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GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF ENVIRONMENT AND FORESTS
ITANAGAR

NOTIFICATION

The 12th May, 2017

No. FOR. 423/E(A)-2/88 Pt-II.—In exercise of the power conferred by the provision to Article 309 of the Constitution of India in supersession of all Recruitment Rules notified in the subject, except in respect of things done or omitted to be done before such supersession, the Government of Arunachal Pradesh is pleased to make the following rules to regulate the method of recruitment to the post (s) of “**Scientist Group “A”**”, (Gazetted) in the Department of Environment & Forests (State Forest Research Institute) under Government of Arunachal Pradesh, namely:-

- 1. Short title and commencement:-** (i) These rules may be called “**The General Arunachal Pradesh, Scientist Group- ‘A’ Gazetted (Non-Ministerial) Scientific & Technical Recruitment Rules, 2017**”.
(ii) They shall come into force on the date of their publication in the Arunachal Pradesh Gazette.
- 2. These rules shall apply to the posts as specified in column 1 of the schedule Annexed to the Rules.**
- 3. Number of posts, classification and Pay Band/Grade Pay/Pay Scale :-** The number of posts, their classification and the Pay Band and Grade Pay/Pay scale attached thereto shall be as specified in column 2 to 4 in the schedule aforesaid.
- 4. Method of recruitment, age limit and other qualifications :-** The method of recruitment to the posts, age limit, qualification and other matters relating thereto shall be specified in columns 5 to 13 in the schedule aforesaid.
- 5. Disqualification :** No person,-
 - (a) who has entered into or contracted a marriage with a person having a spouse living, or
 - (b) who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for the appointment to the said post. Provided that such marriage is permissible under the personal law applicable to such person and the other party to marriage and there are other ground for doing so and which exempts any person from the operation of the rule.
- 6. Power to relax :** Where the Government of Arunachal Pradesh is of opinion that it is necessary or expedient so to do, he may by order for reasons to be recorded in writing and in consultation with selection board relax any provisions of these rules with respect to any class or category or person.
- 7. Repeal and saving :** All rules and procedures corresponding to these rules and procedures in force immediately before the commencement of these rules are hereby repealed, provided that any order made or action taken under the rules so repealed shall be deemed to have been validly made or taken under the corresponding provisions of these rules.

Nothing in these rules shall affect reservation/relaxation of age limit and other concession required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Government of Arunachal Pradesh from time to time in this regard.

Omkar Singh
Principal Secretary (Environment and Forests),
Government of Arunachal Pradesh,
Itanagar.

(See Rule, 2, 3 & 4)

Schedule - I

RECRUITMENT RULE TO THE POST OF SCIENTIST

Column No.	Particulars	Provision
1	2	3
1.	Name of the Post	: Scientist
2.	Number of post	: 8 (eight) in all as of 2015 in various Grade from Scientist B to Scientist F including. Scientist - C Scientist - D Scientist - E Scientist - F
3.	Classification	: General Arunachal Service, Group - 'A', Non-Ministerial, Scientific and technical.
4.	Pay Band/Grade Pay/Pay Scale	: Scientist - B PB 3 ₹ 15,600-39,100 + GP ₹ 5,400 Scientist - C PB 3 ₹ 15,600-39,100 + GP ₹ 6,600 Scientist - D PB 3 ₹ 15,600-39,100 + GP ₹ 7,600 Scientist - E PB 4 ₹ 37,400 - 67,000 + GP ₹ 8,700 Scientist - F PB 4 ₹ 37,400-67,000 + GP ₹ 8,900
5.	Whether selection post or non-selection post	: Not Applicable.
6.	Age limit for direct recruits	: Between 21 and 35 years
7.	Educational and other qualification required for direct recruits	: Essential 1st Class masters degree in Natural Science in relevant subject, desirable : (i) Doctorate in natural science. (ii) 5 years Research experience in relevant subjects from any central and State Research Institute.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in case of promotees.	: (a) Age - Not applicable. (b) Educational qualification - Applicable.
9.	Period of probation	: 2 (two) years.
10.	Method of recruitment whether by direct recruitment or by deputation/transfer & percentage of the vacancies to be filled by various methods.	: 1. By direct recruitment in the degree of Scientist - B on the basis of the merit adjudged on the basis of the written competitive examination on the following subjects :- 1. English — 100 Marks 2. Optional subjects — 400 Marks 3. Viva-voce — 60 Marks <hr/> Total — 560 Marks 2. Failing which, by transfer on deputation from State/ Central Government employees holding analogous post and possessing educational qualification as under column 7. 3. The period of deputation shall ordinarily not exceed 3 years. NB :- (i) The minimum qualifying pass marks shall be as per the provisions of the office memorandum. No. OM-54/2006 dated 7th January, 2008.

1	2	3
		(ii) The maximum age limit for appointment by transfer on deputation (including short contract)/ shall not exceed 56 years as on the closing date of the receipt of the applications.
		(iii) Scheme of examination shall be notified separately.
11.	In case of recruitment by promotion/ deputation/transfer grades from which promotion/deputation/ transfer to be made	Promotion from Scientist B to F shall be as per the Modified Flexible Complementing Scheme as of Government of India as notified from time to time. Relevant extracts are in schedule-II.
12.	If a DPC exists, what is its composition.	<p>: GROUP "A" DPC for confirmation</p> <ol style="list-style-type: none"> 1. Chief Secretary - Chairman 2. PCCF - Member 3. Commissioner/Secretary not connected to the work of the Department - Member 4. One APST Group 'A' officer not below the rank of the Secretary to the Government of Arunachal Pradesh, if none of the members belong to APST - Member. <p>Committee for Flexible complementing scheme.</p> <p>Level - I Screening (Internal)</p> <ol style="list-style-type: none"> 1. Principal Chief Conservation of Forest - Chairman 2. Commissioner/Secretary not connected to the works of the Department - Member 3. Director SFRI - Member 4. Subject expert - Member 5. One APST Group 'A' Officer not below the rank of the Secretary to the Government of Arunachal Pradesh, if none of the members belong to APST- Member <p>Level - II Screening (External)</p> <ol style="list-style-type: none"> 1. Chief Secretary - Chairman 2. Subject expert form NERIST - Member 3. Subject expert form Rajeev Gandhi University - Member 4. Subject expert from a Research Organization - Member
13.	Circumstance in which the APPSC is to be consulted in making recruitment	: Consultation with the Commissioner as per APPSC (Limitations of function) Regulation, 1988 as amended from time to time.

*The notification governing the matter at present is Gol DoPT O.M. No. AB-14017/37/2008-Estt.(RR) dated 10th September, 2010.

(Schedule - II)

(See Rule 4, Schedule-I, Column-II)

Flexible Complementing scheme

1. The Flexible Complementing Scheme (FCS) is an in-situ promotion scheme for scientist for which, criteria shall be proven merit and records of research. The assessment norms for promotion under FCS shall be rigorous. Due emphasis shall be laid on evaluation of professional contribution and technical knowledge to ensure that only Scientist having to their credit demonstrable achievements or higher level of technical merit are recommended. Scientists recommended shall not only possess the requisite qualification, but, should also be engaged in Scientific and innovative activities as distinct from the mere applicable technical knowledge and further, the function discharged by them are relatable or identifiable to their academic specialization.
2. Scientists or Technical experts doing management or administrative work in the Ministries shall not be considered for up-gradation under FCS. However, they shall be given benefit of up-gradation under the Modified Assured Career Progression Scheme.

3. The scientists appointed on deputation or contract shall not be eligible for flexible complementing scheme promotions (FCS). Only regular Scientists of the Department of Environment and Forests shall be eligible for FCS promotion.
4. There shall be no retrospective promotion under FCS. The promotions under FCS shall be effective from date these are approved by the appointing authority.
5. The promotion under FCS shall be limited to posts carrying a Grade Pay of ₹ 8,900 or lower.
6. The promotion under FCS shall be applicable only to those Scientists and Technologist who hold scientific posts and are engaged in scientific activities and service as defined in Gol. MoPPG & P (DoPT) OM. No. AB-14017/37/2008-Estt.(RR) dated 10th September, 2010. For promotion under FCS, the Scientist shall possess the following essential qualification namely: Masters degree in natural science or equivalent.
7. All the posts covered under FCS shall carry the following uniform Pay Band and Grade Pay, designation and the minimum residency period linked to performance as follows:-

Sl.No.	Pay Band and Grade Pay	Designation	Minimum Residency period linked to performance
1	2	3	4
1.	Pay Band-3, ₹ 15,600-39,100 with Grade Pay of ₹ 5,400	Scientists 'B'	3 years
2.	Pay Band-3, ₹ 15,600-39,100 with Grade Pay of ₹ 6,600	Scientists 'C'	4 years
3.	Pay Band-3, ₹ 15,600-39,100 with Grade Pay of ₹ 7,600	Scientists 'D'	4 years
4.	Pay Band-4, ₹ 37,400-67,000 with Grade Pay of ₹ 8,700	Scientists 'E'	5 years

- 8.1. The following of period of service shall count towards the minimum residency period necessarily required to be put up in the lower grade for promotion to the next higher grade, namely.
 - (i) The period spent on deputation or Foreign Service to another scientific post;
 - (ii) The period of study leave or any other leave for improving the academic accomplishment;
 - (iii) The period of maternity leave and leave taken in continuation of the same for a maximum period of one year.
 - (iv) The period of earned leave not exceeding 180 days at a time sanctioned as per leave rules.
- 8.2. The period spent on deputation or Foreign Service to a non-scientific post and the period of leave on medical grounds, leave such as extraordinary leave availed on personal grounds shall not count towards the minimum residency period.
9. The regular services rendered excluding ad-hoc service/non-qualifying service, in a post shall count for the purpose of review for promotion to the next higher grade under FCS.
10. The exceptionally meritorious candidates with all outstanding grading shall be granted relaxation in the residency period, the relaxation being not more than one year on any single occasion, limited to maximum of two occasions in their entire career.
11. Field experience in research and development and experience in implementation of such scientific projects is compulsory for promotion of scientists recruited to the post in the Secretariat of the scientific ministries or Departments of higher grades under FCS.
12. Field experience of at least two years and five years respectively shall be essential for promotion to Scientists 'F'.
13. The criteria for field experience for different scientific activities have been elaborated under scientific activities and service rule under notification of Gol, DoPT No. AB-1407/37/2008 Estt.(RR) dated 10th September, 2010. To meet this requirement, existing scientists at Headquarters shall be considered for appointment on deputation basis to the scientific laboratories or institutes or universities or other relevant scientific activities.
14. The period spend on acquiring essential qualifications prescribed for direct recruits shall not count towards experience. However, period spent on acquiring doctorate degree from recognized university or instate in cases where doctorate degree is not an essential qualification, subject to a maximum of two years, and period spent on the post doctorate research in a university or research institute, as evidenced by certification by such university or institute and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.

15. The eligible Scientist shall be given three chances for assessment for FCS for the next grade. In case a scientist does not qualify under FCS for three successive years of chances for up-gradation to the next higher grade, he shall be covered under the Modified Assured Career Progression Scheme according to the provisions of the same.
16. **Broad assessment process :-**
- The process for assessment for FCS promotions shall be undertaken twice a year, as on 1st Government/State Government in accordance with the FCS guidelines issued by the DoPT, Government of India from time to time.
 - The process for assessment for FCS promotions shall be undertaken twice a year, as on 1st January and 1st of July every year. The process shall be initiated at least 3 months in advance.
 - Cases of those scientists who have completed or will complete the minimum residency period as on the cut-off dates of assessment viz-1st January and 1st July, as the case may be, and have earned or will earn number of annual ACRs/ AP ARs equal to or more the number of years of minimum residency period for the period of preceding the cut off dates of assessment, shall be considered for FCS assessment.
17. There shall be two levels of assessment for FCS. The assessment procedure shall be as prescribed below based on the APAR and the annual work report to be submitted by each scientist as prescribed in Annexure-IV of GoI, DoPT Notification No. AB-1407/37/2008 Estt. (RR) dated 10th September, 2010.

17.1. **Level 1 Screening (Internal) :-**

- An Internal Screening Committee shall be constituted by the State Government for evaluation of annual work reports vis a vis criteria for up-gradation under FCS. Level -1 Screening Committee shall be assess the Scientists based on Annual Confidential Report for Annual Performance Appraisal Report and give its report and recommendations with specific reason, on Screening in or 'Screening out' of the eligible candidates.
- Candidates who are 'Screening out' in level screening process shall be considered again after one year when they earn at least one more Annual Confidential Report or Annual Performance Appraisal Report and shall be subjected to the prescribed screening process again.
- All scientists eligible according to the provisions of FCS and who meet the bench mark of 'Good' for up-gradation to Scientist 'C' and 'Very Good' for up-gradation to Scientific 'D' and above would be screened in. The internal screening committee would report on the scientific content or work done by the Scientist in the prescribed format and same would be made available to the external assessment committee.

17.2. **Level 2 Screening (External) :-**

- Scientists 'Screening in' by the level -1 screening committee shall be placed before level - 2 screening committee.
- Such 'Screening in' candidates shall be called for interview by level -2 Screening Committee.
- Level -2 Screening Committee shall be free to devise its process and procedure for assessment, which may include presentation by the candidates, interview etc.
- Level -2 Screening Committee shall in each case, document specifically through a one page summary, the specific content of work done justifying the merit and the suitability of the candidates for promotion to the next higher grade.
- The level -2 Screening Committee shall specially certify that the Scientists recommended meet all the criteria for in-situ promotion under FCS as prescribed under the rules.
- The level -2 Screening Committee shall make its recommendations on the basis of assessment of Annual Work Reports, presentations made by the candidates before it, performance during the interview, academic and professional record of the candidates, research and development experience of the candidates evidenced by publication of research work in journals of repute, and such other factors or parameters as the committee may consider necessary.
- Candidates who fail to obtain the minimum required marks in the level -2 screening as prescribed by the State Government shall go through the entire screening process viz Level -1 Screening and Level -2 Screening again after one year, when they earn at-least one more Annual confidential Report or Annual Performance Appraisal Report.

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Itanagar.