

Annexure-3

ANNEXURE-1

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Confidential

Department of Science & Technology

Technology Bhawan  
New Mehrauli Road  
New Delhi-110016

D.O. No.DST/MS/1(45)/82

Nov.14/22, 1983

Dear

Flexible Complementing Scheme for Scientific Posts.

The principle of Flexible Complementing Scheme under which the scientist are considered for promotion from one grade to next higher grade after a prescribed period of service on the basis of merit and ability irrespective of the occurrence of vacancy in the higher grade had been accepted by the III Pay Commission. However, it was introduced only in some of the Departments/ organization like the CSIR, ICAR, DRDO, Department of Space, Department of Atomic Energy and IMD and was not introduced in a large number of institutions/ organizations under the Government Science Advisory Committee to the Cabinet (SACC), while considering the personnel policies for S&T personnel, amongst several issues, had considered this matter also and had taken the initiative so that guidelines could be issued by the Government for introducing the scheme in all scientific organizations/ institutions of the Government.

The Government have now approved and issued guidelines/ norms for the introduction of Flexible Complementing Scheme in scientific departments/ organizations/ institution under the Government of India, a copy of which is enclosed. I would, therefore, request you that proposals for introduction of this Scheme in organizations/ institutions under your Department may kindly be framed and processed with as given in paragraph 2 of the guidelines. I shall be grateful if you would kindly send to me quarterly reports beginning from 1.10.83 of the progress made in framing and processing the proposal for introducing the Scheme of Flexible Complementing in your department/ institution/ organization so that a report can be presented to the SACC. According to the information available with us, this Scheme is to be introduced in the departments/ institutions/ organizations given in the enclosed list. If there are any other scientific institutions/ organizations which are not mentioned in the list, action to introduce this Scheme in them also may be taken. In this connection, you may wish to consider the criteria which were endorsed by SACC for identifying the S&T institutions.

For any clarifications regarding the guidelines/ procedures, Shri Vinay Shankar, Joint Secretary, DST may kindly be consulted.

Kindly acknowledge receipt of this letter.

With kind regards,

Yours sincerely,  
Sd/-  
(S.Varadarajan)

Encl a/a

Addressed to Secretaries to various Ministries/ Depts. of the Government

Note for kind attention.

The enclosed guidelines envisage consultation with UPSC. The organization which are not under the purview of UPSC may kindly conduct the adoption of the "Flexible complementing scheme" in accordance with their own administrative procedure.

**Guidelines/ norms for the introduction of flexible complementing scheme in scientific Departments/ Organisations under the Govt. of India**

- (1) The flexible complementing scheme, as recommended by the Third Pay Commission, seeks to ensure that promotion of an officer in scientific service from one grade to next higher grade takes place after a prescribed period of service on the basis of merit and ability irrespective of the occurrence of vacancy in the higher grade.
- (2) The scheme is applicable to Group 'A' services/ Cadres in Scientific Departments under Government of India. The Scheme may be introduced in individual Departments with the concurrence of the Ministry of Finance, Deptt. of personnel and Administrative Reforms and UPSC.
- (3) Ordinarily, the scheme applies to three levels viz. (a) S-I Rs.700-1300 (b) S-II Rs.1100-1600 and (c) S-III Rs. 1500-2000. In very exceptional cases, the scheme may be extended to the next higher level, viz. Rs.1800-2250, on merits depending on the extent of stagnation at this level.
- (4) For this purposes, the total number of posts in various Grades put together its to be determined on the basis of functional requirements. These posts are allocated to the various grades in the normal course for the purposes of initial recruitment or induction.
- (5) As between S-I and S-II, there will be complete interchangeability without any restriction except that the total number of incumbents should not exceed the total umber of posts S-I and S-II put together. For this purpose the total number of posts will be fixed for S-I and S-II together and the Department will be free to vary the individual numbers in the junior and

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D.O. No. 1745-1149/83

Nov. 14/22, 1983

Technology Bhawan  
New Mehrauli Road  
New Delhi-110016

Dear

Flexible Complementing Scheme for Scientific Posts.

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The Government have now approved and issued guidelines/norms for the introduction of Flexible Complementing Scheme in scientific departments/organisations/institutions under the Government of India, a copy of which is enclosed. I would, therefore, request you that proposals for introduction of this Scheme in organisations/institutions under your Department may kindly be framed and processed with as given in paragraph 2 of the guidelines. I shall be grateful if you would kindly send to me quarterly reports beginning from 1.10.83 of the progress made in framing and processing the proposal for introducing the Scheme of Flexible Complementing in your department/institution/organisation so that a report can be presented to the SACC. According to the information available with us, this Scheme is to be introduced in the departments/institutions/organisations given in the enclosed list. If there are any other scientific institutions/organisations which are not mentioned in the list, action to introduce this Scheme in them also may be taken. In this connection, you may wish to consider the criteria which were endorsed by SACC for identifying the S&T institutions.

For any clarifications regarding the guidelines/procedures, Shri Vinay Shankar, Joint Secretary, DST may kindly be consulted.

Kindly acknowledge receipt of this letter.  
With kind regards,

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sd/-  
(S. Varadarajan)

For Page  
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Note for kind attention

The enclosed guidelines envisage consultation with IAEA.  
The organizations which are to be under the purview of IAEA  
may kindly consider the adoption of the "In situ complement-  
ing scheme" in accordance with their own administrative procedure.

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Guidelines/norms for the introduction of flexible complementing scheme in Scientific Departments/Organisation under the Govt. of India.

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