

MINISTRY OF DEFENCE

New Delhi, the 30th December, 1978

S.R.O. 8.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the President hereby makes the following rules, namely:—

1. Short title and commencement.—(1) These rules may be called the Defence Research and Development Service Rules, 1978. 1979

(2) They shall come into force on the date of their publication in the Official Gazette.

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

- (1) "Assessment Board" means the Board constituted under Sub-rule (2) of Rule 8; rule (2);
- (2) "Commission" means the Union Public Service Commission;
- (3) "Director General" means the Director General of Research and Development;
- (4) "Duty post" means any post, whether permanent or temporary, included in Schedule II;
- (5) "Government" means the Government of India;
- (6) "Organisation" means the Defence Research and Development Organisation;
- (7) "Schedule" means a Schedule to these rules;
- (8) "Scheduled Castes" means such castes, races or tribes or parts of or groups within such castes, races or tribes as are notified under article 341 of the Constitution, to be Scheduled Castes for the purpose of the Constitution;
- (9) "Scheduled Tribes" means such tribes or tribal communities or parts of or groups within such tribes or tribal communities as are notified under article 342 of the Constitution to be Scheduled Tribes, for the purpose of the Constitution;
- (10) "Service" means the Defence Research and Development Service.

3. Constitution of the Defence Research and Development Service.—There shall be constituted a service known as the Defence Research and Development Service consisting of persons appointed to the Service under rules 7 and 8. All posts included in the Service shall be classified as 'Group 'A' posts.

4. Grades, authorised strength and its review.—(1) The posts included in the Service, their number and pay scales, shall be as specified in Schedule II.

(2) After the commencement of these rules, the authorised permanent strength of the various grades shall be such as may, from time to time, be determined by the Government.

(3) The Government may make temporary additions or deductions to the strength of the various grades as deemed necessary from time to time.

(4) The Government may, in consultation with the Commission, include in the Service any post other than those included in Schedule II or exclude from the Service a post included in the said Schedule.

(5) The Government may, in consultation with the Commission, appoint an officer whose post is included in the Service under sub-rule (4) of this rule, to the appropriate grade of the Service in a temporary capacity or in substantive capacity, as may be deemed fit, and fix his seniority in the grade in consultation with the Commission.

5. Member of the Service.—(1) The following persons shall be members of the Service:—

- (a) Persons appointed to the Service at the promulgation of these rules under rule 7 from the date of such promulgation;

(b) Persons appointed to duty posts after the promulgation of these rules from the date they are so appointed.

(2) A person appointed under clause (a) of sub-rule (1) of this rule shall, on such promulgation, be deemed to be a member of the Service in the corresponding grade.

(3) A person appointed under clause (b) of sub-rule (1) of this rule shall be a member of the Service in the corresponding grade, from the date of such appointment.

(4) Apart from the above, the Government may when considered necessary, appoint eminent scientists as Consultants or as Emeritus Scientists on terms and conditions to be decided by the Government in each case.

6. Method of recruitment.—Recruitment to the Service shall be made by any of the following methods, the method of recruitment on each occasion being decided by the Government in the light of qualifications required for the particular post keeping in view the job requirement of the same:—

- (1) by promotion;
- (2) by direct recruitment;
- (3) by transfer of suitable officers from other Services and Departments under the Central or State Governments;
- (4) by deputation or on contract of suitable scientists and technologists from Universities, Institutes of Technology, Research Institutions and other non-government bodies in India or abroad or Central or State Governments Departments;
- (5) by absorption in civilian capacity of suitable officers from the Army, Navy and Air Force;
- (6) by absorption of suitable officers who were appointed on deputation or under contract by the method mentioned in item (4) above.

7. Initial constitution of the Service.—(1) (a) All Group 'A' officers in the Defence Science Service and working in the Defence Research and Development Organisation on the date of promulgation of these rules shall be deemed to have been appointed to the Defence Research and Development Service in the posts or grades corresponding to those which they were holding on regular basis.

(b) Any such officer in the Defence Science Service who is or was working on the above date in any of the offices or establishments under the Directorate General of Inspection and the Directorate of Technical Development and Production (Air), shall not become a member of the Defence Research and Development Service unless he, within three months from the date of promulgation of these rules, opts for the Service and is found fit for appointment thereto in the manner mentioned in sub-rule (2) below.

(2) The suitability for appointment to the Service in the case of the Defence Science Service Officers serving in the Directorate General of Inspection and the Directorate of Technical Development and Production (Air) who opt for Defence Research and Development Service shall be determined by a Screening Committee constituted as under. The decision of this Committee, shall be final and binding on all concerned and no appeal shall lie against the decision of this Committee:—

- (a) Chairman or Member of the Commission—President.
- (b) Scientific Adviser to Raksha Mantri and Director General of Research and Development. —Member.
- (c) Two Chief Controllers of Research and Development. —Member.
- (d) One Officer of appropriate status in the discipline concerned to be nominated by the Director General. —Member.

Explanation:—The absence of a member other than the Chairman or Member of the Commission shall not invalidate the proceedings of the Screening Committee.

Provided that the Defence Science Service Officers who are found suitable by the Screening Committee for appointment to this Service shall be absorbed in the Service against the available vacancies in the corresponding grades held by them on regular basis in the Defence Science Service on the date preceding the date of promulgation of these rules and shall retain their inter-se seniority as assigned to them in the Defence Science Service on that date. Such of the officers as cannot be absorbed in want of vacancies shall continue to serve with the Directorate General of Inspection or Directorate of Technical Development and Production (Air) Organisations till such time as regular vacancies in the corresponding grades become available in the Service for their absorption. The seniority of such officers shall be fixed by the Director General in consultation with the Commission.

Note:—The regular continuous service of officers mentioned in sub-rules (1) and (2) above in the respective grades prior to their appointment to the Defence Research and Development Service shall count for the purpose of qualifying service for promotions, confirmation and pension in the Service.

(3) Any officer referred to in sub-rule (1)(a) of this rule who does not, on selection to any grade in the Service, desire to be absorbed in the Service, may continue to hold the post held by him immediately before the selection as if he had not been selected and for this purpose that post shall be deemed to have been excluded from the Service for so long as he continues to hold it. He shall not be considered for any further promotion or confirmation in the organisation.

(4) To the extent the authorised regular strength of various grades in the Service is not filled at the time of the initial constitution, it shall be filled in accordance with rule 8.

8. Future maintenance of the Service.—(1) After the initial constitution of the Service has been completed by the appointment of officers in accordance with rule 7, vacancies shall be filled in the manner as hereinafter provided:—

(a) The posts in the grade of Scientist 'B' in various disciplines shall be generally filled by direct recruitment through an open competitive examination in accordance with the scheme of examination that may be approved in consultation with the Commission. The age limit shall be 26 years (Relaxable for employees of Defence Research and Development Organisation). Unless covered by any of the exceptions that may, from time to time, be notified by the Government in this behalf, no candidate shall be permitted to avail of more than three chances at the examination. However, all those who have been recruited before the promulgation of these rules as Junior Scientific Officers in the Defence Research and Development Organisation on regular basis and possess the educational qualifications and experience as laid down for direct recruits, shall be eligible, till they are wasted out, for promotion to the post of Scientist 'B' upto 50 per cent of the vacancies in the grade;

The selection for such promotions shall be made on the recommendations of the Assessment Board on the basis of (i) confidential reports or interview or both or (ii) a limited departmental competitive examination followed by assessment of confidential reports or interview or both. In the event of a limited departmental competitive examination, all those existing departmental Junior Scientific Officers who do not possess the educational qualifications as laid down for the direct recruit shall also be permitted to take the examination and if they qualify and are further assessed fit by the Assessment Board, they shall, subject to approval by the Commission, also be eligible for promotion to the post of Scientist 'B':

Provided further that the total number of posts filled in this manner in that grade shall at no time exceed 50 per cent of the total sanctioned strength for that grade on the date of promulgation of these rules. This concession shall also be admissible to those persons who are appointed or promoted as Junior Scientific Officers in the Defence Research and Development Organisation on regular basis on or after the date of promulgation of these rules provided that—

(i) they are appointed as Junior Scientific Officer against posts which were advertised by the Commission prior to the date of promulgation of these rules;

(ii) they are promoted as Junior Scientific Officers on the basis of the recommendations made by the Departmental promotion Committee prior to the date of promulgation of these rules.

Provided further that it shall be open to the appointing authority to fill these posts by direct recruitment without resort to the open competitive examination in consultation with the Commission.

(b) Any of the higher posts above that of Scientist 'B' shall be filled by any of the methods mentioned in rule 6, the method of recruitment being decided upon by the Director General on each occasion depending on specific requirements and in the light of the qualifications required for that particular post. For posts involving project management, as the interests of the State and the objectives of the Organisation are of paramount importance, the Government shall decide the mode of filling up the posts, taking into consideration, competence required of the incumbent of the post, the tasks to be achieved and the availability of persons with the requisite qualifications and experience both within the Service and outside;

(c) The post of Scientific Adviser and Director General of Research and Development shall be filled in consultation with the Commission.

(2) Department promotions shall be made from amongst the officers possessing the broad educational qualifications as given in Schedule III and serving in the next lower grade. Selection of officers for promotion shall be made in accordance with the following manner on the basis of individual's merit or accomplishments in the particular grade as assessed by the Assessment Board constituted as at Schedule-I and not based on seniority consideration only.

(a) Assessment Boards shall be convened at least once a year or at such intervals as may be prescribed by the Director General. These Boards may meet as a whole or in parts in one or more establishments as may be decided by the Director General for the purpose of assessing merit of persons serving in different Establishments or Laboratories or Headquarters for promotion to the higher grade.

(b) The specific qualification requirements (QR) for promotion to the posts of Scientists 'F' and above shall be determined by the Director General on each occasion in the light of qualifications required for the particular post keeping in view the job requirements for the same.

(c) In evaluating the suitability of the officers for promotion, the Assessment Board shall take into consideration their qualifications, performance, merit, seniority, etc. The selection shall be on the basis of Confidential Reports and interview. However, the Assessment Board may, at their discretion, consider in absentia the candidature of such officer(s) who are unable to present themselves for the interview. The Assessment Board shall draw up a list of officers who are assessed as fit for promotion to the next higher grade.

(d) The Assessment Board shall consider the cases of all officers, who have completed five years regular service in the grade to assess their suitability for promotion to the next higher grade. However, if an officer has earned three successive 'Outstanding' reports or four successive 'Very Good' reports in the same grade, he shall also be assessed for promotion to the next higher grade.

(e) Recommendations of the Assessment Boards held at different Establishments, Laboratories or Headquarters, after approval by the Commission, shall be implemented from the date to be arrived at in consultation with the Commission. This date shall be treated as the date of selection for purposes of determining their seniority in the grade in respect of all officers cleared for promotion provided they are on duty on that date. However, officers who are

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SRO 15/8/85

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away from their Establishments, Laboratories or Headquarters on leave on that date, shall assume charge in the grade to which they are promoted with effect from the date they resume duty in their Establishment, Laboratory or Headquarters but this shall not affect their 'date of selection' or their inter-se seniority in the higher grade vis-a-vis the other officers cleared for promotion by the same Assessment Board. In so far as persons undergoing training in India or abroad (under FR 51) are concerned, they shall be promoted to the next higher grade with effect from the date they would have been so promoted had they not proceeded on training subject to the following conditions being fulfilled:—

- (i) The period of such training is treated as duty under FR 9(6)(b);
- (ii) They have been approved for promotion to the next higher grade;
- (iii) All their seniors, except those regarded as unfit for promotion to the particular grade, available have been promoted to that grade.

(f) In regard to promotion of officers to the grades of Scientists 'C', Scientists 'D' and Scientists 'E', officers promoted from one grade to the next higher grade on the recommendation of the Assessment Board shall as far as possible, be granted in-situ promotion in the same Establishments, Laboratories or Headquarters. For this purpose, the required number of posts in the grade shall be upgraded, under the powers of the Director General, within the budgetary ceilings sanctioned for that Establishment, Laboratory or Headquarters subject to the proviso that the number of posts of Scientists 'D' and Scientists 'E' shall not exceed one-third of the total number of posts of Scientists 'B', Scientists 'C', Scientists 'D' and Scientists 'E' put together and provided further that the number of posts of Scientists 'E' shall not exceed one-third of the total number of posts of Scientists 'D' and Scientists 'E' put together. However, the Director General, may transfer an officer from one Establishment, Laboratory or Headquarters to another, on his promotion or in the same grade, if considered necessary in the interests of the Service.

(3) Selection of officers under the different methods mentioned at serials (2) to (6) of rule 6, for future maintenance of service shall be made in consultation with the Commission except which appointing a Central Government Group 'A' officer on deputation. Selection by direct recruitment shall be by interview or written test or both. The educational qualifications, experience and age limit for appointment to various posts in the Service under the methods mentioned in this sub-rule shall be broadly as specified in Schedule III. However, the specific educational qualifications and experience required for different posts shall be prescribed by the Director General on each occasion in consultation with the Commission.

(4) Officers appointed on deputation by the method mentioned in item (4) of rule 6 shall be initially appointed for a period of two years which may be extended or curtailed at the discretion of the Director General. The total period of deputation shall, in no case, exceed five years. However, deputation allowance shall be admissible only for the first four years of deputation.

(5) Officer appointed on contract by the method mentioned in item (4) of rule 6 shall ordinarily be appointed for a period of six years. They shall, however, be on probation for a period of one year. The period of contract may be curtailed at the discretion of the Director General. The contract may be renewed at the end of six years.

(6) During the period of deputation or contract, the performance of the officers concerned shall be assessed at periodic intervals to be specified by the Director General and if the same is considered satisfactory, cases of such officers may also be considered by the Director General, (in consultation with the Commission) for absorption in an appropriate grade of the Service.

(7) The seniority of officers appointed to the Service in pursuance of any of the methods at (3), (5) and (6) of rule 6 shall be fixed by the Director General in consultation with the Commission.

9. Probation.—(1) Persons appointed to any of the grades of the Service, either by direct recruitment or by promotion shall be on probation for a period of two years;

Provided that the Director General may extend or curtail the period of probation in accordance with the instructions issued by the Government from time to time.

Provided further that in cases where it is proposed to extend the period of probation, the Director General shall give notice in writing of his intention to do so, to the officer within twelve weeks after expiry of the initial or extended period of probation.

(2) On the completion of the period of probation, persons shall, if considered fit for permanent appointment, be retained in their appointment on regular basis and be confirmed in due course against the available substantive vacancies.

(3) If, during the period of probation referred to in sub-rule (1) of this rule or any extension thereof, as the case may be, the Government is of the opinion that a candidate is not fit for permanent appointment or if, at any time during such period of probation, or extension thereof the Government is satisfied that the candidate will not be fit for permanent appointment on the expiry of such period of probation or extension thereof, the Government may discharge or revert the candidate to his substantive post as the case may be or pass such orders as they deem fit.

(4) During the period of probation, the candidates may be required to undergo such courses of training and orientation and to pass such examinations and tests (including examination in Hindi) as may be prescribed by the Director General as a condition to satisfactory completion of the probation.

10. Head of the Service.—The Director General shall be the head of the Service and shall be responsible for deployment of officers of the Service to the best advantage of the Government.

11. Liability for service.—(1) Officers appointed to the Service shall be liable to serve any where in India or outside.

(2) Officers, if deputed, shall be liable to serve in any other Ministry or Department of the Government of India or Corporations and Industrial Undertakings of the Government.

(3) Persons possessing the engineering or medical qualifications referred to in the Note below and recruited to the Service, whether before or after the commencement of these rules, shall, if so required, be liable to serve as Commissioned Officers in the Armed Forces for a period of not less than four years, including the period spent in training, if any, provided that—

(a) they shall not be required to serve as aforesaid after the expiry of ten years from the date of appointment; and

(b) they shall not ordinarily be required to serve as aforesaid after attaining the age of forty years in the case of engineers and forty-five years in the case of doctors.

Note:—The engineering or medical qualifications referred to in this rule are those laid down in Para 2(b) of Army Instruction 19/S/765 or Para 3(b) of Army Instruction 208 of 1959, as the case may be.

(4) Persons appointed to the Service shall be liable to field service (including service on land or travel by service aircrafts or naval ships) to a limited extent in respect of research and development or such other work as may be approved by the Director General.

(5) Officers selected for assignments involving limited field service shall undergo such special medical check up as may be specified, either at the time of selected or when they proceed on field service, as the case may be.

(6) Officers appointed to the Service shall be liable to undergo such training and be detailed on courses of instruction in India or abroad as the Director General may decide

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from time to time. An officer detailed for training or course the duration of which is six months or more or an officer detailed for training outside India or with private firms or factories in India, irrespective of the duration of the training, shall be liable to refund in full the cost of training for any reason, during the training or within a period of three years after the completion of such training, he chooses to discontinue his service.

12. Retirement benefits.—(1) A member of the Service, who before the promulgation of these rules, was eligible for pension or Contributory Provident Fund benefits, shall continue to be governed by the rules applicable to him immediately before such promulgation.

(2) A member of the Service recruited on or after the promulgation of these Rules, on pensionable basis, shall be governed by the Central Civil Service (Pension) Rules, 1972 as amended from time to time, as applicable to other civilians paid from the Defence Service Estimates. A member of the Service so recruited, who is on Contributory Provident Fund basis shall be governed by the Contributory Provident Fund (Defence Services) Rules.

(3) All posts of Scientist 'E' and above in the Service shall be non-pensionable and officers holding these posts shall be governed by the Contributory Provident Fund (Defence Services) Rules.

Note 1.—Officer already holding posts on pensionable basis under the Central or State Governments may, if they so opt, retain their pensionable status; provided that:—

(a) such option shall be exercised within six months from the date of promulgation of these Rules, or date of absorption in the Service, whichever is later and

(b) the option once exercised shall be final. Any failure to exercise an option within the stipulated period shall be construed to mean an option in favour of retaining the existing pensionary benefits.

Note 2.—Persons appointed to any of the pensionable posts of service either by direct appointment or by promotion and confirmed therein, when directly appointed to the post of Scientist 'E' or above shall continue to retain their pensionable status.

(4) All posts of Scientist 'D' and below in the Service shall be pensionable.

Note 3.—Scientists 'D' holding such posts at the promulgation of these rules and governed by the Contributory Provident Fund Rules may opt for pensionary benefits. Provided that:—

(a) such option shall be exercised within six months from the date of promulgation of these rules; and

(b) the option once exercised shall be final. Any failure to exercise an option within the stipulated period shall be construed to mean an option in favour of retaining the existing Contributory Provident Fund benefits.

(5) Lateral entry candidates appointed to posts of Scientists 'C' and above shall be entitled to the benefits of added years of service for purposes of superannuation pension admissible under Rule 30 of the Central Civil Service (Pension) Rules, 1972.

13. Other conditions of service.—(1) The other conditions of service of the members of the Service in respect of matters not expressly provided for in these rules, shall, mutatis mutandis and subject to any special orders issued by the Government in respect of the Service, be the same as those applicable to officers (Civilian) of corresponding status in similar scientific institutions or organisations under the Government of India.

(2) In the matter of conduct and discipline, officers of the Service shall be governed by the Central Civil Service (Conduct) Rules, 1964 and Central Civil Service (Classification, Control and Appeal) Rules, 1965, as amended from time to time.

(3) All posts in this Service shall be classified as Group 'A' posts and shall be deemed to be 'technical posts' for purposes of medical standards as specified in the Medical Regulations and Medical Report form for the Indian Administrative Service, Indian Police Service, Indian Foreign Service, Indian Forest Service and the Central Services issued by the Government of India in the Ministry of Health and Family Welfare (Department of Health).

(4) (a) Requests of officers of the Service for leave to prosecute higher studies in India or abroad, which are not considered to be of any interest to Defence Research and Development Organisation, shall not be granted.

(b) When an officer of the Service applies for leave for undergoing course of training or study which is considered to have a direct bearing on subjects of interest to Defence Research and Development Organisation and if such study or training will, as a consequence, serve the interests of Defence Research and Development Organisation, although not to the extent of placing the officer on deputation, the officer may be granted study leave on the following conditions:—

(1) The Defence Research and Development Organisation shall not pay for the officer's travel to and from the place of study or training.

(2) The leave sanctioned shall not normally be more than twelve months and, in no case, shall exceed two years in the entire period of service except when the leave is applied for obtaining a Doctorate or a similar qualification, in which case the period of leave may be extended to a minimum period required for acquiring such a qualification but not exceeding four years in the entire period of service. Study leave in excess of twelve months may be granted only if the officer has rendered more than five years service and at least three years continuous service in the Defence Research and Development Organisation.

(3) Study leave may be taken in combination with leave of any other kind subject to the condition that study leave in combination with regular leave other than extraordinary leave shall not exceed twenty eight months. Further, the maximum period of absence including the study leave shall not exceed four years in the entire period of service.

(4) A bond shall be obtained from the officer binding him to serve the Defence Research and Development Organisation after the completion of the study or training in India or abroad for a minimum period of three years and a maximum period of five years.

(5) In the event of the officer returning to duty post within the stipulated period, the officer's study leave period shall count for the purposes of pay, pension, increment etc. However, in the event of the officer not returning to the duty post after the expiry of the study leave, the officer shall be liable to pay the bond money to the Government and at the same time the service of the officer may be terminated.

(6) In regard to all other matters including leave salary and study allowance, the rules regarding 'study leave' as contained in the Central Civil Service (Leave) Rules, 1972, as amended from time to time, will be applicable to the members of this Service.

14. Disqualifications.—No person,—

(1) who has entered into or contracted a marriage with a person having a spouse living; or

(2) 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 Government 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.

15. Power to relax.—Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Commission relax any of the provisions of these rules in respect of any class or category of persons or posts.

16. Saving.—Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions, required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

17. Interpretation.—If any question relating to interpretation of these rules arises, it shall be decided by the Government.

18. Cessor of Defence Science Service Rules, 1967 in certain cases.—On and from the commencement of these rules, the Defence Science Service Rules, 1967 shall, in so far as they relate to the posts to which these rules are applicable, cease to be in force.

SCHEDULE I

(See Rule 8(2))

Constitution of the Assessment Board for assessing suitability of officers for promotion in the Defence Research and Development Service

The Assessment Board shall be constituted as under :—

- (1) Chairman or Member of the Commission or a nominee of the Commission. ...Chairman.
- (2) Two or three departmental officers of appropriate status nominated by the Director General, Research and Development. ...Member.
- (3) Two or more experts to be nominated by the Commission. ...Member.

Note : (i) The officers mentioned at Serial No. (2) should normally be at least one level above the level for which the persons are to be considered for promotion.

(ii) The absence of a member of the Board other than the Chairman shall not invalidate the proceedings of the Assessment Board.

(iii) The proceedings of the Assessment Board shall be subject to approval by the Commission.

(iv) The date from which the recommendations of the Assessment Board will be effective shall be decided in consultation with the Commission.

SCHEDULE II

(See Rule 4)

Numbers and Scales of pay of Group 'A' posts included in the Defence Research and Development Service

S. No.	Designation of Post	Scale of pay	No. of post
1.	Scientist 'B' (hitherto known as Senior Scientific Officer Grade II).	Rs. 700-40-900-EB-40-1100-50-1300.	512
2.	Scientist 'C' (hitherto known as Senior Scientific Officer Grade I).	Rs. 1100-50-1600.	378
3.	Scientist 'D' (hitherto known as Principal Scientific Officer)	Rs. 1500-60-1800-100-2000.	118
4.	Scientist 'E' (hitherto known as Deputy Chief Scientific officer).	Rs. 1800-100-2000-125/2-2250.	19
5.	Scientist 'F' (hitherto known as Director Grade II).	Rs. 2000-125/2-2500	11
6.	Scientist 'G' (hitherto known as Director Grade I).	Rs. 2500-125/2-3000	12
7.	Chief Controller of Research and Development.	Rs. 2500-125/2-3000	1
8.	Scientific Adviser to Raksha Mantri and Director General Research and Development.	As decided by the Government from time to time.	1

SCHEDULE III

[See Rule 8(2)]

Minimum educational and other qualifications, experience and age limit for direct recruitment to various Group 'A' posts included in the Defence Research and Development Service

Sl. No.	Name of post	Educational and other qualifications and experience for direct recruits		Age limit
		For posts requiring qualifications in Scientific or Engineering or Technical subjects	For posts requiring medical qualifications	
(1)	(2)	(3)	(4)	(5)
1.	Scientist 'B'	<p>Essential :</p> <p>At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or Second Class Degree in Engineering or Technology or Metallurgy from a recognised University or equivalent.</p> <p>Desirable :</p> <p>Knowledge of German, French, Russian, Japanese or Chinese.</p>	<p>Essential :</p> <p>(i) A medical qualification included in the first Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act, 1956 (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act.</p> <p>(ii) Completion of compulsory rotating internship.</p>	<p>Not exceeding 28 years. (Relaxable for Defence Research and Development Organisation employees) 159183</p>
2.	Scientist 'C'	<p>Essential :</p> <p>(i) At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or Second Class Degree in Engineering or Technology or Metallurgy from a recognised University or equivalent.</p> <p>(ii) Four years' experience in research or design or development or production in the required areas.</p> <p>Desirable :</p> <p>(i) Doctorate degree in Science, Mathematics or Psychology or Master's degree in Engineering or Technology or Metallurgy in the subject concerned.</p> <p>(ii) Knowledge of German, French, Russian, Japanese or Chinese.</p>	<p>Essential :</p> <p>(i) A medical qualification included in the First Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act 1956 (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act.</p> <p>(ii) Required post-graduate degree qualification.</p> <p>(iii) Three years practical and administrative experience in the required field of medical relief, medical research, medical education or public health organisation.</p>	<p>Not exceeding 30 years. (Relaxable for Government Servants) up to 34</p>
3.	Scientist 'D'	<p>Essential :</p> <p>(i) At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or Second Class Degree in Engineering, Technology or Metallurgy from a recognised University or equivalent.</p> <p>(ii) Eight years' experience in research or design or development or production in the required areas.</p> <p>Desirable :</p> <p>(i) Doctorate Degree in Science, Mathematics or Psychology or Master's Degree in Engineering or Technology or Metallurgy in the subject concerned.</p> <p>(ii) Knowledge of German, French, Russian, Japanese or Chinese.</p>	<p>Essential :</p> <p>(i) A medical qualification included in the First Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act 1956 (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act.</p> <p>(ii) Required Post Graduate Degree qualification.</p> <p>(iii) Eight years practical and Administrative experience in the required field of medical relief, medical research, or medical education or public health organisation.</p>	<p>Not exceeding 45 years (Relaxable for Government servants) 159183</p>

(1)	(2)	(3)	(4)	(5)
4. Scientist 'B'	Essential : (i) At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or at least Second Class Degree in Engineering or Technology or Metallurgy from a recognised University or equivalent. (ii) Ten years' experience in research or design or development or production in the required areas. Desirable : (i) Doctorate Degree in Science Mathematics or Psychology or Master's Degree in Engineering or Technology or Metallurgy in the subject concerned. (ii) Knowledge of German, French, Russian, Japanese or Chinese.	Essential : (i) A medical qualification included in the First Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act 1956, (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act. (ii) Required Post-Graduate Degree qualification. (iii) Ten years' practical and administrative experience in the required field of medical relief, medical research, medical education or Public Health organisation.	Not exceeding 45 years. (Relaxable for Government servants) <i>upto 5 years</i> <i>18/01/89</i>	
5. Scientist 'F'	Essential : (i) At least Second Class Master's Degree in Science subjects or Mathematics or Psychology or at least Second Class degree in Engineering or Technology or Metallurgy from a recognised University or equivalent. (ii) Ten years' practical experience in research or design or development or production in the required areas. Desirable : (i) Doctorate Degree in Science, Mathematics or Psychology or Master's Degree in Engineering or Technology or Metallurgy in the subject concerned. (ii) Knowledge of German, French, Russian, Japanese or Chinese.	Essential : (i) A medical qualification included in the First Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act 1956, (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of Section 13 of the said Act. (ii) Required Post-Graduate degree qualification. (iii) Ten years' practical and administrative experience in the required field of medical relief, medical research, medical education or public health organisation.	Not exceeding 45 years. (Relaxable for Government servants) <i>upto 5 years</i> <i>in accordance with the instructions on by the Central Govt</i> <i>19/01/82</i>	
6. Scientist 'G' Chief Controller of Research and Development	Essential : (i) At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or at least Second Class degree in Engineering or Technology or Metallurgy from a recognised University or equivalent. (ii) Twelve years' experience in research or design or development or production in the required areas. Desirable : (i) Doctorate Degree in Science, Mathematics or Psychology or Master's Degree in Engineering or Technology or Metallurgy in the subject concerned. (ii) Knowledge of German, French, Russian Japanese or Chinese.	Essential : (i) A medical qualification included in the First Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act, 1956, (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of Section 13 of the said Act. (ii) Required Post-graduate degree qualification. (iii) Twelve years' practical and administrative experience in the required field of medical relief, medical research, medical education or public health organisation.	Not exceeding 50 years. (Relaxable for Government servants) <i>upto 5 years</i> <i>18/01/83</i>	
7. Scientific Adviser and Director General of Research and Development	Such educational qualifications and experience as may be prescribed by the Government.			

- Note 1—The qualifications prescribed are relaxable at the discretion of the Commission in the case of candidates otherwise well qualified in particular the qualification regarding experience is relaxable at the discretion of the Commission in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if at any stage of selection, the Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.
- Note 2—The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in Andaman and Nicobar Islands and Lakshadweep).
- Note 3—Officers from the Defence Services who have to be considered for induction or transfer in the service in a Civilian capacity in any of the grades mentioned above, should possess the minimum educational qualifications and experience prescribed for direct recruits. Provided further that, if on the recommendations of the Director General any service course, specialised training etc., undergone by an officer is considered to be at par with those prescribed for the direct recruits, such officers may also be deemed to fulfil the minimum requirements set forth in this Schedule.

18/01/82
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N. N. VENKATESWARAN, Under Secy.