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Government of India / भारत सरकार

Ministry of New & Renewable Energy / नवीन एवं नवीकरणीय ऊर्जा मंत्रालय
Atal Akshay Urja Bhawan (AAUB), Opp. CGO Complex, Lodhi Road, New Delhi – 110 003.

Dated the 02nd of January 2025

NOTICE

The Ministry of New and Renewable Energy is in the process of making amendments in the existing Recruitment Rules, i.e. Ministry of New and Renewable Energy, Scientists, Group 'A' Posts Recruitment Rules, 2015. The amendments are primarily in view of the introduction of the Revised Flexible Complementing Scheme issued by the Department of Personnel & Training.

2. A copy of the draft revised Recruitment Rules, that is, Ministry of New and Renewable Energy, Scientists, Group 'A' Posts Recruitment Rules, 2025 is enclosed herewith.

3. Suggestions/comments/objections, if any, to the proposed amendments in aforementioned drafted Recruitment Rules are invited. The same may be sent to the undersigned by post (Room No, 417, 4th floor, Atal Akshaya Urja Bhawan, Opp. CGO Complex, Lodhi Road, New Delhi – 110 003) or through email (a.sengupta@nic.in OR recruitment-mnre@gov.in), under the subject "***Feedback on Recruitment Rules 2025 in respect of Scientists at MNRE***" within 30 days from the date of issuance of this notice, that is, **by 31.01.2025**.

(Arunava Sengupta)

Under Secretary (Administration)

MINISTRY OF NEW AND RENEWABLE ENERGY

NOTIFICATION

New Delhi, the, _____, 2025

G.S.R. _____. — In exercise of the powers conferred by the proviso to Article 309 of the Constitution and in supersession of the Ministry of New and Renewable Energy, Scientists, Group 'A' Posts Recruitment Rules, 2015, 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 the posts of Scientists in Ministry of New and Renewable Energy, namely:-

1. **Short title and commencement** – (1) These rules may be called the Ministry of New and Renewable Energy, Scientists, Group 'A' Gazetted Posts Recruitment Rules, 2025.

(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) **“Central Government”** means Government of India, Ministry of New and Renewable Energy;

(b) **“field experience”** means and includes the following for the purpose of Flexible Complementing promotions:-

- (i) Working experience in Scientific laboratories or institutes (like National Institute for Wind Energy (NIWE), Sardar Swaran Singh National Institute of Bio-Energy (SSS-NIBE) {formerly known as National Institute of Renewable Energy (NIRE), or National Institute of Solar Energy (NISE) {formerly known as Solar Energy Centre –(SEC)} under the Ministry of New and Renewable Energy or any other such scientific institute including its regional offices), period spent on doctoral degree in basic or applied research or post doctorate research after joining an organization;
- (ii) working experience in experimental development for application of scientific knowledge directed towards producing new or subsequently improved materials, devices, products, processes, systems or services which involves application of scientific knowledge in the field of new and renewable energy; and
- (iii) working experience at research and development laboratories or institutes, scientific projects being operated in mission mode and also working and assisting research and development projects or scientific work at national and international level;

(c) **“managerial capacity”** means ability to manage and co-ordinate science and technology related activities at a senior level with clear understanding of issues involved in putting together quality science and technology programmes and ability to provide directions and guidance to subordinates and ability to groom them to take up higher level of responsibility;

(d) **“research and development experience”** means and includes the following for the purpose of direct recruitment or deputation:

- i. working experience in scientific laboratories or institutes, period spent on doctoral or post-doctoral degree in basic research concerning new and renewable energy;
- ii. work experience in scientific laboratories or institutes, period spent on doctoral or post-doctoral degree in applied research;
- iii. working experience in experimental development for application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services concerning new and renewable energy provided such work is not of routine use of scientific knowledge but in application of scientific knowledge for creation of new innovative systems, practices and models;
- iv. working experience in research and development laboratories and institutions, scientific projects being operated in mission mode, working on international collaboration research and development projects;
- v. full time working experience in scientific research and development projects or doing any post-doctoral research project in any institute or University as evidenced by certification by such institute or University and publication of research work in journals of repute;

(e) **“Revised Flexible Complementing Scheme” (RFCS)** means Scheme as notified by the Department of Personnel and Training vide No. AB-14017/41/2013-PP(RR) dated the 13th March, 2024;

(f) **“Scientists or Engineer”** means persons who:-

- (a) Are recruited as such and continue to hold a scientific post as defined below; and

(b) Possess academic qualification of at least Master's Degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/ Agricultural Sciences from a recognized University or Institute;

OR

Bachelor's Degree in Engineering/ Technology/ Biotechnology/ Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognized University or Institute

(g) "scientific post" means a post in which the incumbent is a Scientist or Engineer, working in a scientific institution or organisation declared as Scientific Department or organization and who is engaged in creating new scientific knowledge or innovative engineering, technological or medical techniques or which is involved predominantly in professional research work and development;

(h) "scientific activities or services" means and includes the following namely:-

- (i) fundamental or basic research, which means original investigation to gain new scientific knowledge, not necessarily directed towards any specific practical aim or application or working in scientific laboratories or institute and period spent on doctoral or post-doctoral degree in basic research;
- (ii) applied research, which means original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective or working in scientific laboratories or institutes, period spent on doctoral or post-doctoral degree in applied research;
- (iii) experimental development, which means application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services or field experience that depends on the work profile of the Department.

Explanation.- For the purpose of this clause, it is clarified that the work relating to experimental development shall not be routine use of scientific knowledge but shall involve application of scientific knowledge for creation of new innovative systems, practices and models;

- (iv) scientific and technical activities which are directly linked to research and development in terms of promoting the scientific activities and services, such as working in research and development laboratories and institutions, scientific projects being operated in mission mode, working on international collaboration research and development projects;

(i) "**Schedule**" means Schedules annexed to these rules.

3. Number of posts, classification, pay level as per 7th CPC pay matrix. – (1) The number of posts, their classification, pay level as per 7th CPC pay matrix attached thereto shall be specified as under:

S. No	Name of post	Classification	Number of posts	Pay level as per 7 th CPC pay matrix
1	Scientist 'G'	General Central Service, Group 'A' Gazetted, (Non-Ministerial, Scientific and Technical)	06 (2025)*	Level 14 of the 7th CPC pay matrix
2	Scientist 'F'	General Central Service, Group 'A' Gazetted, (Non-Ministerial, Scientific and Technical)	11 (2025)*	Level 13A of the 7th CPC pay matrix
3	Scientist 'E'	General Central Service, Group 'A' Gazetted, (Non-Ministerial, Scientific and Technical)	15 (2025)*	Level 13 of the 7th CPC pay matrix
4	Scientist 'D'	General Central Service, Group 'A' Gazetted, (Non-Ministerial, Scientific and Technical)	16 (2025)*	Level 12 of the 7th CPC pay matrix
5	Scientist 'C'	General Central Service, Group 'A' Gazetted, (Non-Ministerial, Scientific and Technical)	20 (2025)*	Level 11 of the 7th CPC pay matrix
6	Scientist 'B'	General Central Service, Group 'A' Gazetted, (Non-Ministerial, Scientific and Technical)	20 (2025)*	Level 10 of the 7th CPC pay matrix

* Subject to variation dependent on workload.

(2) Total number of sanctioned posts from Scientist 'G' to 'B' shall be 88:

Provided that if the number of Scientists recommended for consideration of promotion to the next grade under the scheme are more than the number of vacancies available in the promotion grade, then to that extent the number of posts be automatically upgraded to the promotion grade subject to the condition that the combined sanctioned strength of all the grades shall remain the same.

(3) Vacancies arising due to attrition shall normally revert to the entry level grade of the respective Scientific/Technical category.

4. **Method of recruitment.** - (1) The posts of Scientist 'G' to 'B' shall be selection posts.

- (2) The posts shall be exempted from the purview of the Union Public Service Commission for the purpose of consultation for appointments to be made thereto by recruitment, deputation, promotion at different level of Scientists in the Ministry of New and Renewable Energy.
- (3) Recruitment for the post of Scientist 'B' shall be made by direct recruitment as specified in Schedule I.
- (4) Recruitment for the post of Scientists 'C' to 'G' shall be made either by promotion under RFCS (rule 5) or by direct recruitment or deputation (including short-term contract) or absorption as specified in Schedule-II.
- (5) The method of recruitment for each post or each case shall be decided by the Central Government from time to time.
- (6) Particular discipline or field of essential educational qualifications and experience for each post or in each case shall be decided by the Central Government, keeping in view the availability of Scientists in different fields and further requirement of Scientists in a particular field.
- (7) Ex-serviceman may be recruited on re-employment basis in accordance with the orders issued by the Central Government from time to time.

5. **Promotion.** – Promotion of Scientist shall be governed by the provision of the RFCS as specified in **Schedule III.**

6. **Annual Confidential Reports / Annual Performance Appraisal Reports and Annual Work Reports.**- Annual Confidential Reports or Annual Performance Appraisal Reports along with Annual Work Reports of Scientists shall be recorded in accordance with the instructions, time schedules and the formats prescribed by the Central Government or the Department of Personnel and Training from time to time. Both AWR and APAR would be filled mandatorily on an annual basis.

7. **Probation.**- (1) Every Scientist appointed to the service by direct recruitment shall be on probation for a period of two years:

Provided that the Cadre Controlling Authority may extend the period of probation in accordance with the instructions issued by Central Government from time to time in this regard:

Provided further that any decision for extension of a probation period shall be taken ordinarily within eight weeks after the expiry of the previous probation 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 Scientists shall, if considered fit for permanent appointment, be retained in their appointments on regular basis and be confirmed against the available substantive vacancies.
- (3) If, during the period of probation or any extension thereof, as the case may be, the Central Government is of the opinion that a Scientist is not fit for permanent appointment, the Central Government may discharge or revert the Scientist to the post held by him prior to his appointment in the service, as the case may be.
- (4) During the period of probation, or any extension thereof, Scientists may be required by Government to undergo such courses of training and instruction and to pass examinations and tests (including examination in Hindi) as Government may deem fit, as a condition to the satisfactory completion of the probation period.
- (5) As regards other matters relating to probation, the members of the services shall be governed by the instructions issued by the Central Government in this regard from time to time.

8. **Confirmation:** Confirmation of Scientists appointed through direct recruitment shall be done by the Central Government on the recommendations of Departmental Confirmation Committee, the composition of which shall be as follows:

I. For Scientists 'B', 'C', 'D', 'E' and 'F'

1	Secretary, Ministry of New & Renewable Energy	- Chairman
2	Joint Secretary (Administration)	- Member
3	Group Head /Head of Division in which Scientist concerned is working <u>or</u> have worked (in case of Scientist 'E' and 'F' - Joint Secretary and above level).	- Member

II. For Scientist 'G'

1. Secretary, Ministry of New and Renewable Energy - Chairman
2. Two Members of the level of Additional Secretary in Government of India - Members

9. Appointing Authority. -

In the case of Scientist 'B', 'C', 'D', 'E', 'F' and 'G', the appointing authority will be Minister-in-Charge. (The approval of Appointment Committee of Cabinet (ACC) is mandatory in case of appointment/promotion to the post carrying pay in Level 14 or above, as on date).

10. 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 to the said posts:

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 these rules.

11. Liability to serve in the Defence Services. - Any person appointed to any of the said posts shall, if so required, be liable to serve in any of the Defence Services or posts connected with the defence of India, for a period not more than four years including the period spent on training, if any:

Provided that services of such person shall not be required;

- (a) after the expiry of ten years from the date of appointment;
- (b) ordinarily to serve after attaining the age of forty years.

12. Liability of Scientists to serve in India and outside.- Scientists appointed to any of the said posts under these rules shall be liable to serve anywhere in India and outside.

13. Training courses.- (1) Scientists appointed shall be liable to undergo such training, as be detailed on courses of instruction in India or abroad as the Central Government may decide from time to time.

(2) The course shall include acquiring working knowledge of Hindi, as per standards prescribed by the Central Government from time to time.

(3) Successful completion of certain training courses like Induction Course of no less than two weeks for newly recruited Scientists, as prescribed by Central Government, would be mandatory for completion of probation period and consideration for RFCS promotions.

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

14. Classification of posts for the purpose of medical standards.- All posts under these rules shall be deemed to be non-technical posts for purpose of medical standards as specified in the medical regulation and medical report for the Indian Administrative Service, Indian Foreign Service and the Central Services.

15. Power to relax. - Where the Central Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing and in consultation with the Department of Personnel and Training and in matters where consultation with Union Public Service Commission is necessary, relax any of the provision of these rules with respect to any class or category of persons.

16. 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 I

[See sub-rule (3) of rule 4]

Recruitment for the post of Scientist 'B'

1. Educational and other qualifications required for direct recruits.-

(a) Essential:

Master's Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/Computational and Information/Agricultural Sciences from a recognised University or Institute

OR

Bachelor's Degree in all disciplines of Engineering/Technology/ Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute

(b) Desirable:

(i) Specialized experience in research and development or industrial or academic institutions or science and technology organisations. This experience shall be of a specific nature relevant to the job requirements of the post;

(ii) Doctorate Degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/Agricultural Sciences from a recognised University or Institute

OR

Master's Degree in all disciplines of Engineering/Technology/ Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences from a recognised University or Institute

Note 1: The specific educational qualifications and areas of experience according to the requirements of the post shall be specified at the time of recruitment by the Government.

Note 2: The period spent to acquire essential qualifications including doctorate degree before joining an organisation shall not be counted as field experience.

2. Age-limit for direct recruits.-

The upper age-limit for direct recruitment shall not exceed thirty-five years.

(Relaxable for Government servants' upto five years in accordance with the instructions or orders issued by the Central Government).

Note: The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Union Territory of Ladakh, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh and Nicobar Islands or Lakshadweep).

(In case of recruitment by promotion or deputation (including short-term contract) / absorption, grades from which deputation (including short-term contract) / absorption to be made. - Not applicable.

3. Screening and selection process for direct recruitment. – The screening and selection process shall be as prescribed by the Central Government. The composition of the Eligibility Committee, Screening cum Short Listing Committee and Interview Board shall be prescribed by Central Government. However, majority of the members in the Screening-cum Short Listing Committee and Interview Board, excluding the Chairman shall be from outside the Ministry of New Renewable Energy. If considered necessary, the screening process shall include a written test to be conducted by the Central Government directly or through any Central Government agency or organization having experience and expertise in the area.

4. **Departmental Promotion Committee (for consideration of promotion).**- Not applicable
5. **Consultation with Union Public Service Commission.** - Not applicable.

SCHEDULE II

[See sub-rule (4) of rule 4] Recruitment for the posts of Scientists 'C' to Scientist 'G'

1. (A) Educational and other qualifications required for direct recruits (Scientist C)

(a) Essential:

- (i) Master's Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/Computational and Information/Agricultural Sciences from a recognised University or Institute
OR
Bachelor's Degree in all disciplines of Engineering/Technology/ Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute
- (ii) four years' specialised experience in research and development or Industrial or academic institutions or science and technology organisations. The experience shall be of a specific nature relevant to the job requirements of the post.

(b) Desirable:

- (i) Doctorate Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/Computational and Information/Agricultural Sciences from a recognised University or Institute
OR
Master's Degree in all disciplines of Engineering/Technology/ Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences from a recognised University or Institute
- (ii) experience in coordination, policy planning and project development in the area of new and renewable sources of energy.

Note 1: The educational qualifications and areas of experience according to the requirements of the post shall be specified at the time of recruitment by the Government.

Note 2: The period spent to acquire essential qualifications including doctorate degree before joining an organisation shall not be counted as field experience.

(B) Grades from which deputation (including short-term contract)/ absorption to be made (Scientist 'C')

Scientists or Technologists working in the Central Government or State Governments or universities or recognised research institutions or semi-Government or statutory or autonomous organisations in India or abroad:

- (a) (i) holding analogous post on regular basis; OR
(ii) With five years' service in the grade rendered after appointment thereto on regular basis in Level 10 of the 7th CPC pay matrix or equivalent; AND
- (b) possessing the educational qualifications and experience prescribed for direct recruits under serial number 1(A)(a) above.

Note 1: The period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organisation or department of the Central Government shall not ordinarily exceed three years, which may be extended further on year to year basis, subject to a maximum of seven years with the approval of the competent authority and in terms of extant guidelines.

Note 2: Departmental candidates in the feeder category, who are in the direct line of promotion under RFCS shall not be eligible for consideration for appointment on deputation except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationists shall not be eligible for consideration for promotion under RFCS.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not exceed fifty-six years or as prescribed by Government from time to time, as on the closing date of receipt of applications.

Note 4: Scientists from Central Government or State Governments or Union territory Administration shall be eligible for absorption.

2. (A) Educational and other qualifications required for direct recruits (Scientist 'D')

(a) Essential:

- (i) Master's Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/ Computational and Information/Agricultural Sciences from a recognised University or Institute
OR
Bachelor's Degree in all disciplines of Engineering/Technology/ Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute.
- (ii) eight years' specialised experience in research and development or industrial or academic institutions and or science and technology organizations out of which four years should be in science and technology programmes, planning development and coordination. The experience shall be of a specific nature relevant to the job requirements of the post.

(b) Desirable:

- (i) Doctorate Degree in Physical/Chemical/ Biological/Earth-atmospheric/Environmental/ Mathematical/ Computational and Information/Agricultural Sciences from a recognised University or Institute
OR
Master's Degree in all disciplines of Engineering/Technology/ Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences from a recognised University or Institute.
- (ii) experience in coordination, policy planning, project development in the area of new and renewable sources of energy including field assignment of original nature in the field of new and renewable energy at scientific or technical laboratories, institutes, industry, university or associations.

Note 1: The educational qualifications and areas of experience according to the requirements of the post shall be specified at the time of recruitment by the Government.

Note 2: The period spent to acquire essential qualifications including doctorate degree before joining an organisation shall not be counted as field experience.

(B) Grades from which deputation (including short-term contract) / absorption to be made (Scientist 'D')

Scientists or technologists working in the Central Government or State Governments or universities or recognised research institutions or semi-Government or statutory or autonomous organisations in India or abroad:

- (a) (i) holding analogous post on regular basis; OR
(ii) With five years' service in the grade rendered after appointment thereto on regular basis in Level 11 of the 7th CPC pay matrix or equivalent; AND
- (b) possessing the educational qualifications and experience prescribed for direct recruits under serial number 2(A)(a) above.

Note 1: The period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organisation or department of the Central Government shall not ordinarily exceed three years, which may be extended further on year to year basis, subject to a maximum of seven years with the approval of the competent authority and in terms of extant guidelines.

Note 2: Departmental candidates in the feeder category, who are in the direct line of promotion under RFCS shall not be eligible for consideration for appointment on deputation except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationists shall not be eligible for consideration for promotion under RFCS.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not exceed fifty-six years or as prescribed by Government from time to time, as on the closing date of receipt of applications.

Note 4: Scientists from Central Government or State Governments or Union territory Administration shall be eligible for absorption.

3 (A) Educational and other qualifications required for direct recruits (Scientist 'E')

(a) Essential:

- (i) Doctorate Degree in all disciplines of Physical/Chemical/ Biological/Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/Agricultural Sciences from a recognised University or Institute
OR
Master's Degree in all disciplines of Engineering/Technology/ Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences from a recognised University or Institute.
- (ii) ten years' specialised experience in research or development or design or construction in industrial or academic or Government institutions or organisations (the experience shall be of a special nature relevant to the job requirement of the post).

(b) Desirable:

- (i) Experience of handling national and international programmes, with special reference to new and renewable sources of energy. The experience should cover innovation or research and development or management or assessment or application or extension or research and development including field assignment of original nature in the field of new and renewable energy at scientific or technical laboratories, institutes, industry, university or associations
- (ii) knowledge about overall perspective of national energy problems and policies and ability to direct large integrated programmes.

Note 1: The educational qualifications and areas of experience according to the requirements of the post shall be specified at the time of recruitment by the Government.

Note 2: The period spent to acquire essential qualifications including doctorate degree before joining an organisation shall not be counted as field experience.

(B) Grades from which deputation (including short-term contract) / absorption to be made (Scientist 'E')

Scientists or Technologists working in the Central Government or State Governments or universities or recognised research institutions or semi-Government or statutory or autonomous organisation in India or abroad:

- (a) (i) holding analogous post on regular basis; OR
(ii) With five years' service in the grade rendered after appointment thereto on regular basis in Level 12 of the 7th CPC pay matrix or equivalent; AND
- (b) possessing the educational qualifications and experience prescribed for direct recruits under serial number 3(A)(a) above.

Note 1: The period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organisation or department of the Central Government shall not ordinarily exceed three years, which may be extended further on year to year basis, subject to a maximum of seven years with the approval of the competent authority and in terms of extant guidelines

Note 2: Departmental candidates in the feeder category, who are in the direct line of promotion under RFCS shall not be eligible for consideration for appointment on deputation except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationists shall not be eligible for consideration for promotion under RFCS.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not exceed fifty-six years or as prescribed by Government from time to time, as on the closing date of receipt of applications.

Note 4: Scientists from Central Government or State Governments or Union territory Administration shall be eligible for absorption.

4. (A) Educational and other qualifications required for direct recruits (Scientist 'F')

(a) Essential:

- (i) Doctorate Degree in Physical/Chemical/Biological/Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/Agricultural Sciences from a recognised University or Institute
OR
Master's Degree in all disciplines of Engineering/Technology/ Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences from a recognised University or Institute.
- (ii) twelve years' specialised experience in research or development or design or construction in industrial or academic or Government institutions or organisations (the experience shall be of a special nature relevant to the job requirement of the post).

(b) Desirable:

- (i) Experience of handling national and international programmes, with special reference to new and renewable sources of energy. The experience should cover innovation or research and development or management or assessment or application or extension or research and development including field assignment of original nature in the field of new and renewable energy at scientific or technical laboratories, institutes, industry, university or associations
- (ii) knowledge about overall perspective of national energy problems and policies and ability to direct large integrated programmes.

Note 1: The educational qualifications and areas of experience according to the requirements of the post shall be specified at the time of recruitment by the Government.

Note 2: The period spent to acquire essential qualifications including doctorate degree before joining an organisation shall not be counted as field experience.

(B) Grades from which deputation (including short-term contract) to be made (Scientist 'F')

Scientists or Technologists working in the Central Government or State Governments or universities or recognised research institutions or semi-Government or statutory or autonomous organisation in India or abroad:

- (a) (i) holding analogous post on regular basis; OR
(ii) With five years' service in the grade rendered after appointment thereto on regular basis in Level 13 of the 7th CPC pay matrix or equivalent; AND
- (b) possessing the educational qualifications and experience prescribed for direct recruits under serial number 4(A)(a) above.

Note 1: The period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organisation or department of the Central Government shall not ordinarily exceed three years, which may be extended further on year to year basis, subject to a maximum of seven years with the approval of the competent authority and in terms of extant guidelines

Note 2: Departmental candidates in the feeder category, who are in the direct line of promotion under RFCS shall not be eligible for consideration for appointment on deputation except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationists shall not be eligible for consideration for promotion under RFCS.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not exceed fifty-six years or as prescribed by Government from time to time, as on the closing date of receipt of applications.

5. (A) Educational and other qualifications required for direct recruit (Scientist 'G')

(a) Essential:

- (i) Doctorate Degree in Physical/ Chemical/ Biological/ Earth-atmospheric/ Environmental/ Mathematical/ Computational and Information/Agricultural Sciences from a recognised University or Institute
OR

Master's Degree in all disciplines of Engineering/Technology/ Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences from a recognised University or Institute.

- (ii) fifteen years' specialised experience in research or development or design or construction in industrial or academic or Government institutions or organisations (the experience shall be of a special nature relevant to the job requirement of the post).

(b) Desirable:

- (i) Experience of handling national and international programmes, with special reference to new and renewable sources of energy. The experience should cover innovation or research and development or management or assessment or application or extension or research and development including field assignment of original nature in the field of new and renewable energy at scientific or technical laboratories, institutes, industry, university or associations
- (ii) knowledge about overall perspective of national energy problems and policies and ability to direct large integrated programmes.

Note 1: The educational qualifications and areas of experience according to the requirements of the post shall be specified at the time of recruitment by the Government.

Note 2: The period spent to acquire essential qualifications including doctorate degree before joining an organisation shall not be counted as field experience.

(B) Grades from which deputation (including short-term contract) to be made (Scientist 'G')

Scientists or Technologists working in the Central Government or State Governments or universities or recognised research institutions or semi-Government or statutory or autonomous organisation in India or abroad:

(a) (i) holding analogous post on regular basis; OR

(ii) With two years' service in the grade rendered after appointment thereto on regular basis in Level 13A of the 7th CPC pay matrix or equivalent; and

(b) possessing the educational qualifications and experience prescribed for direct recruits under serial number 5(A)(a) above.

Note 1: The period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organisation or department of the Central Government shall not ordinarily exceed three years, which may be extended further on year to year basis, subject to a maximum of seven years with the approval of the competent authority and in terms of extant guidelines

Note 2: Departmental candidates in the feeder category, who are in the direct line of promotion under RFCS shall not be eligible for consideration for appointment on deputation except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationists shall not be eligible for consideration for promotion under RFCS.

Note 3: The maximum age-limit for appointment by deputation (including short-term contract) shall not exceed fifty-eight years or as prescribed by Government from time to time, as on the closing date of receipt of applications.

6. Age-limit for direct recruits.-

The upper age-limit for direct recruits in each category of posts shall be as under:-

Serial number	Name of the post	Age limit
1.	Scientist 'C'	35 years
2.	Scientist 'D'	40 years
3.	Scientist 'E'	45 years
4.	Scientist 'F'	50 years
5.	Scientist 'G'	50 years

(Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government from time to time.)

Note 1: The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Union Territory of Ladakh, Lahaul and Spiti District and Pangri Sub-Division of Chamba District of Himachal Pradesh and Nicobar Islands or Lakshadweep).

7. Screening and selection process (applicable for direct recruitment and deputation) – The screening and selection process shall be as prescribed by Central Government. The composition of the Eligibility Committee, Screening-cum-Short Listing Committee and Interview Board shall be as prescribed by the Central Government. However, majority of the members in the Screening-cum-Short listing Committee and Interview Board, excluding the Chairman shall be from outside the Ministry of New and Renewable Energy. If considered necessary, the screening process shall include a written test to be conducted to by the Central Government directly or through any other Central Government agency or organization having experience and expertise in the area.

8. The Composition of Screening Committee and Assessment Boards and Approving Authorities of their recommendations for considering promotions under RFCS shall be as specified in the corresponding entries in the Table given below:-

S. No	Grade to which promotions shall be made	Composition of Screening Committee	Approving Authority for Screening Committee's recommendations	Composition of Level II Committee /Assessment Board/ DPRC for promotions under Revised Flexible Complementing Scheme	Approving Authority for Assessment of Board's recommendations
(1)	(2)	(3)	(4)	(5)	(6)
1	Scientist 'G'	Screening Committee, shall consist of a Chairman and at least three expert members to be nominated by the Secretary, Ministry of New and Renewable Energy. Provided that at least one Member shall be from Department of Science and Technology or Department of Space or Defence Research and Development Organisation.	The approving authority for the, recommendations of the Screening Committee shall be the Secretary, Ministry of New and Renewable Energy. The Screening Committee will also act as Internal Peer Review Group/ Committee.	1. Secretary, Ministry of New and Renewable Energy - Chairman ; 2. Two Secretaries of other Scientific Ministries or Departments - Members ; 3. Three eminent Scientists at least one level above Scientist 'G' specialising in the field of scientific activity. - Members ; 4. The nominee of the Department of Personnel and Training as per extant instructions. - Member The Level II Committee /Assessment Board/ DPRC shall also function as Special Peer Review Committee and shall specifically certify that the Scientists recommended, meet all the criteria for promotion under RFCS.	Minister-in-charge, Ministry of New and Renewable Energy*

Note: * The approval of Appointment Committee of Cabinet (ACC) is mandatory in case of appointment / promotion to the post carrying Level 14 of the 7th CPC pay matrix or above, as on date.

2	Scientist 'F'	<p>Screening Committee, shall consist of a Chairman and at least three expert members to be nominated by the Secretary, Ministry of New and Renewable Energy.</p> <p>Provided that at least one Member shall be from Department of Science and Technology or Department of Space or Defence Research and Development Organisation.</p>	<p>The approving authority for the, recommendations of the Screening Committee shall be the Secretary, Ministry of New and Renewable Energy. The Screening Committee will also act as Internal Peer Review Group/ Committee.</p>	<p>1. Secretary, Ministry of New and Renewable Energy - Chairman;</p> <p>2. Two Secretaries of other Scientific Ministries or Departments - Members;</p> <p>3. Three eminent Scientists at least one level above Scientist 'F' specialising in the field of scientific activity. - Members;</p> <p>4. The nominee of the Department of Personnel and Training as per extant instructions. - Member</p> <p>The Level II Committee /Assessment Board/ DPRC shall also function as Special Peer Review Committee and shall specifically certify that the Scientists recommended, meet all the criteria for promotion under RFCS.</p>	Minister-in-charge, Ministry of New and Renewable Energy
3	Scientist 'C', 'D' and 'E'	<p>Screening Committee, shall consist of a Chairman and at least three expert members to be nominated by the Secretary, Ministry of New and Renewable Energy.</p> <p>Provided that At least one Member shall Be from Department of Science and Technology or Department of Space or Defence Research and Development Organisation.</p>	<p>The approving authority for the, recommendations of the Screening Committee shall be the Secretary, Ministry of New and Renewable Energy. The Screening Committee will also act as Internal Peer Review Group/ Committee.</p>	<p>1. Secretary, Ministry of New and Renewable Energy or his nominee not below the rank of Additional Secretary - Chairman;</p> <p>2. Two Group Heads in Ministry of New and Renewable Energy. - Members;</p> <p>3. Three experts not below the level of Scientist 'G' from outside the Department including at least one from Department of Science and Technology or Department of Space or Defence Research Development Organisations -Members;</p>	Minister-in-charge, Ministry of New and Renewable Energy

SCHEDULE III

[See rule 5]

(Revised Flexible Complementing Scheme)

1. The Revised Flexible Complementing Scheme (RFCS) is a promotion scheme for Scientists for which criteria shall be proven merit and records of research. The assessment norms for promotion under RFCS shall be rigorous. Due emphasis shall be laid on evaluation of professional contribution and technical knowledge to ensure that only Scientist having to their credit, demonstrable achievements, higher level of technical merit are recommended. Scientists recommended shall not only possess the requisite qualifications, but, should also be engaged in scientific and innovative activities as distinct from mere application to technical knowledge and further, the function discharged by them are relatable or identifiable to their academic specialization.
2. Scientists or technical experts doing management or administrative work in the Ministries shall not be considered for promotion under RFCS. However, they shall be given benefit of upgradation under the Modified Assured Career Progression Scheme.
3. Scientific Activities and Services would be as defined in Annexure I of the RFCS.
4. The Scientists appointed on deputation (including short-term contract) shall not be eligible for promotions under Revised Flexible Complementing Scheme (RFCS). Only regular Scientists of the Ministry of New and Renewable Energy shall be eligible for RFCS promotion.
5. There shall be no retrospective promotion/upgradation under RFCS. The promotion/upgradation under RFCS shall be effective from the date these are approved by the Competent Authority. Officers on leave or on deputation outside the organisation can be given promotion only with effect from the date they rejoin or return to the parent cadre.
6. The promotions under RFCS shall be limited for making promotions to scientific posts in Level 11 to Level 14 in the Pay Matrix.
7. The promotion under RFCS shall be applicable only to those Scientists and Technologists who hold scientific posts and are engaged in scientific and technical activities as defined by RFCS. For promotions under RFCS, the Scientists shall possess the following academic qualification; namely:-
Master's Degree in Physical/Chemical/Biological/Earth-atmospheric/Environmental/Mathematical/Computational and Information/Agricultural Sciences from a recognised University or Institute;
OR
Bachelor's Degree in Engineering/ Technology/Biotechnology/Medicine or Veterinary Sciences or Pharmaceutical Sciences (minimum 4 year degree course) from a recognised University or Institute.
8. All the posts covered under RFCS shall carry the following uniform levels in the pay matrix, designation and the minimum residency period linked to performance as follows:—

Serial number	Level in pay matrix	Designation	Minimum residency period linked to performance
1.	Level 10	Scientist 'B'	-
2.	Level 11	Scientist 'C'	3 years as Scientist - B
3.	Level 12	Scientist 'D'	4 years as Scientist - C
4.	Level 13	Scientist 'E'	4 years as Scientist - D
5.	Level 13A	Scientist 'F'	5 years as Scientist - E
6.	Level 14	Scientist 'G'	5 years as Scientist - F

9. The following types of leave availed by an eligible scientist/period spent on deputation shall be counted towards minimum residency period required to be put in by the Scientists in the lower grade for consideration of promotion/upgradation under the Scheme:
- (a) The period spent on deputation/Foreign Service to another scientific post, which helps a Scientist to acquire scientific experience in a diverse set up.
 - (b) Period of Study Leave/any other Leave taken for academic accomplishments to improve scientific knowledge.
 - (c) Maternity Leave sanctioned as per Leave Rules.
 - (d) Leave of a maximum period of one year sanctioned in continuation of maternity leave as per Leave Rules.
 - (e) Earned Leave for a total period not exceeding 180 days (for 3 year residency period), 210 days (for 4 year residency period), 240 days (for 5 year residency period) sanctioned as per Leave Rules.
 - (f) Child Care Leave sanctioned as per Rules.
10. The period spent on deputation/foreign service to a non-scientific post and the period of leave including leave on medical grounds, EOL etc. availed on personal grounds shall not count towards the minimum residency period.
11. Exceptionally Meritorious Category- Based on assessment parameters and the recommendation by the Internal Screening Committee [refer to point ix(A) of RFCS], not more than 10 per cent of the Scientists may be granted relaxation in the residency period by the Departmental Peer Review Committee [refer to point ix(B) of RFCS] for all levels, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career
12. The assessment process under the Scheme for promotion/ Upgradation to the next grade would be conducted only thrice and thereafter, the scientist would be covered under Modified ACP scheme (MACP) as approved for Central government civilian employees. The Scientist who has been granted any grade under MACP can be Considered for next grade according to the eligibility and other provisions of the Scheme. This is expected to provide an alternate channel for development for development for scientist and I s expected to maintain the rigors of assessment required for assessment under the Scheme.
13. The Revised Annual Work Report (AWR) format to capture scientific content of work performed has been designed and enclosed as Annexure III to the RFCS. The revised AWR (part A) would be filled up by the officer reported upon along with the revised Annual Performance Appraisal Report (APAR) format enclosed as Annexure IV to the RFCS. Both AWR and APAR would be filled mandatorily on an annual basis.
14. The assessment process of the Board shall be as under:
- The assessment would be done twice in a year. Cases of those Scientists who have completed or will complete the minimum residency period as on the cut-off dates of assessment viz. 1st January or 1st July, as the case may be and have earned or will earn number of annual ACRs/APARs equal to or more than the number of years of minimum residency period for the period preceding the cut off dates of assessment, shall be considered for assessment under the Scheme.
15. There shall be two level of assessment for RFCS. The assessment procedure shall be as under:
- (A) Level I Screening (Internal Screening Committee)**
- (a) An internal Screening Committee shall be constituted by the Central Government for evaluation of annual work report vis a vis the criteria for promotion/upgradation under RFCS. An external member, from the Departments of Atomic Energy, Space or DRDO, shall be co-opted in the selection process. The Internal Screening Committee would report on the scientific content of work done by the scientists/engineers who meet the benchmark of 'Good' for Scientist C and 'Very Good' for Sci. 'D' and above. The Internal Screening Committee would submit their recommendation in Part C of the Revised AWR reporting format, alongwith comparable parameters for consideration in Level 2 Screening.

(B) Level 2 Screening (Assessment Board / Departmental Peer Review Committee)-

- (a) The assessment boards constituted in each scientific Ministry/Department shall undertake Level-2 screening for assessment of scientists and furnish their recommendation for promotion/upgradation from Scientist 'C' upto Scientist E. The assessment board would also have a majority of external members possessing expertise in the field. The assessment board would have the characteristic of independent peer group for the assessment of the scientific content of the work. Greater emphasis is to be placed on achievement as evaluated by an independent peer group rather than on seniority only. The assessment board shall document specifically through one page summary, the specific content of the work done.
- (b) The Departmental Peer Review Committee (DPRC) constituted in each scientific Department/ Ministry shall undertake level 2 screening for assessment of scientists and furnish their recommendation for promotion/upgradation for Scientist 'F'/ Scientist 'G'. The proposals involving relaxation/assessment in residency period in respect of exceptionally meritorious Scientists for consideration of promotion/upgradation from Scientist C upto Scientist G shall also be considered by DPRC. The DPRC shall document specifically through one page summary, the specific content of the work done.
- (c) The Assessment Board/DPRC should specifically certify that the Scientists recommended met with all the criteria for promotion/upgradation under the Scheme.
- (d) Field experience in research and development and/or experience in implementation of such scientific projects is compulsory for promotion/upgradation of scientists recruited to the posts in the Secretariat of the Scientific Ministries/Departments to higher grades under the Scheme. Field experience of at least two years and five years respectively will be essential for promotion/upgradation to Scientist F and Scientist G grades respectively.
- (e) The criteria for field experience for different scientific activities have been elaborated under Scientific Activities and Services in Annexure I of RFCS.

16. Candidates who do not qualify either in Level-I screening or Level-2 screening shall be re-assessed only after one year when they earn at least one more APAR and AWR. Such re-assessment would again entail Level-I and Level-2 Screening and not commence from the stage where the Scientist failed to qualify.