).However, this benefit stands withdrawn with the implementation of the revised CAS w.e.f. 1.1.2009.

The notification dated 16.10.2009 and any other clarification issued by the Council in this regard stands modified to the above extent.

This issues with the concurrence of AS&FA (DARE) vide Diary No.1445/F dated 18.7.2013.

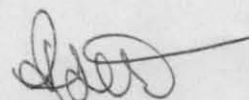
**Yours faithfully**



**(Roja Sethumadhavan)**  
**Deputy Secretary (Per.IV)**  
**Ph.011-23074476**

Copy to:

1. Sr.PPS to DG (ICAR)
2. PPS to Secretary (ICAR)
3. PPS to FA, DARE/ICAR
4. Director (P)/Director (F)
5. DS(P)
6. Secretary, ARSS Forum.
7. CDN Section for Indexing.
8. Sh.Hansraj, ISO, DIPA for ICAR website.
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**(Roja Sethumadhavan)**