



भारतीय आयुर्विज्ञान अनुसंधान परिषद
INDIAN COUNCIL OF MEDICAL RESEARCH

वी. रामलिंगस्वामी भवन, अन्सारी नगर, पोस्ट बॉक्स 4911, नई दिल्ली - 110 029
V. RAMALINGASWAMI BHAWAN, ANSARI NAGAR, POST BOX 4911, NEW DELHI - 110 029

No.16/47/2016-Admn.II

Dated the 12th September, 2016.

14th

OFFICE MEMORANDUM

Subject: Guidelines for implementation of Merit Based Assessment Promotion Scheme (MBAPS) for Group 'B', 'C' & 'D' Technical Staff of Indian Council of Medical Research – reg.

Please find enclosed herewith a copy of the Guidelines on the above subject. It is requested that to avoid Contempt of Court, immediate necessary action to implement these guidelines may be taken in a time bound manner, as per schedule given below:-

- I) 14.09.2016 – Issue of Guidelines for implementation of Merit Based Assessment Promotion scheme (MBAPS) for Technical Staff.
 - II) 21.09.2016 – Collection of option.
 - III) 23.9.2016 - Initial placement of Technical Staff in the Group/Grade.
 - IV) 30.9.2016 - First meeting of the Assessment Committee.
 - V) 7.10.2016 - Completion of Assessment.
 - VI) 14.10.2016 - Issue of promotion and pay fixation orders.
 - VII) 21.10.2016 - Preparation of due drawn statements.
 - VIII) 28.10.2016 - Bills to be sent to Drawing & Disbursing Officer.
 - IX) 4.11.2016 - Release of payment to the beneficiaries.
2. A fortnightly progress report may be sent to the undersigned positively.
3. Next date of hearing in the Contempt matter is 19.12.2016. However, a compliance report is to be submitted to the Department of Health Research by 20.11.2016.

Encl: As above

(Agnes Xalxo)

Assistant Director General (Admn.)

To

1. All Directors/Directors-in-Charge of ICMR Institutes/Centres.
2. Assistant Director General (Admn.), ICMR. Hqrs.
3. BIC Division with the request to upload this O.M. on ICMR's Website.

Copy for kind information to:

PS to DG, ICMR./Sr.DDG/Sr.FA/SO.(Admn.I)/S.O. (Admn.II)/Admn.IV and DDO.



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V. RAMALINGASWAMI BHAWAN, ANSARI NAGAR, POST BOX 4911, NEW DELHI - 110 029

No.16/47/2016-Admn.II

Dated the 14th September, 2016.

OFFICE MEMORANDUM

Subject: Guidelines for implementation of Merit Based Assessment Promotion Scheme (MBAPS) for Technical Staff of Indian Council of Medical Research – reg.

In pursuance to the Order dated 13.11.2014 passed by the Hon'ble High Court of Delhi in W.P.(C) No.5710 of 2001, the Indian Council of Medical Research with the approval of Govt. Of India introduces a Scheme called Merit Based Assessment Promotion Scheme for Group 'B', 'C' and 'D' Technical Staff of ICMR. Accordingly the following guidelines for implementing the Merit Based Assessment Promotion Scheme (MBAPS) are issued.

1. GENERAL INSTRUCTIONS

1.1 The Merit Based Assessment Scheme (MBAS) will come into force w.e.f. 1.1.1986 notionally and with actual benefits w.e.f. 1.1.1996. The qualifying period for assessment in the grade will be counted from 1.1.1986 onwards.

1.2 All Group 'B', 'C' & 'D' Technical Staff on regular Technical Cadre strength of ICMR including Electronic Data Processing staff, except Nursing Staff covered under Nursing Staff Cadre, Library Staff governed by Chattopadhyaya Committee Report, Drivers (excluding Driver Mechanic) and Multi Tasking Staff (General) for whom Government have formulated a separate Recruitment Rules as per Department of Personnel & Training guidelines, are covered under the Scheme.

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1.3 Assessment to a higher grade does not necessarily imply higher perks, such as Office space, telephone, stenographic assistance, furniture, etc. which will continue to depend upon functional needs subject to relevant instructions issued from time to time by the Council.

1.4 Assessment is distinct from promotion under vacancy based system and does not necessarily result in change of work pattern or higher supervisory status or power though it does lead to an expectation of better technical performance.

1.5 In the event of merger of two or more scales, combined service rendered in the respective scales will be taken into account for eligibility for consideration for assessment to the next grade.

1.6 Assessment promotion granted under the Scheme in the Grade/Pay scale which were subsequently merged shall be ignored for the purpose of granting further upgradation.

1.7 No advance increments will be admissible on assessment. The pay will be fixed as per normal promotion under FR 22(1)(a)(i).

2 OPTION TO SWITCH OVER TO MERIT BASED ASSESSMENT PROMOTION SCHEME

2.1 The existing Technical Staff as on 1.1.1986 onwards who are governed by vacancy based promotion will have the option to switch over to the Merit Based Assessment Promotion Scheme within 7 days from the date of issue of these guidelines.

2.2 The employees will have the option to switch over to the Scheme from the date of their appointment on regular basis through direct recruitment. In this case his/her service for eligibility for assessment to the next grade will be counted from the date of such appointment. Employees appointed on or after implementation of these guidelines shall be covered under Merit Based Assessment Promotion Scheme and no option for vacancy based promotion shall be available to them.

2.3 There will be no provision for partial or limited or conditional option to switch over to the Scheme. Performa (Annexure-I) for switch over option from vacancy based promotion system to Merit Based Assessment Promotion Scheme is enclosed.

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2.4 Technical Staff who joined the post of Scientist 'B' on the basis of Limited Departmental Competitive Examination will also have the option to revert back to the Merit Based Assessment Promotion Scheme. In the eventuality of their opting for the Merit Based Assessment Promotion Scheme the pay & allowance drawn by them by virtue of holding the post of Scientist 'B' will be adjusted/returned by them.

2.5 The option for switch over to the Scheme once exercised cannot be withdrawn.

3. PLACEMENT IN THE GROUP

3.1 The entire Technical staff are divided in three Groups, namely, Groups I & II (Support Staff) and Group III (Technical). Each Group has a number of grades. The Groups are described in Roman numerals and the Grades within the Groups are described in Arabic numerals. The assessments under MBAPS are based on the Grade held in a particular Group and do not depend on seniority and designation.

3.2 The placement of Technical Staff in a Group will be as per the qualifications given below the Table under each Group. **However, the placement of the existing employees in the Group I/II/III will be based on the essential educational and technical qualifications prescribed for the post as per Recruitment Rules as applicable at the time of recruitment/pay scale/post held on regular basis or as advertised for direct recruitment.**

3.3 Placement Committee shall be constituted by the Director/Director-in-Charge at Institute/Centre level.

4. ADMISSIBILITY OF ASSURED CAREER PROGRESSION SCHEME/MODIFIED CAREER PROGRESSION SCHEME

4.1 The Technical Staff opting for the Scheme will not be entitled to the benefits of Assured Career Progression Scheme/Modified Career Progression Scheme. The Assured Career Progression Scheme/Modified Career Progression Scheme benefits already availed will stand withdrawn.

4.2 The employees who do not opt for the Scheme shall continue to avail benefits of the Assured Career Progression Scheme/Modified Career Progression Scheme but, such employees will not be eligible for vacancy based promotion in future.

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5. MOVEMENT FROM ONE GROUP TO ANOTHER GROUP AND OTHER STIPULATIONS FOR MOVEMENT FROM ONE GRADE TO ANOTHER GRADE

5.1 The movement from Group I to Group II and from Group II to Group III will be allowed if the employee has attained entry level qualification of the next higher Group. This movement to higher Group will further be subject to the condition that the employee has reached the highest grade in the Group of initial placement and has rendered requisite number of years of qualifying service for assessment to the next grade in the higher Group.

5.2 In respect of the existing employees for movement to higher Group, qualification of the higher Group as applicable for existing employees for placement in that Group will apply.

5.3 For assessment promotion within Group I and II restriction of minimum qualifications and experience will not apply for the existing employees.

5.4 The employees in Group III who do not possess three years' Degree qualification in the relevant area will be eligible for assessment promotion upto Grade III(4) only carrying Grade Pay of Rs.5400.

5.5 Only those existing staff placed in Group III who possess minimum 2nd Class Masters' Degree in the subject relevant to the area of work being performed, will only be eligible for assessment promotion to Grade III(6) & (7).

5.6 The assessment promotion will be in the **order** of grades as per Groups/Grades described in **Annexure II**.

6. QUALIFYING SERVICE FOR DETERMINING ELIGIBILITY FOR ASSESSMENT AND THE CRITERIA FOR EVALUATION OF ACRs/APARs IN CASE OF FOREIGN ASSIGNMENT/DEPUTATION

6.1 Regular service including periods of extraordinary leave (EOL) to the extent it counts for earning increments and the period spent on deputation/foreign service rendered in the grade will be counted for determining the eligibility for Assessment.

5.7 Foreign assignment/deputation/study leave shall also be counted as qualifying service in the post held on regular basis.

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5.8 If the ACRs/APARs for the said period are available, then the rating given by the outside organization will be converted into digital Scale.

7. EQUIVALENCE OF QUALIFICATION

7.1 The cases of equivalence of qualification, if required, will be decided on the recommendations of a Group to be set up by DG, ICMR.

7.2 Only those degrees/diplomas/certificates which are relevant to the areas of work performed and are recognized by appropriate government agencies or have been obtained from Govt. recognized educational Institutions will be taken into consideration. The qualifications which have been recognized at the national level by the competent relevant bodies of the Govt. of India, i.e. UGC, AICTE, ITI, National or State Trade Certificate issuing authorities and are relevant to S&T activities being carried out by the ICMR Institutes/Centres will only be recognized for recruitment and assessment purposes in ICMR.

8. EVALUATION

8.1 Assessment promotion shall be on the basis of ACR/APAR grading of last 5 years and performance in interview. Employees who obtain threshold marks as given in the Tables (Annexure II) will be eligible for promotion. Weightage for APAR and Interview will be in the ratio of 50:50.

8.2 For second and subsequent chances of assessment, upto 5 (five) marks will be added in the interview, maximum for 3 (three) years, for each year of experience to reach the prescribed threshold provided APAR for that year is 'Good', OR minimum bench mark prescribed by the Govt. from to time.

9. RELAXATION FOR SC/ST

9.1 Relaxation of 10 marks in the prescribed thresholds will be given to SC/ST employees i.e. if threshold is 70 marks, for SC/ST employees it will be 60 marks. But they must have the minimum bench mark grading in ACRs/APARs prescribed for promotion to the grade.

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10. TIME SCHEDULE FOR ASSESSMENT

10.1 The assessment period will be the financial year and assessments will be done once in a year. Only employees who have completed qualifying service of 5/7 years, as the case may be, up to 31st March will be considered for assessment in the following financial year and the assessment shall be completed by 30th September of the year. The effective date for assessment promotion will be 1st of April of the year.

11. ASSESSMENT PROMOTION OF RETIRED/SUPERANNUATED EMPLOYEES

11.1 Employees who take voluntary retirement or superannuate or die in service will also be considered for assessment from due dates if it was within the period of service subject to the condition that he/she fulfils all other criteria for assessment. In such cases there will be no component of interview and these cases will be assessed on the basis of ACRs/APARs.

12. PANELS OF EXPERTS

12.1 The broad areas for Panels of Experts will be Statistics, Computer Science, Life Sciences/Laboratory Sciences, Animal Sciences, Social Work, Para Medical and Engineering.

12.2 Area-wise Panels of Experts both internal and external will be prepared separately for each Group by the Director/Director-in-Charge of the Institute/Centre.

13. CONSTITUTION OF ASSESSMENT COMMITTEES

13.1 The Assessment Committees will be constituted by the Directors/Directors-in-Charge of Institutes/Centres area-wise from the approved Panels of Experts. The composition of Assessment Committees in respect of Group I, II & III will be as under:-

Chairperson	Director/Director In-charge or his/her nominee
Member	One internal expert from related area.
Member	Two external experts from the related area.
Member	One SC/ST representative.

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NOTE 1: *No Member shall be below the Grade Pay of Rs.5400/-.*

NOTE 2: *Out of the above members one shall be female representative.*

13.2 Quorum: In case members(s) nominated could not attend the meeting due to justified reasons which is beyond their control then Chairperson + two members including one external expert shall form quorum.

13.3 All the members on the Assessment Committees should normally be at least one rank higher than the grade for which assessment is being done and in no case will be below the Grade Pay of Rs.5400/- (Pay Band -3).

13.4 The recommendations of the Assessment Committee alongwith minutes of the meeting for assessment to Grade Pay of Rs.5400/- (Pay Band 3) (Rs.15600-39100) and above will be sent for the approval of DG, ICMR.

14. SELF ASSESSMENT AND PERFORMANCE APPRAISAL REPORT/WORK REPORT

14.1 Work Report is a report of the work done by an assessee during the period under assessment on the basis of which his/her assessment promotion will be considered. This will be applicable for assessment promotions in Group III.

14.2 All employees placed in Group III shall invariably submit work report before assessment as per Performa (Annexure III).

14.3 Annual Performance Appraisal Report (APAR) is a record of self assessment report annual work done by the assessee and reported upon by the Reporting Officer/Reviewing Officer.

14.4 APAR marks will be awarded on five point scale, as under:-

Outstanding	10 marks
Very Good	8 marks
Good	6 marks
Average	4 marks
Below Average	2 Marks


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15. PROCEDURE FOR ASSESSMENT

15.1 For assessments, marks will be apportioned as follows in respect of Group I, II & III:

- i) APAR 50% marks (weightage)
- ii) Interview (Performance) 50% marks (weightage) (including work Report for employees in Group III).

15.2 Lists of those being considered for Merit Assessment will be prepared and placed before the Assessment Committee.

15.3 The work report of the assessee duly signed by the supervisory officer will be placed before the Committee. Non-submission of work report by the assessee will be treated as wilful disinterest and the assessee will be considered as having forfeited the chance of assessment and no marks for experience as per para 8 will be admissible in such cases.

15.4 The marks for ACR/APAR and Interview will be converted into digital scale. Both ACR/APAR and Interview will carry 50 marks each. Marks for interview will be divided equally among the Members including Chairperson of the Assessment Committee. The members will give marks out of their share of marks to the assessee. Aggregate of these marks will be the score of the assessee in the interview.

15.5 Marks will be awarded by the Committee for each assessee after his/her interview. The APARs will then be seen and their marks shall be added by the Assessment Committee.

15.6 The marks for experience wherever applicable, will be added thereafter.

15.7 List of proceedings as above will be placed before the competent authority for approval. The competent authority will also be informed about the assessee whose results are yet to be finalized for whatever reason.

15.7 The assessee, whether promoted or not, will be informed of the result of the assessment.

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16. METHODOLOGY FOR CLEARING BACKLOG

16.1 Normally an employee should be assessed for only one chance in a year. In case, it is necessary to hold assessments for more than one chance in a year due to backlog or otherwise, it will be necessary to:

- a) have separate Assessment Committees for each year;
- b) get separate Work Reports;
- c) do separate assessments for each year in a separate sitting; proceedings of each Assessment Committee meeting be drawn separately for each year.

16.2 The previous or backlog assessment will be on the basis of ACRs/APARs only. The Interview will be held only for the last/current promotion for which employee is eligible.

17. VIGILANCE CLEARANCE AND SEAL COVER PROCEDURE


17.1 Procedure for vigilance clearance and seal cover procedure shall remain the same as applicable in the case of promotion through Departmental Promotion Committee.

18. FUTURE RECRUITMENT

18.1 On implementation of the Scheme the direct recruitment in Technical Cadre shall be on the basis of Revised Recruitment Rules for Technical Cadre of ICMR to be issued subsequently.

2. Director General, ICMR, shall have the right to make exceptions to these guidelines if he/she is convinced that there are unusual or special circumstances warranting such exceptions. He/she also have the right to interpret or clarify the orders if need be.

3. It shall primarily be the responsibility of the Director/Director-in-Charge in the Institute/Centre concerned and Assistant Director General(Admn.) at the ICMR Hqrs. to ensure that these guidelines are strictly adhered to.


4/19/16
(Agnes Xalxo)

Assistant Director General (Admn.)

To

1. All Directors/Director-in-Charge of ICMR Institutes/Centres.
2. Assistant Director General (Admn.), ICMR Hqrs., New Delhi.
3. Shri R.C. Verma, Junior Engineer, ICMR, Anasari Nagar, New Delhi-11028, President, Association of Technical Employees of ICMR(HQ), Ansari Nagar, New Delhi-110029. (Applicant in TA2/99 in Central Administrative Tribunal, Principal Bench, Fridkot House, Copernicus Marg, New Delhi-110001).
4. Shri Rohitash Singh, General Secretary, Association of Technical Employees of Indian Council of Medical Research(HQ), Ansari Nagar, New Delhi-110029. (Applicant in TA2/99 in Central Administrative Tribunal, Principal Bench, Fridkot House, Copernicus Marg, New Delhi-110001).
5. Shri H.K. Kashyap, Sr. Artist, ICMR, Anasari Nagar, New Delhi-110029, Vice President, Association of Tech. Employees of ICMR(HQ), Ansari Nagar, New Delhi-29. (Applicant in TA2/99 in Central Administrative Tribunal, Principal Bench, Fridkot House, Copernicus Marg, New Delhi-110001).
6. Shri K.S. Tanwar, Lab. Asstt., ICMR, Ansari Nagar, New Delhi-29. Joint Secretary Association of Tech. Employees, Ansari Nagar, New Delhi-29. (Applicant in TA2/99 in Central Administrative Tribunal, Principal Bench, Fridkot House, Copernicus Marg, New Delhi-110001).
7. Shri Satish Sharma, Senior Documentation Assistant, ICMR, Ansari Nagar, New Delhi-29. Sr. Documentation Assistant, ICMR, Ansari Nagar, New Delhi-110029. Member-Executive, Association of Tech. Employees of ICMR(HQ), Ansari Nagar, New Delhi-29. (Applicant in TA2/99 in Central Administrative Tribunal, Principal Bench, Fridkot House, Copernicus Marg, New Delhi-110001).
8. Smt. Anju Ayyanagar, Senior Documentation Assistant, ICMR, Ansari Nagar, New Delhi-110029. Member – Executive, Association of Tech. Employees of ICMR(HQ), Ansari Nagar, New Delhi-110029. (Applicant in TA2/99 in Central Administrative Tribunal, Principal Bench, Fridkot House, Copernicus Marg, New Delhi-110001).

Copy for information to:

1. PPS to Secretary, Department Health Research, Ministry of Health and Family Welfare, 2nd Floor, IRCS Building, 1, Red Cross Road, New Delhi-110001.
2. PS to DG, ICMR/Sr. DDG(A)/Sr. F.A., ICMR Hqrs., New Delhi.
3. Sr. Administration (Admn.I) and Administrative Officer (Admn.II), ICMR, Hqea. New Delhi.
4. All Divisions/Section at ICMR. Hqrs.
5. Notice Board.
6. BIC Division with the request to upload this O.M. on ICMR's Website.

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PROFORMA FOR SWITCH OVER FROM VACANCY BASED PROMOTION SYSTEM TO MERIT BASED ASSESSMENT PROMOTION SCHEME

With reference to ICMR Hqrs./Institute/Centre O.M.No. _____ dated _____, (Name & designation) _____ (Present Designation in case in service and last designation, if retired) hereby give my option for switch over from vacancy based promotion system to Merit Assessment Scheme w.e.f. from 01.01.1986 (the date from which the Scheme came into force).

OR

I, (Name & designation) _____ (Present Designation in case in service and last designation, if retired) hereby give my option for switch over from vacancy based promotion system to Merit Assessment Scheme w.e.f. _____ (the date of my appointment on regular basis through direct recruitment to the post of _____).

2. I also undertake for adjustment of over payment, if any, becomes due on account of my opting for the Scheme OR is overpaid due to misinterpretation of the Scheme or by any other reason.

Signature :

Dated:

Name & Designation

Contact address:

NOTE: There is no provision for partial or limited or conditional option for switch over to the Scheme.

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Annexure II

5.5 Group-I

Group & Grades	Designation	Scale of pay as per 4th CPC (1.1.1986)	Scale of pay as per 5th CPC (1.1.1996)	Scale of pay as per 6th CPC (1.1.2006)	Eligibility for assessment (yrs.) (No. of years required to be completed in the existing Grade)	Threshold i.e. Minimum Marks
1	2	3	4	5	6	7
I(1)	Laboratory Attendant -1	(a).Rs.750-940. (b).775-1025. (c).775--1150.	Rs.2550-3200	Rs.5200-20200+GP Rs.1800	7, 8, 9, 11 and after remaining for one year at the maximum of the grade.	60
I(2)		(a).Rs.800-1150. (b).Rs.825-2000	Rs.2650-4000.			
I(3)	Laboratory Attendant -2	Rs.950-1400.	Rs.3050-4590	Rs.5200-20200+GP Rs.1900	- Do-	70
I(4)	Laboratory Attendant -3	Rs.1200-2040.	Rs.4000-6000	Rs.5200-20200+GP Rs.2400	-Do-	70
I(5)	Laboratory Assistant	Rs.1350-2200	Rs.4500-7000	Rs.5200-20200 + GP Rs.2800		

Entry qualification as per Merit Assessment Scheme: Matriculation with **50% marks in aggregate** plus one year working experience in a Lab OR ITI Certificate in the trade.

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5.2 Group-II

Group & Grades	Designation	Scale of pay as per 4th CPC (1.1.1986)	Scale of pay as per 5th CPC (1.1.1996)	Scale of pay as per 6th CPC (1.1.2006)	Eligibility for assessment (yrs.) (No. of years required to be completed in the existing Grade)	Threshold i.e. Minimum Marks
1	2	3	4	5	6	7
II(1)	Technician 'A'	Rs.950-1400.	Rs.3050-4590	Rs.5200-20200+GP Rs.1900	7, 8, 9, 11 and after remaining for one year at the maximum of the grade.	60
II(2)	Technician 'B'	Rs.1200-2040.	Rs.4000-6000	Rs.5200-20200+GP Rs.2400	Do -	70
II(3)	Technician 'C'	Rs.1350-2200	Rs.4500-7000	Rs.5200-20200 + GP Rs.2800	- Do-	70
II(4)	Technical Assistant	Rs.1400-2600	Rs.5000-8000.	Rs.9300-34800+GP Rs.4200	-Do -	75
II(5)	Technical Officer 'A'	Rs.2000-3500.	Rs.6500-10500	Rs.9300-34800+GP Rs.4600.		

Entry qualification as per Merit Assessment Scheme: (i). Technical: 10+2 in Science subjects with 55% marks and one year Diploma in relevant Field such as Diploma in Medical Laboratory Technology (DMLT), Diploma in Computer/Statistics etc. from a recognized Institution with one year experience.

(ii) Engineering Support: 10th with 55% marks+ITI Certificate/ National/State Trade Certificate with one year experience in relevant discipline.

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2.2.3 Group-III

Group & Grades	Designation	4thCPC (1.1.1986)	(5 th CPC) (1.1.1996)	6 th CPC	Eligibility for Assessment (yrs.) (No. of years required to be completed in the existing Grade).	Threshold i.e. Minimum Marks
1	2	3	4	5	6	7
III(1)	Technician 'C'	Rs.1350-2200.	Rs.4500-7000	Rs.5200-20200 + GP Rs.2800	5,6,7,9 and after remaining for one year at the maximum of the grade.	60
III(2)	Technical Assistant	(a). Rs.1400-2300. (b). Rs.1400-2600 (c).Rs.1600-2660 (d). 1640-2900.	Rs.5000-8000	Rs.9300-34800 + GP Rs.4200.	-do-	60
III(3)	Technical Officer 'A'	Rs.2000--3500.	Rs.6500-10500	Rs.9300-34800 + GP Rs.4600	-do-	70
III(4)	Technical Officer 'B'	Rs.2200-4000.	Rs.8000-13500	Rs.15600-39100 + GP Rs.5400	-do-	75
III(5)	Technical Officer 'C'	Rs.3000-4500.	Rs.10000-15200	Rs.15600-39100 + GP Rs.6600	-do-	75
III(6)	Sr. Technical Officer 'A'	Rs.3700-5000.	Rs.12000-16500.	Rs.15600-39100 + GP Rs.7600	5,6, 8 and after remaining for one year at the maximum of the grade.	75
III(7)	Sr. Technical Officer 'B'	Rs.4500-5700	Rs.14300-18300.	Rs.37400-67000 + GP Rs.8700.	-do-	

Entry qualification as per Merit Assessment Scheme: (i). Technical: 1st Class three years' Degree in Science/relevant subject **with one year Diploma from a recognized Institute/Organisation.**

(ii). **Engineering Support:** 1st Class three years' Engineering Diploma from a recognized Institute/Organisation with three years' experience in relevant discipline.

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GROUPING OF SCALES FOR PLACEMENT IN RESPECTIVE GRADES IN GROUPS WILL BE AS UNDER:-

S.No.	Group of scales	Grades under Merit Based Assessment Scheme (MBAS)
1	2	3
1	(a).Rs.750-940. (b).775-1025. (c).775--1150	Rs.750-940
2	(a).Rs.800-1150. (b).Rs.825-2000.	Rs.800-1150
3	(a).Rs.950-1400. (b).Rs.950-1500.	Rs.940-1400
4	(a).1200-2040 (b).1320-2040	Rs.1200-2040
5	Rs.1350-2200	Rs.1350-2200
6	(a). Rs.1400-2300. (b). Rs.1400-2600 (c).Rs.1600-2660 (d). 1640-2900	Rs.1400-2600
7	(a).Rs.2000--3500. (b).Rs.2000-3200.	Rs.2000-3500

NOTE: In case any employee has been initially appointed in the higher pay scale in the Group of scales mentioned under Column 2 above, he/she will continue to draw his/her pay in the higher scale till he/she is assessed to higher grade in the Group.

A. Cole
14/9/16

INDIAN COUNCIL OF MEDICAL RESEARCH – MERIT BASED ASSESSMET PROMOTION
SCHEME

Work Report for the assessment year _____.

**SELFASSESSMENT BY THE OFFICER (FOR THE LAST 5 YEARS) FOR ASSESSMENT TO
GROUP III.**

1. Name:
2. Designation:
3. Area of work:
4. Brief description of work done year-wise
5. Methodologies used in the work
6. Enumeration of major achievements on work
7. New Technologies, if any, introduced by the officer in work plan
8. Research Publications (year-wise)
9. Lectures delivered in conferences/ National & International Seminars/Industry meets
10. Principal Investigator or Co-Principal Investigator in projects (with details year-wise)
11. National/International awards
12. Major impact reported during the assessment year (if any) for work done
13. Suggestions (if any) for work functions based on new or emerging principles
14. Any other highlight of special content in the work worth mentioning

Remarks of the Supervisory Officer/Head of the Department