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No. 2/41/97-PIC
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel and Training

New Delhi, the 5 November, 2000

OFFICE MEMORANDUM

Subject: Promotion of Scientists Gr.'A' under Flexible Complementing Scheme - Issue of treatment of period of deputation/foreign service/leave etc. towards the minimum residency period.

The Flexible Complementing Scheme applicable to Scientists Gr.'A' in identified Scientific Ministries/Departments/Organisations provides for promotion of Scientists to the next higher grade on in-situ basis without linkage to availability of vacancies on completion of the minimum prescribed residency period in the lower grade subject to acquiring the residency linked assessment norms. Earlier, there was a lack of uniformity in operation of Flexible Complementing Scheme in various Ministries/Departments/Organisations in various matters. The issue was examined in detail by the Fifth Central Pay Commission which recommended a modified Flexible Complementing Scheme with the purpose of rationalising and restricting the scope of FCS and also to bring a uniformity in the operation of the Scheme in identified Ministries/Departments/Organisations in matters such as designation of posts, scales operated under the Scheme, minimum residency period at various levels, assessment/screening in procedures, eligibility qualifications, etc. These recommendations were examined by the Government and were accepted with certain modifications vide DOPT Office Memorandum dated 9.11.1998. An umbrella Notification was also issued on the same date to amend certain provisions of the relevant Recruitment Rules with immediate effect to bring them in conformity with the decisions taken by the Government.

2. However, a lack of uniformity still persists in the matter of treatment of period spent on foreign service/deputation, study leave, and other kinds of leave, including leave on medical grounds, EOL etc., towards the minimum residency period required to be necessarily put in by a Scientist in the existing grade for promotion to the next higher grade. It has been considered that a uniform approach in this regard would be highly desirable.

3. The matter has been considered in all its aspects. It has been decided in consultation with the Ministry of Science & Technology that the period spent on deputation/foreign service to another Scientific post, which helps a Scientist to acquire Scientific experience in a diverse set up and the necessary field experience now made mandatory for promotion to Sr. Scientific posts, as well as the period of Study Leave/any other Leave taken for improving the academic accomplishments, shall count towards the minimum residency period necessarily required to be put in the lower grade for promotion to the next higher grade. However, the period spent on deputation/foreign service to a non-scientific post and the period of leave including leave on medical grounds, EOL etc. availed on personal grounds shall not count towards the minimum residency period.

4. All the Scientific Ministries/Departments/Organisations, where Flexible Complementing Scheme for Group 'A' Scientists is in operation, are advised to take note of the above decision for implementation.

(Vijay Kumar)
Under Secretary to the Government of India

To

All Ministries/Departments with usual endorsements.