



भारतीय आयुर्विज्ञान अनुसंधान परिषद INDIAN COUNCIL OF MEDICAL RESEARCH

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No.16/47/2016-Admn-II

Dated: the 6th December, 2016.

OFFICE MEMORANDUM

Subject: Guidelines for the implementation of the Merit Based Assessment Promotion Scheme (MBAPS) for Technical Staff of the Indian Council of Medical Research- modification thereof.

In connection with the implementation of the Merit Based Assessment Promotion Scheme (MBAPS) in ICMR for Technical Staff, some anomalies have been brought to the notice. After due consideration, DG, ICMR, has approved modifications in the guidelines as detailed below:-

Para No.	Existing provisions	Revised provisions
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.	The Merit Based Assessment Promotion Scheme (MBAPS) will come into force w.e.f. 1.1.1987 notionally and with actual benefits w.e.f. 1.1.1996. The first assessment of the incumbents who completed requisite years of service on 31.03.1992 in the Group/Grade would be eligible for assessment to the next higher grade in the same group in accordance with the prescribed procedure.
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 the issue of these guidelines.	The existing Technical Staff as on 1.1.1987 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 the issuance of these guidelines.
2.5	The option for switch over to the Scheme once exercised cannot be withdrawn.	The option for switch over to the Scheme once exercised cannot be withdrawn. However, if the assessment promotion scheme adversely affects, the employee can

		withdraw the same within one month of communication.
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 higher <u>grade in the higher Group.</u>	There is no movement by assessment from one Group to the other and the incumbent can move to higher groups against open selection through direct recruitment provided they have acquired relevant qualification.
5.5	Only those existing staff placed in Group III who possess minimum 2 nd class Master's degree in the subject relevant to the area of work being performed, will only be eligible for assessment promotion to Grade III(6) & (7).	Existing staff placed in Group III who possess Master's degree in the subject relevant to the area of work being performed, will only be eligible for assessment promotion to Grade III(6) & (7).

2. In accordance with IRAS, recommended by the GB as well as CSIR structure the grade in Group- I & II in the pay scale of Rs. 1200-2040 (GP – 2400) has been deleted from the Scheme. As per CSIR structure one new grade has been introduced in Group-II with the Grade Pay Rs. 4800/-, which shall be effective from 08.08.2012. The revised Annexure showing the group/grades and designation with pay scale is enclosed herewith for further action.

4. Further to the above, the following clarifications are given for information and necessary action while implementing the revised guidelines:-

- (i) It has been decided that the Engineering staff possessing the qualification of four years professional degree of B.E or B. Tech shall be eligible for promotion under this assessment scheme to the Grades with Grade Pay of Rs. 7600 and 8700/-, subject to fulfillment of other criteria.
- (ii) It has been brought to the notice of the Council that staff were not communicated adverse remarks or the final grading of ACR that was below the benchmark and as such not considered for promotion under the assessment scheme. It has been decided that the Appointing Authorities may review the ACRs of previous years as per the guidelines of DOPT in this matter, on receipt of representation. The 'Fair' grading in those ACRs may be treated as 'Good' for the assessment promotions.



(iii) In some cases, Technicians were appointed in the erstwhile pay scale of Rs. 1350-2200 (4500-7000, GP 2800) with two essential entry level qualifications viz., Higher Secondary/PUC with requisite technical qualification/experience and with three years degree in the relevant area. Those who entered in service with essential Higher Secondary/PUC qualification shall be placed in Group II and those with three years degree in relevant subject as essential qualification for the post shall be placed in Group III. However, in cases where entry level essential qualifications were clubbed and Higher Secondary/PUC candidates competed with Degree holders, such persons will be placed in Group III as per their pay scale but they will be eligible for assessment promotion upto Grade Pay of Rs. 5400/- only.

5. Keeping in view of the above modifications and clarifications, fresh options may be taken immediately from all the technical staff and placement/reassessment may be done wherever necessary and compliance be sent by 15.12.2016.



(Agnes Xalxo)

Assistant Director General (Admn)

To

1. All Directors / Director In-charges of ICMR Institutes / Centers
2. Sh. Rohitash Singh, General Secretary, ICMR Employees Federation

Copy to

1. PPS to Secretary DHR, New Delhi
2. PS to DG / Addl. DG/ Sr. DDG (Adm) / Sr. FA of ICMR
3. ADGs ICMR HQ
4. Admin I and II of ICMR HQ
5. Notice Board



Annexure

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 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.



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
I	2	3	4	5	6	7
II(1)	Technician (1)	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 (2)	Rs.1350-2200	Rs.4500-7000	Rs.5200-20200 + GP Rs.2800	- Do -	70
II(3)	Sr. Technician (1)	Rs.1400-2600	Rs.5000-8000.	Rs.9300-34800+GP Rs.4200	-Do -	75
II(4)	Sr. Technician (2)	Rs.2000-3500.	Rs.6500-10500	Rs.9300-34800+GP Rs.4600.	-Do-	75
*II(5)	Sr. Technician (3)	N.A.	N.A.	Rs.9300-34800+GP Rs.4800.	-Do-	

*With effect from 08-08-2012.

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.



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 (2)	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	Rs.2000--3500.	Rs.6500-10500	Rs.9300-34800 + GP Rs.4600	-do-	70
III(4)	Sr. Technical Officer (1)	Rs.2200-4000.	Rs.8000-13500	Rs.15600-39100 + GP Rs.5400	-do-	75
III(5)	Sr. Technical Officer (2)	Rs.3000-4500.	Rs.10000-15200	Rs.15600-39100 + GP Rs.6600	-do-	75
III(6)	Sr. Technical Officer (3)	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)	Principal Technical Officer	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. (c). Rs.975-1540 (d). Rs.975-1660 (e).1200-2040 (f).1320-2040	Rs.950-1400
4	(a).Rs.1350-2200 (b).Rs.1400-2300	Rs.1350-2200
5	(a). Rs.1400-2300 (In respect of cases where this scale was upgraded to Rs.5000-8000). (b). Rs.1400-2600 (c).Rs.1600-2660 (d). 1640-2900	Rs.1400-2600
6	(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.

