

EXTRAORDINARY

(TO BE PUBLISHED IN PART II, SECTION 4 OF GAZETTE OF INDIA)

NOTIFICATION

New Delhi, the 10th August, 1990.

S.R.O. 11-E .- In exercise of powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Defence Research and Development Service Rules, 1979, namely :-

1. (1) These rules may be called Defence Research and Development Service (Amendment) Rules, 1990.
- (2) They shall come into force on the date of their publication in the Official Gazette.
2. In the Defence Research and Development Service Rules, 1979 (hereinafter referred to as the said rules):-
 - (1) In rule 2 sub-rule (1), the following sub-rule shall be substituted, namely :-

"(1) 'Assessment Board' means the Board constituted under sub-rule (2) of rule 8."
 - (2) In rule 2 of the said rules after clause (9), the following clauses shall be added, namely :-

"(10) 'Internal Screening Committee' means the Committee constituted under sub-rule (2) of rule 8 for the purpose of evaluating the confidential performance appraisal reports of scientists for promotion.

(11) "Peer Committee" means the Committee constituted under sub-rule (2) of rule 8.

(12) "Discipline" means the subject in which scientists are assessed for promotion."
 - (3) In rule 8 of the said rules, for sub-rule (2), the following sub-rule shall be substituted, namely :-

"(2) (a) Promotion from one grade to the next higher grade in the service shall be made under the Flexible Complementing Scheme. Promotion upto the level of Scientist 'F' shall be made on the basis of evaluation of confidential performance appraisal reports and assessment interview and for Scientist 'F' to 'G' on the basis of the evaluation of confidential performance appraisal reports and assessment by a Peer Committee.

The Internal Screening Committees constituted as specified in Schedule 1A and 1B, shall review the confidential performance appraisal reports of Scientists 'B' on completion of minimum residency period of three years and of Scientists 'C', 'D' and 'E' on completion of minimum residency period of four years and of Scientists 'F' on completion of minimum residency period of five years as on 30th June of the year to which the assessment boards pertains. The Internal Screening Committees shall evolve its own criteria for deciding the eligibility of scientists for consideration by the Assessment Boards and award average marks for the scientists, while deciding eligibility of scientists for assessment, the Internal Screening Committee shall follow the criteria enumerated below :-

- (i) Internal Screening shall be based on not more than last five years' confidential performance appraisal reports in the grade and scientists securing less than 60% average marks in the confidential performance appraisal reports shall not be eligible for assessment.
- (ii) Relaxation upto three months in the qualifying service for eligibility for assessment shall be given to direct recruits or promotees who join after 1st July for reasons beyond their control.
- (iii) All kinds of leave availed except extra ordinary leave on personal grounds shall count as qualifying service for eligibility for promotion.
- (iv) In case of permanent absorption of a scientist on deputation in the same grade in Defence Research and Development Service from other Scientific Departments where Flexible Complementing Scheme is applicable, the entire service of that scientist in the same grade including in the parent department shall be counted towards residency period. If an officer comes on deputation on a higher grade into the service and later permanently absorbed in the same grade in the service, the period spent on deputation shall be counted for residency period for consideration for promotion to the next higher grade.
- (v) On regular appointment in the service, of a scientist in continuation of adhoc appointment, the period of service rendered in adhoc capacity in the grade shall count towards residency period provided that the officer is selected for regular appointment at the first attempt.

....contd

(vi) Notwithstanding anything contained in these rules, a relaxation of one year in the minimum residency period can be granted to ~~a~~^a Scientist 'C'/'D'/'B' provided that he earns consistently 90% and above marks in three successive confidential performance appraisal reports in the grade.

(vii) Notwithstanding anything contained in these rules, a relaxation of one year in the minimum residency period can be granted to a scientist 'F' provided that he earns consistently 90% or above marks in four successive confidential performance appraisal reports in the grade.

(viii) Relaxation in the minimum prescribed residency period in terms of clauses (vi) and (vii) above shall be limited to two times in the entire career of any scientist in the service.

(b)(i) The Assessment Board for interviewing candidates for promotion from the level of scientist 'B' and upto the level of Scientist 'F' shall be constituted as specified in Schedule 1C. More than one Assessment Boards may be constituted at any one time in various stations.

(ii) A Peer Committee constituted as specified in Schedule 1D shall assess those Scientists 'F' who have completed the prescribed minimum residency period and are recommended by the Internal Screening Committee for assessment for promotion to the next higher grade.

(c) Assessment Boards or Peer Committee shall be convened at least once in a year or at such intervals as may be specified by the Director General Research and Development.

(d) In assessing the suitability of scientists for promotion upto the level of scientist 'F', the Assessment Board shall give equal weightage to marks obtained in the Assessment interview and to the confidential performance appraisal reports marks awarded by Internal Screening Committee. Based on the total marks obtained, the Assessment Board shall recommend scientist as 'FIT' or 'NOT YET FIT' for promotion or defer the fitness for promotion by one year.

(e) Recommendations for promotion of Scientists 'F', who have been declared eligible by the Internal Screening Committee, to Scientists 'G' shall be made by the Peer Committee taking into consideration merit, achievements, personality, leadership and managerial qualities etc. There shall be no assessment interview.

- (f) Recommendations of the Assessment Boards or Peer Committee shall be implemented from first July of the year to which the Assessment Board or Peer Committee pertains except in those cases where specific recommendations are made by the Assessment Boards or Peer Committee regarding effective date of promotion. This date shall be treated as the date of selection for the purpose of determining their seniority in the grade in respect of all scientists cleared for promotion provided they are on duty on that date. However, scientists who are away on leave on the date, 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 scientists cleared for promotion by the same Assessment Board. In so far as scientists undergoing training abroad (under Fundamental Rule 51), 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 Fundamental Rule 9(6)(b);
 - (ii) They have been assessed and found fit for promotion to the next higher grade by the Assessment Board or Peer Committee.
 - (iii) All the seniors, except those recommended as Not 'Yet Fit' for promotion to the particular grade, available have been promoted to that grade.
- (g) Under Flexible Complementing Scheme, on promotion of a scientist from one grade to the next higher grade, the post held by him shall stand upgraded automatically and personal to him.
- (h) For Schedule I⁴ the said rules the following Schedules shall be substituted, namely :-

Schedule 1B

(See rule 8(2))

The Internal Screening Committee to review the confidential performance appraisal reports of Scientist 'B' to Scientist 'E' Additional Secretary (Research and Development) or Chief Controller Research and Development - Chairperson.

Three Directors from any Defence Research and Development Organisation Laboratories or Establishments or Headquarters. - Members

Director of Personnel - Member

Director Manpower Planning and Development - Member

Note: The absence of any member of the Committee other than the Chairperson shall not invalidate the proceedings of the Internal Screening Committee.

Schedule 1B
(See rule 8(2))

The Internal Screening Committee to review confidential performance appraisal reports of Scientist 'F'.

Distinguished Scientist or Additional Secretary (Research and Development) - Chairperson

Two Chief Controllers Research and Development - Members

Note: The absence of any member of the Committee other than the Chairperson shall not invalidate the proceedings of the Internal Screening Committee.

Schedule 1C
(See rule 8(2))

The Assessment Board for assessing suitability of scientists for promotion, upto Scientist 'F' level in Defence Research and Development Service.

(i) Chairperson or Co-Chairperson - To be appointed by the Central Government.

- To be appointed by the Chairperson from a panel approved by the Central Government.

(ii) Two External Members - To be nominated by the Chairperson from Academic Institutions, Research and Development Organisations or Industries.

(iii) Two Departmental Members - To be nominated by Director General Research and Development.

(iv) Director of the Laboratory or its representative.

Note: (1) The absence of any member of the Assessment Board other than the Chairperson or Co-Chairperson shall not invalidate the proceedings of the Assessment Board.

(ii) Chairperson can nominate more than two external members wherever it is considered necessary for proper evaluation of scientists.

Schedule 1D
(See rule 8(2))

The Peer Committee for assessing suitability of Scientist 'F' for promotion to Scientist 'G' in Defence Research and Development Service.

Chairman

- To be appointed by the Central Government.

Secretary, Department of Defence Research and Development.

Member.

Any two Secretaries from other Scientific Departments of the Central Government.

- Member.

One eminent scientist from any one of the National Laboratories or Academic Institutions.

- Member.

Management Specialist well versed in the Government Frame work of the status of Joint Secretary to the Central Government or its equivalent.

Member.

Additional Secretary (Defence Research and Development) or Chief Controller Research and Development.

- Member.

Note: The absence of any member of the Peer Committee other than the Chairperson shall not invalidate the proceedings of the Peer Committee.


(DURGA DASS)

UNDER SECRETARY TO THE GOVT. OF INDIA

DRDO/76205/RD/MPD-2/ 2947 /D(R&D)

Note: The Defence Research and Development Service Rules published in the Gazette of India Part II, Section 4, vide S.R.O. 8 dated the 30th December 1978, have been amended vide S.R.O. 307 dated the 10th October 1980, S.R.O. 196 dated the 2nd August 1982, S.R.O. 159 dated the 5th May 1983, S.R.O. 176 dated the 7th August 1984, S.R.O. 228 dated the 13th November 1984, S.R.O. 170 dated the 12th July 1985, S.R.O. 185 dated the 2nd August 1985, S.R.O. 228 dated the 6th June 1986, S.R.O. 158 dated the 4th May 1987 and S.R.O. 328 dated the 27th September 1987.

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(Dr V S
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D(Coord)