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INDIAN COUNCIL OF
MEDICAL RESEARCH
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**भारतीय आयुर्विज्ञान
अनुसंधान परिषद**

No. 6/3/2016-Admin II

Dated: 12.11.2020

To

All the Directors / Director Incharges
ICMR Institutes / Centres.

Subject: Anomalies on implementation of MBAPS

Dear All,

Several anomalies were referred by different Institutes / Centres and HQrs of ICMR, while implementing the guidelines of the Merit Based Assessment and Promotion Scheme (MBAPS). Those anomalies were placed before the following ICMR MBAPS Anomaly Committee, for suitable recommendation.

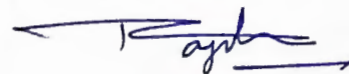
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|---|------------------|
| 1. Dr. G.S. Toteja, Additional Director General, ICMR | Chairman |
| 2. Shri Sujit Kumar Mitra, Director on Special Duty ICAR (Retd) | Member |
| 3. Shri B.K. Singh, Deputy Secretary (PD), CSIR, New Delhi | Member |
| 4. Dr. R. Lakshminarayanan, ADG (Admin), ICMR | Member |
| 5. Shri Jagdish Rajesh, ADG (Admin), ICMR | Member |
| 6. Shri Bharat Bhushan, Sr. AO, ICMR | Member Secretary |

The Committee deliberated only on the generic and common anomalies, during its meeting held on 24th Sept 2020 at ICMR HQrs, New Delhi, by excluding the individual specific cases referred to it. The Committee felt that the individual cases may be decided at the HQ / Institute / Centre level, with in the purview of the MBAPS guidelines and further clarifications, issued from time to time. The recommendations of the Committee are enclosed herewith as an Annexure. All the ICMR Institutes / Centres and HQrs are requested to finalize all the pending cases of MBAPS, at their level and send the recommendations of the Institutional Committee for Level 10 & 11 of 7th CPC for approval of the Competent Authority of ICMR HQ. They/Institutes / Centres and the HQrs shall refrain from forwarding the individual cases to the HQrs, which are not covered under the guidelines, under the lame pretext of one-time exemption, as a special case, etc. Such

requests shall not only be rejected, but suitable action will be taken against the concerned applicant and the officer who has processed it.

The Institutes / Centres and the HQrs may forward the pending assessment cases, for Level 12 & 13 of 7th CPC, in the prescribed format, along with the required documents, to ICMR HQrs for further action.

Yours faithfully,

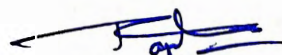


Jagdish Rajesh
Assistant Director General (A)

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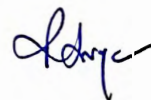
Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
1	Equivalence of qualification - Three years Diploma with certain years of service may be treated as professional Engineering Degree as like CSIR, so that these experienced Diploma holders may be granted MBAPS upgradation to Group III (6) & III (7) ie Grade Pay 7600/ Level 12 and 8700/ Level 13.	Para 3 of the ICMR OM dated 08.02.2017 restricts the promotion of Diploma holders till Group III (5) GP 6600 / Level 11. Hence, the Committee recommends that the proposal can not be agreed to.
2	Instead of placing the staff with reference to the minimum essential qualification advertised at the time of initial recruitment, staff with basic qualification of Matric or Higher Secondary with number of years of rich experience or Matric with DMLT, may be initially placed in Group-III and assessed thereafter.	The guidelines on the implementation of MBAPS are based on the minimum qualification and pay scale advertised and the relevant Recruitment Rule of that period. Hence, the Committee recommends that the proposal can not be agreed to.
3	Equivalence of qualification - To consider the post graduate / under graduate degrees in Sociology and to place them in Group - III of MBAPS.	Para 3 of ICMR OM dated 08.02.2017 and Para-12 of OM dated 14.9.2016 have stipulated the qualifications required for ICMR. The Committee deliberated over the representations in aspects of carrier progression, and observed that "Sociology" subject is listed in the Health Research Scientist Cadre Recruitment Rules, and further, "Sociology" subject is relevant to the functional requirement of ICMR. Accordingly, the Committee recommends that the "Sociology" may be introduced in the Technical Cadre too.

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MBAPS




Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
4	To place in Group-III (1) GP 2800, instead of Group-II (2) GP 2800, as because the technical staff joined in the pay scale of 1200-2040, 1320-2040, 1350-2200 are to be straight away placed in Group III (1) or Group II (2).	In accordance with para 5 (i) and (iii) of ICMR OM dated 08.02.2017, if the vacancy was advertised with a entry qualification of three years degree in the relevant subject, all personnel appointed against these posts with the advertised pay scales are to be placed in Group-III (1), and if the entry qualification was advertised as 10 / 10+2, then all personnel appointed against these posts with the advertised pay scales are to be placed in Group-II (2). Hence, the Committee recommends that the proposal can not be agreed to.
5	The post of Receptionist-cum-Telephone operator - clarification required whether is it a Technical post or Non-Technical post.	It was submitted before the Committee by the Administration that the incumbents in this designation were recruited earlier, and no such designation exists at present. Further, Administration could not locate any old Recruitment Rule relating to the appointment to the position of Receptionist-cum-Telephone Operator. Hence, the Committee deliberated over the job specification for this position to examine the nature of work. It has been observed that the job requirement to this position involved operating of complex instruments like EPABX / PABX and other similar communication instruments including telex, which often require technical competence vis-a-vis, possession of some technical certificate course to be eligible for appointment to such positions. Therefore the Committee observed that the job requirement comes under the ambit of Technical nature. Hence, the Committee, after due deliberation, recommends that "Receptionist-cum-Telephone operator" may be included in the Technical Cadre.

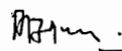
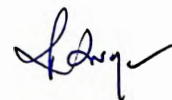
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Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
6	Initial placement made in Group-III (2) as ALIO was in the GP of 4200/-. As the post has been upgraded to higher pay scale from GP 4200 to GP 4600 from the date of initial appointment for the post of Assistant Library and Information Officer, requests to place in Group-III (3) as per MBAPS guidelines.	In accordance with MBAPS guidelines, if the pay scale / GP has been upgraded from the date of initial appointment, then personnel appointed against these posts may be placed against the Group/Grade similar to the upgraded scale/GP. Hence, the Committee recommends that the incumbents may initially be placed against Group-III (3) with GP 4600 and further assessed as per the guidelines, subject to fulfilment of all criteria of the guidelines.

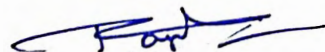
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Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
7	Applicability of MBAPS to Sweepers, Chowkidars / Watchmen and Peons at Institutes / Centres / HQrs.	<p>The Committee examined the genesis of the issue, since the introduction of the Attendant (Services) vide ICMR OM dated 30.12.2009. The ICMR, subsequently, introduced Recruitment Rules for MTS vide OM dated 08.01.2013, in which, the Attendant (Services) were made into three categories ie, MTS (TS), MTS (ES) and MTS (Gen), which was subsequently amended vide OM dated 12.11.2014, and all the posts of Group-D (Technical, Lab etc) were clubbed in to one single group of MTS.</p> <p>On adoption of the MBAPS by ICMR vide OM dated 14.09.2016, those cases of Attendant (Services) vis-a-vis the MTS who have worked / working in the Lab and Field of the concerned research Institutes / HQ, were further reviewed, keeping in view the nature of the job actually performed by MTS / Attendant in the Lab and Field irrespective of their designations at the time of their initial recruitment.</p> <p>After implementation of the MBAPS on 14.09.2016 and further clarifications issued in respect of implementation of the scheme, several representations were received from such employees, since different parameters were used by various Institutes of ICMR on this context. Accordingly, the assessment scheme to erstwhile Attendant (Services) were reviewed by a duly appointed committee and vide Para 7 of ICMR MBAPS guidelines dated 25.04.2017 the benefits of assessment by including these Attendant (Services) in to Technical Cadre was extended pursuant to the condition that their services were utilized in Lab / Field and certified by the Director / Divisional Head concerned.</p> <p>(continued in next page)</p>

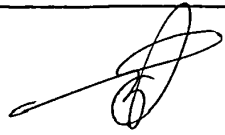



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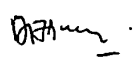



Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
		<p>Consequently, representations were received from the MTS (Gen) category for grant of MBAPS and a Committee was appointed to review the issue. The Committee in its recommendation at Para 10 of Minutes dated 15.03.2019, although agreed with the administrative views to extend the benefit of MBAPS, subject to a condition that they continue to perform the duties in the Lab/Field/Animal facility, however put an restriction by suggesting that this will not be applicable who were initially recruited as Chowkidar, Peon, Sweeper and MTS (Gen). This is in contradiction to the very essence to extend benefit of the MBAPS to the employees who were actually performing the duties at the Lab / Field / Animal facility, irrespective of the designation in which they were initially recruited.</p> <p>Accordingly, after due deliberations, the Committee recommends to ignore the following recommendation of Para 10 of the Minutes dated 15.03.2019, to remove the ambiguity thus created and to avoid hardship to those employees who have performed / performing their duties at Lab / Field / Animal facility, irrespective of their designations at the time of initial recruitment:</p> <p>"However, this will not be applicable to those who were recruited initially as Chowkidar, Peon, Sweeper and MTS (General)."</p>



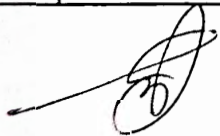
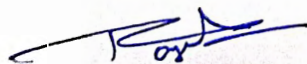
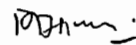
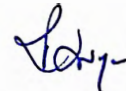
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Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Agenda Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
8	Centralised Assessment for GP 7600 and GP 8700. The Council has issued ICMR Technical Cadre Integrated Recruitment and Assessment Rules, 2017 on 10.11.2017. As per point no. 10.9 of Schedule-IV 'There shall be centralized Assessment for all ICMR Institutes/Centres/Office at Headquarters in respect of promotion to Group-III (6) / GP 7600 and III(7) / GP 8700.	As per the guidelines of MBAPS circulated on 14.09.2016 and amendments thereafter, the assessment for promotion from Group-III (6) and above ie GP/level 7600/12 and 8700/13 shall be convened at ICMR HQrs, New Delhi. The Committee recommends ICMR HQ to conduct the DPC including the cases till 01.04.2020.
9	Benefit of Promotion in vacancy based system before first assessment. As per ICMR OM dated 25.04.2017, one time option for initial placement was extended to those existing employees who got promotion in the vacancy based system including LDCE or OTCR method before 31.03.1992. There are employees who joined after 01.04.1992 and before their first assessment under MBAPS, got a promotion in the vacancy based system. Such employees are continuously requesting to extend the benefit of one time option.	As per ICMR guidelines, the option for initial placement was available for those employees joined till 31.03.1992. Hence such promotions after the cut off date can not be considered.

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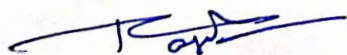
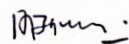





Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
10	<p>Lab. Assistants and Technician-B who were appointed in the pay scales of Rs.1200-2040, 1320-2040 with 10th / 10+2 as EQ. These scales were upgraded in 5th CPC to 4000-100-6000 and in 6th CPC to 5200-20200 GP 2400. As there is no GP of 2400/- in the MBAP Scheme, they may be initially placed straight away in Group II (2) GP 2800/-.</p> <p>While restructuring the Groups, ICMR in para-2 of the amendment OM dated 06.12.2016, deleted GP 2400 and revised all the Group structure. This point was postponed in the last meeting held on 15.03.2019 at Agenda Item No.5.</p>	<p>This issue needs further deliberation for scrutinizing the relevant and concerned circulars, and hence, the Committee recommends that the proposal may be deferred for the next meeting.</p>
11	<p>Movement between Group to Group, as some staff have acquired higher qualification like 10+2 or Degree and they may be given automatic mobilization between groups.</p>	<p>In accordance with the MBAPS guidelines dated 06.12.2016 (5.1), such provision does not exist and hence, the Committee recommends that the proposal can not be agreed to.</p>
12	<p>Introduction of one more upgradation opportunity to Group I and II category by introducing one more level with Grade Pay 4200/- in Group-I and Grade Pay 5400/- in Group-II.</p>	<p>The Committee recommends that the proposal may be examined adhering to the DOPT guidelines dated 04.02.1992.</p>



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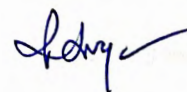
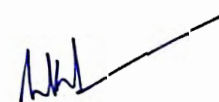


Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
13	ICMR has considered review of ACR / APAR up to the year 2007-2008. This may be extended to the period ending till March 2016.	In consonance with DoPT guidelines 2011/1/2010-Estt (A) dated 22.05.2014, the Committee recommends that the proposal can not be agreed to.
14	Five yearly assessment shall be implemented for all the Groups, instead of Group I and II having seven years residency period.	In accordance with the MBAPS guidelines and the Technical Recruitment Rules, the Committee recommends that the proposal can not be agreed to.
15	Consider to include Gardner having 10th and Gardner course certificate to Group-II.	In accordance with the MBAPS guidelines, the Committee recommends that employees below 10+2 can't be considered in Group-II.
16	Since this MBAP Scheme is based on the CSIR pattern, please consider to include Non-Technical posts in MBAPS as per CSIR letter No. 17/66/40/94-PPS dated 05.10.1998	MBAP Scheme is implemented specifically for the Technical personnel. Hence, the Committee recommends that the proposal can not be agreed to.

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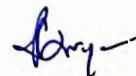
Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
17	The Drivers recruited before 2011 are entitled for assessment promotion under MBAPS, where as those appointed after 2012 are not. The MBAP Scheme may be extended to all.	<p>In accordance with Point 1.2 of OM dated 14.09.2016, Nursing Staff, Library Staff and Drivers were excluded from the MBAP Scheme. Subsequently, vide OM dated 08.02.2017 in Point 2, it was decided that the Nursing Staff, Library Staff and Drivers were part of Technical Cadre as per order of 1987 of ICMR and hence they will be covered under the MBAP Scheme, till the issuance of a separate Recruitment Rules for the posts of Drivers (14.03.2011), Library Staff (25.06.2013) and Nursing Staff (27.03.2014).</p> <p>The Point-2 of OM dated 08.02.2017 was further reconsidered and further ammended in para-6 of OM dated 25.04.2017 which states: "with effect from the date of separation of the cadre, the existing employees will have an option either to switch to the new cadre or to continue in the Technical Cadre. Only vacancy based promotions shall be available to those opting for these Cadres."</p> <p>The present Committee, after due deliberation, felt that keeping in view the Recruitment Rules and the job reuirement, it is not justifiable to retain two different cadre / schemes for Drivers, Library and the Nursing staff. Hence, the Committee recommended that as per original cadre classification of ICMR in 1987, since these posts of Drivers, Library and Nursing Staff were placed in the Technical Cadre and hence, the MBAPS benefits may be extended to all these personnel and they may continue to be categorised as Technical Cadre under MBAPS.</p>
18	Extension of MBAP Scheme to the employees of BMHRC, Bhopal.	There are some disputes among two groups of employees, one willing to continue in DHR and the other group willing to come under ICMR. Moreover, their RRs and other guidelines need to be reviewed, before a decision is taken. Therefore, the Committee recommends that status quo be maintained for BMHRC, Bhopal.

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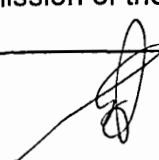
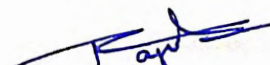
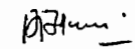

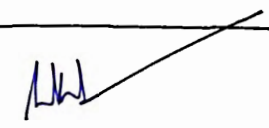




Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item No.	Item for discussion	Recommendation of the present Committee
1	2	3
19	To place those Research Assistants / Technical Assistants who were recruited with Post Graduation qualification as per Advertisement, at Group III (3) GP 4600/- instead of Group III (2) GP 4200/-.	The guidelines for implementation of MBAPS are based upon the minimum qualification, pay scale advertised and the relevant Recruitment Rule of that period, and hence, the Committee recommends that the proposal can not be agreed to.
20	To consider the two years degree as degree for all purposes under MBAP Scheme.	Only three year degree under 10 + 2 + 3 pattern is recognized as degree for all the national level competitive examinations and hence, the Committee recommends that the proposal can not be agreed to.
21	Reimbursement of Newspaper and Telephone bills / charges.	The present DoE circulars provide for reimbursement of newspaper and telephone reimbursement with reference to the designations of the employees and not according to the Grade Pay/Level. Whereas, in case of briefcase, reimbursement ceilings are as per the GP. As per para 1.3 of OM dated 14.09.2016, Telephone and Newspaper facility are provided on designation / status of the officer and on functional need. Hence, the Committee recommends that these can't be extended to the staff upgraded under MBAP Scheme.
22	Kindly introduce Assessment Scheme for Administrative Staff of ICMR.	This is not in the mandate of this Committee.
23	Individual representations received regarding anomaly from different Institutes / Centres.	The mandate of this committee is to consider the general anomalies and not the individual cases. The Committee recommends that the Director / Director Incharge of the concerned Institute / Centre, after due deliberation, have to dispose off those grievances at their level, within the frame work and guidelines of MBAP Scheme.
Any other point, with the permission of the Chairman		

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Recommendation of the MBAPS meeting convened at ICMR HQrs on 24.09.2020

Item N ^o	Item for discussion	Recommendation of the present Committee
1	2	3
24	Drivers have been included in the Technical Cadre with a condition of having completed Mechanical/ Maintenance training. What about those Drivers who took VRS, Retired or expired.	As per Point 11.1 of MBAPS OM dated 14.09.2016, cases of similar nature shall be assessed on the basis of ACRs/ APARs. The Committee examined the OM dated 14.09.2016 and the Circular 67/1987 dated 15.10.1987, and after deliberation on the issue observed that Drivers are included in Technical category, and also provided for training; however, no condition is stipulated incase they take VRS, retire or expired. Hence, after due deliberation, the Committee recommended that in such cases those who have retired or expired, they may be assessed based on the ACRs / APARs, without insisting for the training.
25	In case of missing ACRs / APARs or Dossiers of any Technical staff	Para-4 of MBAPS OM dated 25.04.2017 stipulates that if ACRs / APARs of few years are missing, then the ACRs / APARs of previous years, even going to the extent of considering ACRs in the lower post, may be considered for the purpose. However, the Administration briefed that in some cases even ACRs / APARs of previous years or in the lower post are not available. The Committee observed that missing of ACRs / APARs dossier is not the fault of the concerned staff, and hence, the Committee recommended that for evaluation of such period of missing ACRs / APARs dossiers, the grading of ACR recorded in the available Minutes of previous vacancy based promotion DPCs may be taken in to account for assessment in the present MBAPS upgradation.

Bharat Bhushan

Jagdish Rajesh

R. Lakshminarayanan

Not Attended
B.K. Singh

S.K.Mitra

G.S.Toteja