



# भारतीय आयुर्विज्ञान अनुसंधान परिषद INDIAN COUNCIL OF MEDICAL RESEARCH

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No. 6/3/2016-Admn-II

Dated: 8<sup>th</sup> Feb, 2017

## Office Memorandum

**Sub: - Implementation of Merit Based Assessment Promotion Scheme (MBAPS) in Technical Cadre of ICMR -modification/clarification thereof**

In order to address the representations received from various employees of Technical Cadre and other on the implementation of Merit Based Assessment Promotion Scheme (MBAPS) and its applicability, the Director General, Indian Council of Medical Research constituted a Review Committee to look into the issues raised/noticed. The Committee made certain recommendations and based on their recommendations following modifications/clarifications are issued with reference to OM. No. 16/47/2016-Admn-II dated 14.09.2016 and dated 06.12.2016:

1. **Change from one Group to other Group:**

The decision taken to remove provision for movement from one Group to other Group is in order.

2. **Inclusion of Nursing staff, Library staff and Drivers etc. in MBAPS:**

a) Nursing Staff, Library Staff and Drivers, who were part of Technical Cadre as per 1987 order of the ICMR, will be covered under MBAPS till the issue of separate Recruitment Rules (RR) for the posts of Drivers (14.3.2011), Library Staff (25.06.2013) and Nursing Staff (27.3.2014). ,

b) With effect from the date of separation of cadre these Groups of employee shall only be eligible for pay protection and shall stand placed as per post held by them at the time of issue of separate RRs and no further assessment promotion shall be considered in their case. However vacancy based promotion shall continue in these cadres.

c) Employee recruited in Library, Nursing and Drivers cadre after issue of respective RRs shall not be eligible for MBAPS.

d) Staff Nurses recruited with ANM qualification shall be placed in Group-III and will be promoted upto the scale of pay with GP of Rs.5400/- only. While employees holding qualification of B.Sc Nursing Sciences may move to the scale of pay with GP of Rs.6600/-.

e) Only those incumbents from Nursing Staff and Library Staff holding post graduate degree (in the relevant subject) or above shall be assessed to the scales of pay with GP of Rs.7600 & Rs.8700/-.

f) All Drivers viz., Heavy Truck Driver, Truck Driver, Staff Car Driver, Van Driver, Jeep Driver etc., should be classified as "Technical" provided they had received demonstrable maintenance training on the engines and have acquired technical skills and experience in repairs and maintenance of motors etc. and are

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willing to work on the maintenance side when they do not have driving duty shall be covered under MBAPS.

Those who had not so far acquired such training/skill may be given the required practical training for a period of not less than three months in a recognized Institute i.e. I.T.I. OR in any ICMR Laboratory/Institute where such facilities exist. This training should be completed by 31<sup>st</sup> December, 2017.

g) The drivers who fulfill technical eligibility will become entitled to the benefit from the normal date of their appointment as if they had already been trained.

h) The Drivers will be placed in Group I & II on the basis of their educational qualification i.e non matric in Group I(3) and Matric in Group II(I).

**3. Equivalence of qualifications for placement in higher groups/Groups of Grades:**

All those who are placed in Group III with Degree qualification OR three years' Diploma in Engineering may be assessed upto Group III(5) i.e. upto the scale of pay with GP of Rs.6600/-. For assessment promotion to Group III(6) & III(7) Post Graduate Degree in the relevant area of their recruitment such as Statistics, Computer Science, Life Sciences/Laboratory Sciences, Animal Sciences, Social Work, Para Medical, Nursing, Library Science shall be required. 4 years' Bachelor of Engineering degree will be treated at par with Post Graduation qualification for assessment promotion.

**4. Extension of benefit to the Scientists selected through Limited Departmental Competitive Examination (LDCE) or Direct Recruitment, from Technical Cadre:**

The benefit of past service including payment of arrear/pay protection etc. as applicable under the rules may be allowed to such Scientists both recruited through LDCE or Direct recruitment from Technical Cadre of ICMR without their reversion to the Technical Cadre. Scientist 'B' who joined on the basis of Limited Departmental Competitive Examination will still have the option to revert back to the Technical Cadre.

**5. Placement of staff due to up-gradation of scale under EDP or as per ICMR O.M. No.16/47/2016-Admn.II. dated 6.12.2016:**

i). The Technical Staff including EDP staff who were appointed in the scale of pay of Rs.1200-2040, 1320-2040 and 1350-2200 or equivalent with 'Degree' as Essential Qualification/as per advertisement for the post (personal qualification possessed by an employee not to be taken into consideration), will be placed straightaway in Group III(1).

ii). The Technical Staff who were appointed in the scale of pay of Rs.950-1400, Rs.950-1500, Rs.975-1540 & Rs.975-1660 or equivalent with 'Degree' as Essential Qualification/qualification as advertised (personal qualification possessed by an employee not to be taken into consideration) at the time of recruitment will be initially placed in Group II(1) and on successful assessment after 7 years of qualifying service or more, as the case may be, will be given assessment promotion to Group III(1).

iii). The Technical Staff who have been appointed in the scale of pay of Rs.1200-2040, 1320-2040 and 1350-2200 or equivalent with 10<sup>th</sup>/10+2 as Essential Qualification/qualification as advertised (personal qualification

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possessed by an employee not to be taken into consideration) at the time of recruitment will be placed straightaway in Group II(2) and on successful assessment after 7 years of qualifying service or more as the case may be, will be assessed for promotion to Group II(3) in the same Group.

iv). The Technical Staff who have been appointed in the scale of pay of Rs.950-1400, Rs.950-1500, Rs.975-1540 & Rs.975-1660 or equivalent with 10<sup>th</sup>/10+2 qualification as Essential Qualification/qualification as advertised (personal qualification possessed by an employee not to be taken into consideration) at the time of recruitment will be placed in Group II(1) and on successful assessment after 7 years of qualifying service or more as the case may be will be given assessment promotion to Group II(2) in the same Group.

6. **Inclusion of Laboratory Attender in MBAPS:**

Taking into consideration the nature of work they perform in Laboratory, the Laboratory Attender will also be eligible for inclusion in the MBAP Scheme as Lab. Attendant.

7. **Extension of MBAP Scheme to Engineering Staff (Group 'A'):**

The MBAP Scheme will be applicable to Group 'A' Engineering Staff. The terms & conditions of the applicability of the Scheme will remain the same as in the case of other Technical Staff.

8. **Recovery:**

The recovery is due to employees not getting their assessment promotions on due dates as their ACRs are not upto the mark. As communicated vide OM No.16/47/2016-Admn.II dated 6<sup>th</sup> December 2016, Competent Authority may review the ACRs of previous years as per the guidelines of DOPT on receipt of representation, if any.

9. **Pay Protection:**

Pay protection will be allowed to those who had been given higher pay scales under One Time Cadre Review (OCTR) in the year 1990 and 1991.

The earlier guidelines/instructions on the implementation of MBAPS in Technical Cadre of ICMR will stand modified to the extent provisions made herein above.

This issues with the approval of Competent Authority.



(Agnes Xalxo)

Asstt. Director General (A)

1. All Directors/Director In-charge of ICMR Institutions/ Centres
2. All Divisional Heads ICMR Hqrs.
3. ADG (A)/Admn. I Section ICMR Hqrs.

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