

(PUBLISHED IN PART II SECTION IV OF THE
GAZETTE OF INDIA ON 26 AUGUST, 1995)

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

New Delhi, the 16 August, 1995

Notification

SRO 177 - In exercise of powers conferred by the proviso to article 309 of the Constitution and in supersession of:-

- (i) the Defence Research and Development Organisation (Junior Scientific Officer) Recruitment Rules, 1980;
- (ii) the Defence Research & Development Organisation Group 'C' Non-Gazetted (Technical, Scientific and other Non-Ministerial) posts Recruitment Rules, 1968 in so far as these relate to the posts of Senior Scientific Assistant, Junior Scientific Assistant Grade I, Junior Scientific Assistant Grade II, Foreman, Assistant Foreman, Chargeman Grade I, Chargeman Grade II, Chief Draughtsman, Draughtsman Grade I, Draughtsman Grade II, Draughtsman Grade III, Tracer, Chief Glass Blower, Glass Blower, Assistant Glass Blower, Senior Computer, Laboratory Assistant, Commercial Artist, Senior Artist, Artist-cum-Photographer, Photographer Assistant, Photographer Grade I and Photographer Grade II/Photostat Operator;
- (iii) the Defence Research & Development Organisation (Medical Attendants) Recruitment Rules, 1987 in so far as these relate to the post of Pharmacist; and
- (iv) the Defence Research & Development Organisation, Ministry of Defence (Group 'C' and Group 'D') Industrial Posts Recruitment Rules, 1990 in so far as these relate to the posts of Tradesman 'A', Tradesman 'B' and Tradesman 'C';

except as respects things done or omitted to be done before such supersession, the President makes the following rules regulating the method of recruitment to Group 'A', Group 'B' and Group 'C' technical posts in the Defence Research and Development Organisation, Ministry of Defence, namely:-

1. Short title and commencement:-

- (1) These rules may be called the Defence Research and Development Organisation Technical Cadre Recruitment Rules, 1995.
- (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 :-

- (a) "Assessment Board" means a Board constituted under sub-rule (3) of rule 8;
- (b) "Cadre" means Defence Research & Technical Cadre;
- (c) "Category" means category of the Cadre;
- (d) "Director General" means the Director General, Defence Research and Development ;
- (e) "Government" means the Government of India.
- (f) "Grade" means a grade of the Cadre;
- (g) "Scheduled Castes and Scheduled Tribes" shall have the same meanings as assigned to them respectively in clauses (24) and (25) of article 366 of the Constitution.

3. Constitution of the Defence Research & Technical Cadre:-

There shall be constituted a technical cadre known as the Defence Research and Technical Cadre comprising of the posts shown in Schedule I existing in DRDO at the time of the commencement of these rules.

4. Categories, grades, authorised strength and its review:-

- (1) The posts included in the Cadre, their pay scales and classification shall be as specified in Schedule II.
- (2) After the commencement of these rules, authorised permanent strength of the various grades in the Cadre shall be such as may, from time to time, be determined by the Government.
- (3) The Government may make temporary additions to or deletions from the strength of the various grades as deemed necessary from time to time.
- (4) The Government may include in the Cadre any post other than those included in Schedule II or exclude from the Cadre a post included in the said Schedule.
- (5) The Government may appoint any officer whose post is included in the Cadre under sub-rule (4) of this rule, to the appropriate grade of the Cadre in a temporary capacity or in a substantive capacity as may be deemed fit.
- (6) Notwithstanding anything contained in the foregoing sub-rules, the authorised combined strength of categories II and III shall, at no time, exceed 70% of the total authorised strength of the Cadre. The authorised strength of various categories and grades shall be further subject to the following conditions :-
 - (a) the combined strength of grades 3 and 4 of category-I shall not exceed 70% of the total strength of category I;
 - (b) the combined strength of grades 3 and 4 of category-II shall not exceed 70% of the total strength of category II; and
 - (c) the combined strength of grades 3 and 4 of category-III shall not exceed 30% of the total strength of category III.

5. Member of the Cadre:-

The following persons shall be members of the Cadre;

- (a) Persons appointed to the Cadre on the promulgation of these rules under rule 6 from the date of such promulgation;
- (b) Persons appointed in the Cadre after the promulgation of these rules from the date they are so appointed under rule 7.

6. Initial Constitution of the Cadre:-

- (1) All persons holding the posts shown in Schedule I immediately before the commencement of these rules shall be placed in the Cadre as provided hereinafter;
- (2)
 - (a) All persons holding the posts of Junior Scientific Officer, Foreman, and Chief Draughtsman and Senior Scientific Assistant in the pay scale of Rs.2375-3500 shall be placed in grade 2 of category III.
 - (b) All persons holding the posts of Junior Scientific Officer shall be placed enbloc senior to those holding the posts of Foreman, Chief Draughtsman and Senior Scientific Assistant whose interse seniority shall be fixed on the basis of their date of seniority (Date of DPC/Selection Board) in their normal pay scale i.e. Rs. 2375-3500 in the case of Foreman, Rs. 2000-3200 in the case of Chief Draughtsman and Rs. 1640-2900 in the case of Senior Scientific Assistant subject to maintenance of their original relative seniority in such grades.
- (3)
 - (a) All persons holding the posts of Chief Draughtsman and Senior Scientific Assistant in the pay scales of Rs.2000 - 3200 and Rs.1640 - 2900 respectively, the Assistant Foreman, Draughtsman Grade I and Chargeman Grade I shall be placed in grade 1 of category III.
 - (b) The interse seniority of the incumbents of the posts of Chief Draughtsman and Senior Scientific Assistant shall first be drawn on the basis of length of their regular service in their respective grades subject to maintenance of their original relative seniority in such grades and they shall rank enbloc senior to the incumbents of the posts of Assistant Foreman.
 - (c) The interse seniority of the incumbents of the posts of Draughtsman Grade I and Chargeman Grade I shall be fixed on the basis of length of their regular service in their respective grades subject to maintenance of their original relative seniority in such grades and they shall be placed enbloc junior to all incumbents of the posts of Assistant Foreman.
- (4)
 - (a) All persons holding the posts of Chief Glass Blower, Artist-cum-Photographer, Commercial Artist, Junior Scientific Assistant Grade I, Chargeman Grade II and Draughtsman Grade II shall be placed in grade 2 of category II provided that they possess the qualifications prescribed for recruitment to the

2. Definitions:-

grade of Technical Assistant 'A' as laid down in Schedule III failing which they shall be placed in grade 4 of category I.

NOTE: For this purpose, the existing incumbents of the posts of Draughtsman Grade II, possessing a certificate or a diploma in Draughtsmanship of a minimum duration of one year shall be deemed to possess the required qualifications.

(b) In either grade, the interse seniority of Chief Glass Blowers, Artist-cum-Photographers and Commercial Artists shall be fixed on the basis of length of their regular service in their respective grades subject to maintenance of their original relative seniority in such grades and they shall rank enbloc senior to the Junior Scientific Assistants Grade I, Chargemen Grade II and Draughtsmen Grade II whose interse seniority shall be fixed on the basis of length of their regular service in their respective grades subject to maintenance of their original relative seniority in such grades.

(5) (a) All persons holding the posts of Photographer Assistant, Pharmacist, Junior Scientific Assistant Grade II, Tradesman 'A', Glass Blower, Draughtsman Grade III, Senior Artist, Photographer Grade I and Senior Computer shall be placed in grade 1 of category II provided that they possess the qualifications prescribed for recruitment to the post of Technical Assistant 'A' as laid down in Schedule III failing which they shall be placed in grade 3 of category I.

NOTE: For this purpose, the existing incumbents of the posts of Draughtsman Grade III, possessing a certificate or diploma in Draughtsmanship of a minimum duration of one year shall be deemed to possess the required qualifications.

(b) In either grade, the interse seniority of those holding the posts of Photographer Assistant and Pharmacist shall be fixed on the basis of length of their regular service in their respective grades subject to maintenance of their original relative seniority in such grades and they shall rank enbloc senior to those holding the posts of Junior Scientific Assistant Grade II, Tradesman 'A', Glass Blower, Draughtsman Grade III, Senior Artist, Photographer Grade I and Senior Computer whose interse seniority shall be fixed on the basis of length of their regular service in their respective grades subject to maintenance of their original relative seniority in such grades.

(6) All persons holding the posts of Tradesman 'B' and Assistant Glass Blower shall be placed in grade 2 of category I and the interse seniority shall be fixed on the basis of length of their regular service in their respective grades subject to maintenance of their original relative seniority in such grades.

(7) All persons holding the posts of Laboratory Assistant, Tracer, Tradesman 'C', Photographer Grade II, and Photostat Operator shall be placed in grade 1 of category I and the interse seniority shall be fixed on the basis of length of their regular service in their respective grades subject to the maintenance of their original relative seniority in such grades.

- (8) At the time of initial placement in the Cadre under foregoing sub-rules, all the existing employees holding posts shown in Schedule I shall have a right to opt their old pay scale under FR 23. The option once exercised shall be final.

7. Future Maintenance:-

- (1) All new posts shall be created only in the lowest grades of categories I and II.
- (2) Vacancies in any grade due to retirement, resignation etc. shall revert to grade 1 of category I and grade 1 of category II in the ratio of 30:70.
- (3) No vacancy shall arise in a grade on promotion of a person from that grade to the next higher grade.
- (4) Direct recruitment shall be made only in the lowest grades of categories I and II for which the minimum qualifications and age limits shall be as laid down in Schedule III.
- (5) Fifty percent of vacancies in grade 1 of category I shall be filled from amongst those holding the posts of Tradesman 'E', Laboratory Attendant, Blue Printer and Ferro Printer on the date of commencement of these rules, on completion of minimum 5 years' regular service in the grade, after a special assessment, for a period of five years from the date of promulgation of these rules. The minimum qualifications and age limits as laid down in Schedule III shall not apply in their case.
- (6) Twenty-five percent of the vacancies in the lowest grades of categories I and II shall be filled through limited departmental competitive examination from amongst departmental employees with minimum 3 years' regular service in Defence Research & Development Organisation and possessing qualifications prescribed in Schedule III but without any age limit, failing which the unfilled vacancies shall be filled by direct recruitment.

8. Flexible Complementing:-

- (1) Promotions from one grade to another grade in the Cadre shall be made under the limited flexible complementing system. Employees in each grade who have rendered a minimum of 5 years' regular service in the grade as on 1st September of the year of assessment including the service rendered by them in a post included in Schedule I and held by them immediately before the date of commencement of these rules shall become eligible for assessment for promotion to the next higher grade.
Provided that relaxation upto three months in the qualifying service for eligibility for assessment may be given to direct recruits or promotees who join after 1st September for reasons beyond their control.
Provided further that if a junior is eligible for assessment having completed minimum residency period, all individuals senior to him shall also be eligible for assessment.
- (2) The maximum number of employees in a grade who can be promoted to the next higher grade subject to their being found fit for promotion shall be a percentage of the total eligible employees in that grade at each annual assessment as given in Schedule-IV subject to the provision of sub-rule (6) of rule 4.

(3) Assessment for promotion to all grades upto grade 4 in category I and also for promotion from grade 1 of category II to grade 2 of category II shall be made by a local assessment board, the constitution of which is given in Schedule V. Assessment to other grades shall be made by a central assessment board, the constitution of which is given in Schedule VI.

(4) (a) Subject to fulfilling of eligibility criterion as given in sub rule (1) of this rule, each individual shall be allowed a limited number of assessment chances for promotion from one grade to another as given in sub-rules (b), (c) and (d) below.

(b) Except for promotion from grade 2 of category II, each individual shall be entitled to a maximum of four assessment chances for promotion from one grade to the next higher grade. The first three chances shall be available on the completion of five, six and seven years of regular service in a grade and the fourth chance one year after reaching the maximum of the pay scale.

(c) Individuals in grade 2 of category II shall be entitled to three assessment chances for promotion to grade 1 of category III on the completion of five, six and seven years of regular service in a grade and those who fail to get promotion to grade 1 of category III shall be eligible for four more assessment chances for promotion to grade 3 of category II after seven, eight and nine years of regular service and one year after reaching the maximum of the pay scale.

(d) If an individual is assessed for promotion after rendering less than or more than five years' service in terms of rule 6 or in terms of the first or the second proviso to sub rule (1) of this rule, he shall be entitled to avail of the subsequent chances in the consecutive years, the last chance being available one year after reaching the maximum of the pay scale or in case the previous chance is availed after reaching the maximum of the pay scale, one year thereafter.

9. On promotion from one grade to the next grade, the post held by an individual in the lower grade shall stand upgraded automatically.

10. Effective date of promotion and interse seniority on promotion:-

(1) Assessments for promotion to each grade shall be held once a year and recommendations of the assessment boards shall be implemented from first September of the year to which the assessment boards pertain except where specific recommendations are made by the assessment board regarding the date from which the promotion is to take effect. Individuals who are on leave on the date of implementation shall assume charge in the grade to which they are promoted with effect from the date they resume duty but this shall not affect their date of selection or their interse seniority in the higher grade vis-a-vis the other individuals cleared for promotion by the same assessment board.

(2) Persons assessed as fit for promotion to a grade in an annual assessment shall rank enbloc senior to those so assessed in a subsequent assessment.

(3) Individuals promoted from grade 2 of category III to grade 3 of category III shall be placed enbloc senior to the individuals promoted from grade 4 of category II to grade 3 of category III.

- (4) Individuals promoted from grade 2 of category II to grade 3 of category II shall be placed enbloc senior to the individuals promoted from grade 4 of category I to grade 3 of category II.

11. Employees in position at the time of commencement of these rules shall be exempt from requirements of qualifications prescribed in Schedule III for promotion from one grade to another and from one category to another.

12. Probation:-

- (1) Every direct recruit to the lowest grades of categories I and II and promotee to grade 3 of category II, and grades 1 and 3 of category III 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 instructions issued by the Government from time to time:

Provided further that any decision for extension of a probation period shall be taken ordinarily within eight weeks after the expiry of the previous probationary period and communicated in writing to the concerned officer together with the reasons for so doing within the said period.

- (2) On completion of the period of probation or any extension thereof, officers shall, if considered fit for permanent appointment, be retained in their appointments on regular basis and be confirmed in due course against the available substantive vacancies, as the case may be.
- (3) If, during the period of probation or any extension thereof, as the case may be, Government is of the opinion that an officer is not fit for permanent appointment to the grade, Government may discharge or revert the officer to the grade held by him prior to his appointment to the said grade, as the case may be.
- (4) During the period of probation, or any extension thereof, candidates may be required by Government to undergo such courses of training and instructions and to pass examinations and tests as Government may deem fit, as a condition of satisfactory service.
- (5) Other matters relating to probation, will be governed by the instructions issued by the Government in this regard from time to time.

13. Nature of duty on promotion:-

It shall be obligatory on the part of an individual promoted from one grade to another to continue to perform the same duties as he was required to perform prior to such promotion if so directed by the appointing authority or to perform such other duties as may be assigned to him.

14. Industrial status:-

- (1) Employees directly recruited after the promulgation of these rules shall be treated as non-industrial.
- (2) Existing industrial employees shall be allowed an option to become non-industrial. Option once exercised shall be final.

- (3) Existing industrial employees who do not opt to be non-industrial shall cease to be industrial on promotion to the pay scale of Rs.1400-2300 or higher.

15. 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 in the Cadre:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such persons 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.

16. 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 relax any of the provisions of these rules in respect of any class or category of persons.

17. Saving:-

Nothing in these rules shall affect reservations and other concessions required to be provided for candidates belonging to the Scheduled Castes, Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.

18. Interpretation:-

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

(SL Tripathi)

Under Secretary to the Govt of India

F.No. DRDO/76237/MPD

Schedule I
(See Rule 3)

Posts, existing in Defence Research & Development Organisation at the time of the commencement of these rules and included in the Cadre:

Designation	Pay Scale	Number of posts
01. Junior Scientific Officer	2000-60-2300-EB-75-3200-100-3500	
02. Foreman	2375-75-3200-EB-100-3500	893
03. Chief Draughtsman	{ 2375-75-3200-EB-100-3500/ { 2000-60-2300-EB-75-3200 { 2375-75-3200-EB-100-3500/ { 1640-60-2600-EB-75-2900	289
04. Senior Scientific Assistant		224
05. Assistant Foreman	2000-60-2300-EB-75-3200	2394
06. Chargeman Grade I	1600-50-2300-EB-60-2660	335
07. Draughtsman Grade I	1600-50-2300-EB-60-2660	340
08. Chief Glass Blower	1600-50-2300-EB-60-2660	412
09. Artist-cum-Photographer	1600-50-2300-EB-60-2660	11
10. Commercial Artist	1600-50-2300-EB-60-2660	27
11. Junior Scientific Assistant Grade I	1400-40-1800-EB-50-2300	11
12. Chargeman Grade II	1400-40-1800-EB-50-2300	1751
13. Draughtsman Grade II	1400-40-1800-EB-50-2300	858
14. Photographer Assistant	1350-30-1440-40-1800-EB-50-2200	508
15. Pharmacist	1350-30-1440-40-1800-EB-50-2200	25
16. Junior Scientific Assistant Grade II	1320-30-1560-EB-40-2040	19
17. Tradesman 'A'	1320-30-1560-EB-40-2040	646
18. Glass Blower	1320-30-1560-EB-40-2040	2064
19. Draughtsman Grade III	1200-30-1560-EB-40-2040	5
20. Senior Artist	1200-30-1560-EB-40-2040	243
21. Photographer Grade I	1200-30-1560-EB-40-2040	1
22. Senior Computer	1200-30-1560-EB-40-2040	40
23. Tradesman 'B'	1200-30-1440-EB-30-1800	6
24. Asstt. Glass Blower	1200-30-1440-EB-30-1800	773
25. Laboratory Asstt.	975-25-1150-EB-30-1540	1
26. Tracer	975-25-1150-EB-30-1540	112
27. Tradesman 'C'	950-20-1150-EB-25-1500	41
28. Photographer Grade II	950-20-1150-EB-25-1500	2386
29. Photostat Operator	950-20-1150-EB-25-1500	26
		11

(3) Existing industrial employees who do not opt to be non-industrial shall cease to be industrial on promotion to level of Rs 1400-2300 or higher

Schedule II

(See sub-rules (1) and (4) of rule 4)

Categories, Grades and Group Classification

Grade	Designation	No. of posts*	Pay Scale	Classification Civilian in Defence Service
CATEGORY - I				
1	Technician 'A'	2572	950-20-1150-EB-25-1500	Group 'C' Non-Gazetted Non-Ministerial
2	Technician 'B'	774	1200-30-1440-EB-30-1800	-do-
3	Technician 'C'	**	1320-30-1560-EB-40-2040	-do-
4	Technical Assistant	***	1400-40-1800-EB-50-2300	-do-
CATEGORY - II				
1	Technical Assistant 'A'	**	1320-30-1560-EB-40-2040	-do-
2	Technical Assistant 'B'	***	1400-40-1800-EB-50-2300	-do-
3	Technical Assistant 'C'	@	1640-60-2600-EB-75-2900	Group 'B' Non-Gazetted Non-Ministerial
4	Technical Officer	#	2375-75-3200-EB-100-3500	Group 'B' Gazetted Non-Ministerial
CATEGORY - III (Defence Research & Technical Service)				
1	Senior Technical Assistant	@	1640-60-2600-EB-75-2900	Group 'B' Non-Gazetted Non-Ministerial
2	Technical Officer 'A'	#	2375-75-3200-EB-100-3500	Group 'B' Gazetted Non-Ministerial
3	Technical Officer 'B'	-	2200-75-2800-EB-100-4000	Group 'A' Gazetted Non-Ministerial
4	Technical Officer 'C'	-	3000-100-3500-125-4500	do-

* Subject to variation

** Number of posts in grade 3 of category I combined with grade 1 of category II=3049

*** Number of posts in grade 4 of category I combined with grade 2 of category II=3166

@ Number of posts in grade 3 of category II combined with grade 1 of category III=2809

Number of posts in grade 4 of category II combined with grade 2 of category III=2078

Schedule III

(See sub-rules (4)(a), (5)(a) of rule 6, sub-rules (4),(5) and (6) of rule 7, and rule 11)

Minimum educational and other qualifications and age limit for direct recruitment and promotion to grade 1 of category I and grade 1 of category II of Defence Research & Technical Cadre.

S No	Grade	Name of Post	Educational and Other Qualifications			Age Limit
(1)	(2)	(3)	(4)	(5)	(6)	(7)
			For post requiring qualifications in Scientific or Technical Subjects	For post requiring qualifications in Library Science or Information Science and Documentation	For post requiring qualifications in para Medical Subjects	
1.	Grade 1 of Category I	Technician 'A'	<u>Essential</u> (i) Xth Class Or equivalent, and (ii) Certificate from Industrial Training Institute in the required discipline or certificate from a recognized institution in the required discipline if Industrial Training Institute do not award certificate in that discipline.	—	—	Between 18 to 25 Yrs (Relaxable for Scheduled Caste, Schedule Tribes, Other Backward Classes, Ex-Servicemen and Government servants as per orders of the Government issued from time to time. There shall be no age limit for promotion from one grade to another and from one category to another.
2.	Grade 1 of Category-II	Technical Assistant 'A'	Bachelor's degree in Science OR Three years' diploma in engineering or technology or allied subjects in the required discipline.	Bachelor's degree in Library Science	Recognised Diploma in Pharmacy with registration as Pharmacist under the Pharmacy Act	- do -

Schedule IV
(See sub-rule (2) of rule 8)

S.No.	Promotion from grade	Promotion to grade	Percentage of eligible employees who could be promoted to the next grade in annual assessment
(1)	(2)	(3)	(4)
01	Technician 'A'	Technician 'B'	70%
02	Technician 'B'	Technician 'C'	50%
03	Technician 'C'	Technical Assistant	30%
04	Technical Assistant	Technical Assistant 'C'	30%
05	Technical Assistant 'A'	Technical Assistant 'B'	70%
06	Technical Assistant 'B'	Senior Technical Assistant or Technical Assistant 'C'	50% @
07	Technical Assistant 'C'	Technical Officer	30%
08	Technical Officer	Technical Officer 'B'	30%
09	Senior Technical Assistant	Technical Officer 'A'	50%
10	Technical Officer 'A'	Technical Officer 'B'	30%
11	Technical Officer 'B'	Technical Officer 'C'	20%

@ Promotion to the grades of Senior Technical Assistant and Technical Assistant 'C' combined.