

By SPEED POST

By E-mail

No. 12/5/2010-E-II
Government of India,
Ministry of Water Resources, RD & GR

Room No.422, Shram Shakti Bhawan,
Rafi Marg, New Delhi, dated 6th February, 2019

To

1. Director
Central Soil & Materials Research Station,
Olof Palme Marg,
Hauz Khas, New Delhi-110016
2. Director
Central Water and Power Research Station,
Khadakwasla,
Pune-24, Maharashtra

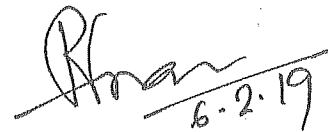
Subject: - Implementation of modified FCS as circulated vide DoPT's OM No.AB-14017/37/208-Esst(RR) dated 10.09.2010 for R&D professionals in S&T Organizations at CSMRS, New Delhi.

Sir,

I am directed to refer to subject mentioned above and to say that Department of Expenditure (DoE) have agreed to the proposal for extension of Modified Flexible Complementing Scheme (MFCS) up to the level of Scientist 'F' & 'G' in respect of CSMRS and CWPRS provided all the conditions and norms laid down by DoPT with regard to MFCS are fulfilled.

2. The draft RRs in respect of abovementioned posts prepared in the Ministry is attached herewith. The draft RR may be uploaded on the organization's website for seeking comments of the stakeholders in 30 days. Thereafter, the comments of the stakeholders, if any, may also be suitably incorporated in the draft proposal and submitted to the Ministry expeditiously.

Yours faithfully,


6.2.19

(Ratnakar Yadav)

Under Secretary to the Government of India

Tel. No.: 23711988

Copy to:-

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NIC with a request to upload the draft RRs on the Ministry's website for 30 days for seeking comments of the stakeholders.

(TO BE PUBLISHED IN PART II SECTION 3 SUB-SECTION (i) OF THE GAZETTE OF INDIA)

Government of India
Ministry of Water Resources, RD & GR

New Delhi, the _____, 2019

NOTIFICATION

G.S.R. No _____.- In exercise of the powers conferred by the proviso to article 309, the President hereby makes the following rules regulating the methods of recruitment to the posts of Scientist 'F' and Scientist 'G' in the Central Water and Power Research Station, Pune, under the Ministry of Water Resources, RD & GR namely:-

1. **Short title and commencement.**- (1) These rules may be called the Central Water and Power Research Station, Pune (Group 'A' Posts (Scientist 'F' and Scientist 'G') operating under Flexible Complementing Scheme) Recruitment Rules, 2019.

(2) They shall come into force on the date of their publication in the Official Gazette.
2. **Application:** These rules shall apply to the posts specified in column 1 of the schedule annexed to these rules.
3. **Number of posts, classification, and level in Pay Matrix.**- The number of posts, their classification and level in the pay matrix attached thereto shall be as specified in Columns 2 to 4 of the said Schedule.
4. **Initial Constitution.**- The incumbents in the grade of Scientist 'E' working in the Central Water and Power Research Station, Pune rendered their services in the grade before commencement of these rules would be counted for the purpose of their promotion to the next higher grade ie. Scientist 'F'.
5. **Criteria for considering promotions and procedure for selection/review under the Flexible Complementing Scheme:-** The following review or selection procedure shall be followed for promotion of scientists from the grade of Scientist E to Scientist F and from Scientist F to Scientist G under the Flexible Complementing Scheme.
 - (1) Procedure for review or selection:- There shall be two levels of assessment of which the first one shall be at internal level for screening purpose and the next level for assessment purposes.

(i) Consideration for promotion under Flexible Complementing Scheme shall be done once in a year before 1st January of every year and those officers who have completed or shall complete the required qualifying period in a particular post during the period of six months upto 31st December of the year preceding the year in which assessment is to be done and upto 30th June of the year in which the said assessment is to be done, shall be considered for promotion to the next higher grade and the crucial date for determining requisite qualifying period shall be the 1st January of the year in which assessment is to be done;

(ii) Where an eligible officer is on foreign service or study leave in India or abroad, his or her case shall be considered and if he or she has been approved for in-situ promotion under Flexible Complementing Scheme to the next higher grade, the effective date of such promotion shall be from the date of resumption of duty in the Central Water and Power Research Station and financial benefit shall accrue from the same date and no travelling allowance or dearness allowance shall be provided to attend the interview.

(2) Procedure of Screening: -

(i) First level Screening (Internal):-An internal Screening Committee shall be constituted for evaluation of annual work reports in accordance with the criteria for upgradation under Flexible Complementing Scheme and all eligible officers who meet the benchmark of 'Very Good' for Scientist F and above shall be screened in and the internal Screening Committee shall report on the scientific content of work done by the officers in the following reporting format and same shall be made available to the Assessment Board:-

Screening Committee Review Report

1. Grading of the Scientific and Technical content of work reported
2. Specific Innovation elements recognised
 - a)
 - b)
 - c)
3. Relative Assessment of the work reported vis-à-vis Peers in the area
top 10% 10-33% 33-50% 50-75% bottom 25%
4. Assessment of the work done during the qualifying period
5. Specific highlights of the Scientific and Technical content of the work done
6. Overall grading of the Scientific and Technical work report for the qualifying period
top 10% 10-33% 33-50% 50-75% bottom 25%

Signatures of the Members of the Screening Committee

(ii) Second level of Screening (External):-In evaluating suitability of the officers for promotion, the Assessment Board shall take into consideration, their performance and merit and the said Board shall document specifically through one page summary, the specific content of the work done justifying the merit for consideration under Flexible Complementing Scheme and the Assessment Board shall specifically certify that the officers recommended meet with the criteria for in situ upgradation under the Flexible Complementing Scheme.

(i) Field experience in research and development and experience in implementation of scientific projects is compulsory for promotion of scientists to higher grades under Flexible Complementing Scheme.

(iv) Scientists doing management or administrative work shall not be considered for promotion under Flexible Complementing Scheme but they shall be given benefit of upgradation under Modified Assured Career Progression scheme notified by Department of Personnel and Training vide their office memorandums issued from time to time (hereinafter referred to as the Modified Assured Career Progression scheme).

(3) Reconsideration of cases not recommended in Screening Process.- Where the Approving Authority of Screening Committee recommendations as specified in the sub-rule (6), on consideration of the recommendations of the Screening Committee, decides that the officer does not qualify for consideration for promotion by the Assessment Board, his or her case shall be placed before the Screening Committee after one year and in that case, the aforesaid Screening procedure shall be repeated.

(4) Selection Procedure:- (i) All officers who have been screened-in shall be assessed by the Assessment Board as specified in sub-rule (6) and under column 13 of the Schedule and the said Board shall assess the officers who have been recommended by the Screening Committee as approved by the aforesaid Approving Authority, evaluate the accomplishments of each officer in terms of their work and recommend his or her suitability for promotion to the higher grade and the said Board shall also keep in mind, apart from the accomplishments of the officer during the period under consideration, keenness exhibited in the pursuit of his or her profession and ability to take up higher responsibilities including research and development capabilities, managerial or leadership qualities.

(ii) The Assessment Board, while considering each case, may recommend, based on its assessment, any one of the following:-

(a) promotion of the officer to the next higher grade; or

(b) status quo – i.e. no change in the grade.

(iii) Review:- In respect of those officers who have been recommended status quo, their cases shall again be considered by the Screening Committee after a period of one year subject to satisfactory performance.

(iv) Approval of the recommendations of the Assessment Board.- The recommendations of the Assessment Board shall be considered by the Approving Authority of Assessment Board's recommendations specified in sub-rule (6) whose decision on each case shall be final.

(v) All officers eligible under the Flexible Complementing Scheme shall be considered for promotion thereunder but exceptionally meritorious candidates with all outstanding grading may be granted relaxation in the qualifying period, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career and the assessment under Flexible Complementing Scheme for next grade shall only be three times and thereafter the officers shall be covered under modified Assured Career Progression scheme and officers who have been

granted any grade under Modified Assured Career Progression scheme may be considered for next grade under Flexible Complementing Scheme according to the eligibility and provisions of Flexible Complementing Scheme.

(5) Filling up of vacancies arising out of promotion or vacation.- An officer promoted carries the post with him and consequently no vacancy is caused at the lower level and where a vacancy is caused due to an officer vacating a post by retirement on superannuation or voluntary retirement or resignation or death, the same shall be filled in at the level of Scientist B in accordance with the roster for direct recruitment or promotion.

(6) Composition of Screening Committee and Assessment Boards and Approving Authorities of their recommendations: -

Sl. No.	Grade to which promotions shall be made.	Composition of Screening Committee.	Approving Authority of Screening Committee recommendations.	Composition of Assessment Board.	Approving Authority of Assessment Board's recommendations.
1.	Scientist E to Scientist F.	<p>1. Joint Secretary/ Commissioner, Ministry of Water Resources, RD & GR, RD & GR New Delhi- Chairman;</p> <p>2. Director, Central Water and Power Research Station, Pune- Member;</p> <p>3. A representative from Defence Research and Development Organisation/ Department of Space/ Department of Atomic Energy not below the rank of Joint Secretary – Member.</p>	Additional Secretary (Water Resources, RD & GR).	<p>1. Chairman/ Member, Union Public Service Commission- Chairman;</p> <p>2. Secretary, Ministry of Water Resources, RD & GR,/Chairman, Central Water Commission, New Delhi – Member;</p> <p>3. Director, Central Water and Power Research Station, Pune- Member;</p> <p>4. Three experts in the Engineering or Scientific field (to be nominated by Union Public Service Commission) - Members.</p>	Minister-in-charge (Water Resources, RD & GR).

Sl. No.	Grade to which promotions shall be made.	Composition of Screening Committee.	Approving Authority of Screening Committee recommendations.	Composition of Assessment Board	Approving Authority of the Assessment Board's recommendations

2.	Scientist F to Scientist G.	<p>1. Joint Secretary/ Commissioner, Ministry of Water Resources, RD & GR, New Delhi- Chairman;</p> <p>2. Director, Central Water and Power Research Station, Pune- Member;</p> <p>3. A representative from Defence Research and Development Organisation/ Department of Space/ Department of Atomic Energy not below the rank of Joint Secretary – Member.</p>	Additional Secretary (Water Resources).	<p>1. Chairman/ Member, Union Public Service Commission-Chairman;</p> <p>2. Secretary, Ministry of Water Resources, RD & GR / Chairman, Central Water Commission, New Delhi – Member;</p> <p>3. Director, Central Water and Power Research Station, Pune- Member;</p> <p>4. Three experts in the Engineering or Scientific field (to be nominated by Union Public Service Commission) - Members.</p>	Minister-in-charge (Water Resources, RD & GR).
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6. Method of recruitment, age limit and qualifications, etc.-

(1) The method of recruitment, age limit, qualifications and other matters relating thereto shall be as specified in columns 5 to 14 of the aforesaid Schedule.

(2) The Screening Committee as specified in sub-rule (6) of rule 5 and under column 13 of the Schedule shall meet twice in a year subject to availability of eligible officer(s) and shall screen the performance of all the departmental officers, who have completed the requisite qualifying period in the respective grades as mentioned in sub-rule (3) of rule 4 to assess their suitability. Field experience of at least 2 years and 5 years respectively in research and development and/or experience in implementation of scientific projects is compulsory for promotion to the grades of Scientist 'F' and Scientist 'G'

(3) All officers who have been screened-in shall be assessed by the Assessment Board as specified in sub-rule (6) of rule 5 and under column 13 of the Schedule which shall meet twice in a year subject to availability of officer(s) for consideration.

(4) The recommendations of the Assessment Board shall be effective from the date of its approval by the Approving Authority as indicated in sub-rule (6) of rule 5.

(5) In the case of officers not found fit for promotion on the basis of their performance in the Assessment Board, their case shall be placed again before the Screening Committee after one year from the date of assessment by the said Board.

(6) The Flexible Complementing Scheme for in-situ promotion, shall be followed in respect of departmental officers, to the grades of Scientist C, Scientist D, Scientist 'E' and Scientist 'F' and there shall be complete interchangeability without any restriction except that the total number of incumbents shall not exceed the total number of sanctioned posts i.e. 188(One Hundred Eighty Eight) which are subject to change depending on workload.

(7) Promotions under the Flexible Complementing Scheme shall be personal to the officer concerned not resulting in specific vacancy in the lower grade on that account and the post being currently held by the concerned officer shall be upgraded for the duration of his or her stay in the promotion post and the post shall revert to the original level once the officer vacates the higher post.

(8) The effective date of promotion of officers those found eligible for promotion under the Flexible Complementing Scheme shall be the date of approval of the promotion proposals by the Approving Authority of Assessment Board's recommendations but retrospective promotion shall not be admissible in any case.

(9) The officers who are away on leave shall be allowed pay in the higher pay scale only from the date they join back and assume the duties of the higher post.

(10) The officers who are away on deputation shall be given promotion with effect from the date they repatriate and join in the Central Water and Power Research Station but proforma promotion shall not apply.

(11) The officers who fail to appear physically for the assessment for reasons of leave or deputation or foreign service shall not be eligible for promotion.

(12) The officers who have been allowed to take technical resignation with retention of lien shall be promoted only with effect from the date they join back in the Central Water and Power Research Station.

(13) The Screening Committee shall consider the candidature of only those officers who fulfill all the eligibility conditions as laid down in the aforesaid Schedule and discretion shall not be available with any authority for relaxing the said eligibility conditions for any category of officers for promotions under Flexible Complementing Scheme and an officer who does not fulfill the requisite eligibility conditions shall not be entitled to be considered for promotion under Flexible Complementing Scheme on the ground that his junior who fulfils the requirement is being considered.

(14) The period spent on deputation or foreign service to another scientific post which helps the officer to acquire scientific experience or field experience and period of study leave or any other leave availed for improving academic accomplishments, maternity leave sanctioned as per Central Civil Services (Leave Rules), 1972, leave of a maximum period of one year sanctioned in continuation of maternity leave as per said leave rules, earned leave sanctioned for a period not exceeding 180 days at a time [the ceiling under Central Civil Services (Leave Rules), 1972] shall count as qualifying period for promotion but periods spent on deputation or foreign service to non-scientific posts and period of leave including leave on medical grounds, extraordinary leave availed on personal grounds shall not count towards qualifying period.

7. Disqualifications.- 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 to the said post:

Provided that the Central Government may, if satisfied that such a 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.

8. Power to relax.- Where the Central 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 Union Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.
9. Saving.- Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

Schedule (Annexure-1)

Name of post.	Number of post.	Classification.	Level In the Pay Matrix.	Whether selection post or non-selection post.	<u>Age limit for direct recruits.</u>
1	2	3	4	5	6
Scientist `F`.	0* (2019) *This post will operate under FCS under which the promotion is granted on in-situ basis and the incumbent carries the post with his/her promotion.	General Central Service, Group `A`, Gazetted, non-Ministerial.	Level - 13(A).	Selection.	Not applicable.

Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.	Method of recruitment; Whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption is to be made.	If a Departmental Promotion Committee/Board of Assessment exists, what is its composition.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
7	8	9	10	11	12	13
Not applicable.		Not applicable.	By in-situ promotion under Flexible Complementing Scheme.	In-situ Promotion: Scientist `E` (Level - 13) with five years regular service in the grade rendered after appointment thereto on a regular basis.	Screening Committee: 1. Joint Secretary/Commissioner, Ministry of Water Resources, RD & GR New Delhi- Chairman. 2. Director, CWPRS- Member. 3. A representative from DRDO/ Deptt. of Space/Deptt.	Consultation with Union Public Service Commission is necessary.

Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.	Method of recruitment; Whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption is to be made.	If a Departmental Promotion Committee/Board of Assessment exists, what is its composition.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
7	8	9	10	11	12	13
					<p>of Atomic Energy not below the rank of Joint Secretary- -Member</p> <p>Board of Assessment: 1. Chairman/Member, UPSC- Chairman.</p> <p>2. Secretary/OSD/Additional Secretary, Ministry of Water Resources, RD & GR - Member</p> <p>3. Director, CWPRS, Pune - Member.</p> <p>4. Three experts in the relevant field of specialization [to be nominated by UPSC} - Members.</p>	

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(.....)
UNDER SECRETARY TO THE GOVT. OF INDIA

Name of post.	Number of post.	Classification.	Pay band and grade pay/pay scale.	Whether selection post or non-selection post.	<u>Age limit for direct recruits.</u>
1	2	3	4	5	6
Scientist 'G'.	0* (2019) *This post will operate under FCS under which the promotion is granted on in-situ basis and the incumbent carries the post with his/her promotion.	General Central Service, Group 'A', Gazetted, non-Ministerial.	Level-14.	Selection.	Not applicable.

Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.	Method of recruitment; Whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption is to be made.	If a Departmental Promotion Committee/Board of Assessment exists, what is its composition.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
7	8	9	10	11	12	13
Not applicable.		Not applicable.	By in-situ promotion under Flexible Complementing Scheme.	In-situ Promotion: Scientist 'F' (Level - 13(A) with five years regular service in the grade rendered after appointment thereto on a regular basis.	Screening Committee: 1. Joint Secretary / Commissioner, Ministry of Water Resources, RD & GR New Delhi- Chairman. 2. Director, CWPRS- Member. 3. A representative from DRDO/ Deptt. of Space/Deptt. of Atomic Energy not below the rank of Joint Secretary-. -Member Board of Assessment:	Consultation with Union Public Service Commission is necessary.

Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.	Method of recruitment; Whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.	In case of recruitment by promotion/ deputation/ absorption, grades from which promotion/ deputation/ absorption is to be made.	If a Departmental Promotion Committee/Board of Assessment exists, what is its composition.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
7	8	9	10	11	12	13
					<ol style="list-style-type: none"> 1. Chairman/Member, UPSC- Chairman. 2. Secretary/OSD/Additional Secretary, Ministry of Water Resources, RD & GR - Member 3. Director, CWPRS, Pune - Member. 4. Three experts in the relevant field of specialization [to be nominated by UPSC} - Members. 	

F.No.12/5/2010-E.II

(.....)
UNDER SECRETARY TO THE GOVT. OF INDIA

ANNEXURE-II

FORM TO BE FILLED BY THE MINISTRY/DEPARTMENT WHILE FORWARDING PROPOSALS TO THE DEPARTMENT OF PERSONNEL & TRAINING AND THE UNION PUBLIC SERVICE COMMISSION FOR FRAMING RECRUITMENT RULES FOR POSTS.

1. (a) Name of the post (b) Name of the Ministry/Department (c) Number of posts (d) Scale of pay (e) Class and Service to which the posts belong (f) Ministerial or non-Ministerial [of F.R-9 (17)]	Scientist 'F' Ministry of Water Resources, RD & GR/Central Water and Power Research Station, Pune. Nil (This post will operate under FCS under which the promotion is granted on in-situ basis. Since the incumbent carries the post with his/her promotion no creation of the post in the higher scale is required. Level-13(A) General Central Service Group 'A', Gazetted Non-Ministerial.
2. Appointing Authority	Minister-in-charge (Water Resources)
3. Duties of the post in detail	
4. Describe briefly the method(s) adopted for filling the posts hitherto.	Not applicable
5. Method(s) of recruitment proposed	By in-situ promotion under Flexible Complementing Scheme
6. If promotion is proposed as a method of recruitment- (a) Designation and number of the posts proposed to be included in the field of promotion. (b) Number of years of qualifying service proposed to be fixed before persons in the field become eligible for promotion (of M.H.A. OM No.1/5/58-RPS dated 26.2.58) (c) Percentage of vacancies in the grade proposed to be filled by promotion. (d) Reasons for proposing the percentage in (c) above. (e) Have recruitment rules been framed for the post proposed in the field of promotion? If framed in consultation with the Commission, please quote Commission's reference number. If consultation with the Commission was not required please attach a copy of rules framed. A copy of the rules should be sent to DOP&T along with the proposal. (f) If recruitment rules were not framed for the posts in the field of promotion. (i) Please indicate briefly the method of recruitment actually adopted for filling the	Not applicable as it operates under FCS under which the incumbent carries the post with his/her promotion Scientist 'E' with not less than five years regular service in the grade rendered after appointment, thereto on a regular basis. Ratio is not prescribed but 100% by promotion. Due to application of Flexible Complementing Scheme. RRs for the post are being framed for the first time. Not applicable

<p>posts. Please also state the percentage of vacancies filled by each of the methods.</p> <p>(ii) Please state briefly the educational qualifications possessed by the persons in the field of promotion.</p> <p>(iii) In case the feeder posts are filled by promotion, the recruitment rules for the still lower posts (including the lowest post to which direct recruitment is one of the methods of recruitment) may be furnished.</p> <p>(g) (i) Is the promotion to be made on Selection or non-Selection basis?</p> <p>(ii) Reasons for the proposal in (i) above.</p> <p>(h) If a D.P.C. exists, what is its composition?</p> <p>(i) Indicate if the feeder posts are having promotion channels other than the one under consideration.</p>	<p>Selection</p> <p>The post is in JAG and operating under FCS wherein promotion is made on merit basis.</p> <p><i>In place of DPC, promotion under FCS is made by Board of Assessment, composition of which is indicated below:-</i></p> <p>1. Chairman/ Member, UPSC – Chairman.</p> <p>2. Secretary/OSD/Additional Secretary, Ministry of Water Resources, RD & GR – Member</p> <p>3. Director, CWPRS, New Delhi – Member.</p> <p>4. Three experts in the relevant field of specialization [to be nominated by UPSC] – Members.</p> <p>No</p>
<p>7. If promotion is not proposed as a method, please state why it is not considered desirable/possible/necessary.</p>	<p>Not applicable</p>

<p>8. If direct recruitment is proposed as a method of recruitment (of MHA O.M. No.2/45/55-RPS, dated 8.10.55) please state</p> <p>(a) The percentage of vacancies proposed to be filled by direct recruitment.</p> <p>(b) Indicate if there are any promotional avenues for the direct recruits?</p> <p>(c) (i) Age for direct recruits (of MHA OM No.2/41/59-RPS dated 3.12.1959). (ii) Is age relaxable for Government servants?</p> <p>(d) Educational and other qualifications required for direct recruits. (it may please be noted that the essential qualifications prescribed are relaxable at Commission's discretion in case of candidates otherwise well qualified.</p> <p><u>Essential</u></p> <p><u>Desirable</u></p> <p>(e) Whether essential qualifications to be prescribed are in accordance with any Act(s)? If so please quote the relevant Act(s) under which it is necessary and also supply relevant extracts from the Act(s).</p> <p>(f) Has the post been advertised by the Commission in the past? If so, please quote Commission's reference No.</p>	<p>Not applicable</p>
<p>9. If direct recruitment is not proposed as a method, please state why it is not considered desirable/possible/necessary?</p>	<p>Under FCS, direct recruitment is made at entry level only i.e. in the grade of Scientist 'B' and recruitment to higher grades is made by in-situ promotion only.</p>
<p>10.(i) If promotion and direct recruitment are both proposed a method of recruitment, will the educational qualifications proposed for direct recruits apply in case of promotions?</p> <p>(ii) If not, to what extent are the educational qualifications proposed to be relaxed in case of promotions.</p>	<p>Not applicable</p> <p>Not applicable.</p>
<p>11. (a) Is deputation/transfer proposed as a method of recruitment? If so, please state the reasons for the proposal. Please state clearly whether deputation or transfer or both are proposed.</p> <p>(b) The percentage of vacancies proposed to be filled by this</p>	<p>Not applicable.</p>

<p>method.</p> <p>(c) The period to which deputation will be limited.</p> <p>(d) The names of the posts of grades or services etc. from which deputation/transfer is proposed. (of MHA OM No.2/25/60-Estt(D) dt.19.8.1960).</p>	
<p>12. (a) If any of the methods is proposed fails, by what methods are such vacancies proposed to be filled.</p> <p>(b) Whether the recruitment rules relate to a post which has been upgraded from Group 'C' to Group 'B' or Group 'B' to Group 'A' or within the same group? If so, whether the necessary provision for initial constitution has been proposed.</p> <p>(c) Whether the recruitment rules relate to a post which is proposed to be down graded? If so, whether necessary safeguards have been suggested in respect of the existing incumbents of that post?</p>	<p>Not applicable.</p> <p>Not applicable.</p> <p>Not applicable.</p>
<p>13. (a) Special circumstances, if any, other than those covered by the rules, in which the Commission may be required to be consulted.</p> <p>(b) Whether the Deptt. of Personnel and Training have concurred in the proposal ?</p> <p>(c) Whether the Deptt. of Pension and Public Grievances have concurred in for the grant of benefit of added years of service under the Pension Rules?</p>	<p>Not applicable</p> <p>No</p> <p>Not applicable</p>
<p>14. If these proposals are being sent in response to any reference from the Commission, Please quote Commission's reference No.</p>	<p>Not applicable.</p>
<p>15. Name, address and telephone number of the Ministry's representative with whom these proposals may be discussed if necessary, for clarification/early decision.</p>	<p>Shri Ratnakar Yadav Under Secretary to the Govt. of India Shram Shakti Bhawan, Rafi Marg New Delhi – 110 001. Tel. No. 23711988.</p>

Date:
Place:

Signature of the Officer
sending the proposals
Telephone No.

ANNEXURE-II

FORM TO BE FILLED BY THE MINISTRY/DEPARTMENT WHILE FORWARDING PROPOSALS TO THE DEPARTMENT OF PERSONNEL & TRAINING AND THE UNION PUBLIC SERVICE COMMISSION FOR FRAMING RECRUITMENT RULES FOR POSTS.

1. (a) Name of the post (b) Name of the Ministry/Department (c) Number of posts (d) Scale of pay (e) Class and Service to which the posts belong (f) Ministerial or non-Ministerial [of F.R-9 (17)]	Scientist 'G' Ministry of Water Resources, RD & GR/Central Water and Power Research Station, Pune. Nil (This post will operate under FCS under which the promotion is granted on in-situ basis. Since the incumbent carries the post with his/her promotion no creation of the post in the higher scale is required. Level-14 General Central Service Group 'A', Gazetted Non-Ministerial.
2. Appointing Authority	Minister-in-charge (Water Resources)
3. Duties of the post in detail	
4. Describe briefly the method(s) adopted for filling the posts hitherto.	Not applicable
5. Method(s) of recruitment proposed	By in-situ promotion under Flexible Complementing Scheme
6. If promotion is proposed as a method of recruitment- (a) Designation and number of the posts proposed to be included in the field of promotion. (b) Number of years of qualifying service proposed to be fixed before persons in the field become eligible for promotion (of M.H.A. OM No.1/5/58-RPS dated 26.2.58) (c) Percentage of vacancies in the grade proposed to be filled by promotion. (d) Reasons for proposing the percentage in (c) above. (e) Have recruitment rules been framed for the post proposed in the field of promotion? If framed in consultation with the Commission, please quote Commission's reference number. If consultation with the Commission was not required please attach a copy of rules framed. A copy of the rules should be sent to DP&T along with the proposal. (f) If recruitment rules were not framed for the posts in the field of promotion. (i) Please indicate briefly the	Not applicable as it operates under FCS under which the incumbent carries the post with his/her promotion. Scientist 'F' with not less than five years regular service in the grade rendered after appointment, thereto on a regular basis. Ratio is not prescribed but 100% by promotion. Due to application of Flexible Complementing Scheme. No, Recruitment Rules for the post of Scientist 'H' is being framed for the first time. Not applicable

<p>method of recruitment actually adopted for filling the posts. Please also state the percentage of vacancies filled by each of the methods.</p> <p>(ii) Please state briefly the educational qualifications possessed by the persons in the field of promotion.</p> <p>(iii) In case the feeder posts are filled by promotion, the recruitment rules for the still lower posts (including the lowest post to which direct recruitment is one of the methods of recruitment) may be furnished.</p> <p>(g) (i) Is the promotion to be made on Selection or non-Selection basis?</p> <p>(ii) Reasons for the proposal in (i) above.</p> <p>(h) If a D.P.C. exists, what is its composition?</p> <p>(i) Indicate if the feeder posts are having promotion channels other than the one under consideration.</p>	<p>Direct Recruitment is made in the grade of Scientist 'B'. Copy of the RRs of Sc. 'B' is enclosed.</p> <p>Selection</p> <p>The post is in SAG and operating under FCS wherein promotion is made on merit basis.</p> <p><i>In place of DPC, promotion under FCS is made by Board of Assessment, composition of which is indicated below:-</i></p> <ol style="list-style-type: none"> 1. Chairman/Member, UPSC– Chairman. 2. Secretary/OSD/Additional Secretary, Ministry of Water Resources, RD & GR – Member 3. Director, CWPRS, New Delhi – Member. 4. Three experts in the relevant field of specialization [to be nominated by UPSC] – Members. <p>No</p>
<p>7. If promotion is not proposed as a method, please state why it is not considered desirable/possible/necessary.</p>	<p>Not applicable</p>

<p>8. If direct recruitment is proposed as a method of recruitment (of MHA O.M. No.2/45/55-RPS, dated 8.10.55) please state</p> <p>(a) The percentage of vacancies proposed to be filled by direct recruitment.</p> <p>(b) Indicate if there are any promotional avenues for the direct recruits?</p> <p>(c) (i) Age for direct recruits (of MHA OM No.2/41/59-RPS dated 3.12.1959). (ii) Is age relaxable for Government servants?</p> <p>(d) Educational and other qualifications required for direct recruits. (it may please be noted that the essential qualifications prescribed are relaxable at Commission's discretion in case of candidates otherwise well qualified.</p> <p><u>Essential</u></p> <p><u>Desirable</u></p> <p>(e) Whether essential qualifications to be prescribed are in accordance with any Act(s)? If so please quote the relevant Act(s) under which it is necessary and also supply relevant extracts from the Act(s).</p> <p>(f) Has the post been advertised by the Commission in the past? If so, please quote Commission's reference No.</p>	<p>Not applicable</p>
<p>9. If direct recruitment is not proposed as a method, please state why it is not considered desirable/possible/necessary?</p>	<p>Under FCS, direct recruitment is made at entry level only i.e. in the grade of Scientist 'B' and recruitment to higher grades is made by in-situ promotion only.</p>
<p>10.(i) If promotion and direct recruitment are both proposed a method of recruitment, will the educational qualifications proposed for direct recruits apply in case of promotions?</p> <p>(ii) If not, to what extent are the educational qualifications proposed to be relaxed in case of promotions.</p>	<p>Not applicable</p> <p>Not applicable.</p>
<p>11. (a) Is deputation/transfer proposed as a method of recruitment? If so, please state the reasons for the proposal. Please state clearly whether deputation or transfer or both are proposed.</p> <p>(b) The percentage of vacancies proposed to be filled by this</p>	<p>Not applicable.</p>

<p>method.</p> <p>(c) The period to which deputation will be limited.</p> <p>(d) The names of the posts of grades or services etc. from which deputation/transfer is proposed. (of MHA OM No.2/25/60-Estt(D) dt.19.8.1960).</p>	
<p>12. (a) If any of the methods is proposed fails, by what methods are such vacancies proposed to be filled.</p> <p>(b) Whether the recruitment rules relate to a post which has been upgraded from Group 'C' to Group 'B' or Group 'B' to Group 'A' or within the same group? If so, whether the necessary provision for initial constitution has been proposed.</p> <p>(c) Whether the recruitment rules relate to a post which is proposed to be down graded? If so, whether necessary safeguards have been suggested in respect of the existing incumbents of that post?</p>	<p>Not applicable.</p> <p>Not applicable.</p> <p>Not applicable.</p>
<p>13. (a) Special circumstances, if any, other than those covered by the rules, in which the Commission may be required to be consulted.</p> <p>(b) Whether the Deptt. of Personnel and Training have concurred in the proposal ?</p> <p>(c) Whether the Deptt. of Pension and Public Grievances have concurred in for the grant of benefit of added years of service under the Pension Rules?</p>	<p>Not applicable</p> <p>No</p> <p>Not applicable</p>
<p>14. If these proposals are being sent in response to any reference from the Commission, Please quote Commission's reference No.</p>	<p>Not applicable.</p>
<p>15. Name, address and telephone number of the Ministry's representative with whom these proposals may be discussed if necessary, for clarification/early decision.</p>	<p>Shri Ratnakar Yadav Under Secretary to the Govt. of India Shram Shakti Bhawan, Rafi Marg, New Delhi – 110 001. Tel. No. 23711988.</p>

Date:
Place:

Signature of the Officer
sending the proposals
Telephone No.