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No.2/41/97-PIC  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training  
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New Delhi, dated 9th Nov., 1998

OFFICE MEMORANDUM

Sub: Flexible Complementing Scheme for Scientists in various scientific departments - recommendations of the Fifth Central Pay Commission for modification of the Scheme- regarding.  
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The undersigned is directed to say that in Chapter 51 of its report, the Fifth Central Pay Commission has made a number of recommendations for modifying the existing Flexible Complementing Scheme in operation in Scientific & Technological Departments for in-situ promotion of scientists/ technical personnel, with a view to removing the shortcomings/inadequacies in the Scheme highlighted by the Commission. The recommendations of the Fifth Central Pay Commission in this regard have been examined in consultation with the Secretaries of the Department of Science & Technology and some other major scientific Departments and the following decisions have been taken:

1. The recommendation of the Pay Commission that the modified Flexible Complementing Scheme proposed by it should be applicable in all the Departments, including

the Departments of Space, Atomic Energy and DRDO without any special dispensation for any individual Department, has not been accepted. The existing scheme of merit-based promotion system covering the Groups A, B & C personnel, as presently applicable in the Deptt. of Atomic Energy, the Deptt. of Space and the DRDO shall continue.

2. The recommendation of the Pay Commission to define "scientific administrators" and to exclude them from the benefit of in-situ promotions under Flexible Complementing Scheme and to bring them under the ambit of "Assured Career Progression Scheme" formulated by the Pay Commission has not been accepted. However, it has been decided that the Flexible Complementing Scheme should, as per its original objective, be made applicable only to **scientists and technologists holding scientific posts in scientific and technology departments and who are engaged in scientific activities and services.** It has also been decided that assessment norms for promotions under the Flexible Complementing Scheme should be rigorous with due emphasis on evaluation of scientific and technical knowledge so that only the scientists who have to their credit demonstrable achievements or higher level of technical merit are recommended for promotion under the Flexible Complementing Scheme. For achieving these

objectives, the following decisions have been taken:

a) The criteria for identifying institutions/organisations as scientific and technological institutions as well as for defining scientific activities and services, scientists and engineers and the scientific posts shall be as prescribed in Annexure I to this Office Memorandum. The FCS shall not be applicable where the criteria specified vide this Office Memorandum are not fully met.

b) A revised assessment procedure as prescribed in Annexure II to this Office Memorandum shall henceforth be followed by all scientific Ministries/Departments for considering advancement under FCS.

3. The recommendations of the Pay Commission that the existing disparities in the operation of Flexible Complementing Scheme in various scientific and technical departments in the matter of designation of posts, the number of pay scales and the residency period should be removed and there should be uniformity in this regard has been accepted. Accordingly, all the posts covered under the Flexible Complementing Scheme shall carry the following uniform scales of pay, designations and the minimum residency period linked to performance:-

