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भारत सरकार  
विज्ञान और प्रौद्योगिकी मंत्रालय  
विज्ञान और प्रौद्योगिकी विभाग  
टेक्नोलॉजी भवन, नया महरौली मार्ग  
नई दिल्ली-110 016

GOVERNMENT OF INDIA  
MINISTRY OF SCIENCE AND TECHNOLOGY  
DEPARTMENT OF SCIENCE AND TECHNOLOGY  
TECHNOLOGY BHAVAN, NEW MEHRAULI ROAD  
NEW DELHI-110 016

**A-12018/01/2024-Estt.III**

Dated: 02-07-2024

### OFFICE MEMORANDUM

विषय: Seeking comments from the stakeholders on draft recruitment rules for Scientists in Department of Science and Technology (DST) – reg.

This Department is in the process of framing recruitment rules for scientists in this Department. After notification, these rules shall supersede Department of Science and Technology Group 'A' Gazetted Posts (non-ministerial, scientific and technical) Rules, 2013. In this regard, the draft RRs are being put up on this Department's website for 30 days for inviting comments from stakeholders.

2. All stakeholders are, therefore, requested to peruse the draft RRs, 2024 and give their inputs preferably in a tabular form (in a word file) by specifically indicating the para number, original content and the change suggested w.r.t the original content latest by **01.08.2024**. The comments may be sent preferably via email to **recruitmentcell-dst@nic.in**.

Encl: as above.

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To:

Shri Rabindra K. Panigraphy, Scientist 'E' & WIM, DST – with a request to upload the draft RRs on recruitment cell webpage and what's new tab of the DST website.

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MINISTRY OF SCIENCE AND TECHNOLOGY  
(Department of Science and Technology)  
New Delhi, the

G.S.R.---- In exercise of the powers conferred by the proviso to Article 309 of the Constitution and in supersession of the Department of Science and Technology Group 'A' Gazetted Posts (non-ministerial, scientific and technical) Rules, 2013, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment and the conditions of service of the Group 'A' posts in the Department of Science and Technology, namely: ----

**1.Short-title, commencement and application.** --- (1) These rules may be called the Department of Science and Technology Group 'A' Gazetted Posts (non-ministerial, scientific and technical) Rules, 2024.

(2) They shall come into force on the date of their publication in the Official Gazette.

**2.Definitions:** In these rules, unless the context otherwise requires. ---

**(a) “research and development experience”** means and includes the following for the purposes of direct recruitment or deputation (including short-term contract) etc.: -

- i. working experience in scientific laboratories or institutes, period spent on doctoral or post-doctoral degrees in basic research.
- ii. working experience in scientific laboratories or institutes, period spent on doctoral or post-doctoral degrees in applied research.
- iii. working experience in experimental development for application of scientific knowledge directed towards producing new or substantially improved material, devices, products, processes, systems or services, provided such work is not of routine use of scientific knowledge but in application of scientific knowledge for creation of new/innovative systems, practices, models.
- iv. working experience in research and development laboratories and institutions, scientific projects being operated in mission mode, working on international collaboration research and development projects etc.
- v. full time working experience in specific research and development projects or during any post-doctoral research project in any Institute or University as evidenced by certification by such Institute or University and publication of research work in journals of repute;

**(b) “managerial capacity”** means ability to manage and co-ordinate science and technology related activities at a senior level with clear understanding of issues involved in putting together quality science and technology programmes and ability to provide direction and guidance to subordinates and ability to groom them to take up higher level of responsibility;

**(c) “Modified Assured Career Progression Scheme”** means Scheme as

notified by the Department of Personnel & Training (DoPT) vide O.M. No. 35034/3/2015-Estt. (D) dated the 22<sup>nd</sup> October, 2019 as amended from time to time;

**(d) “scientific post”** means a post in which the incumbent is a Scientist or Engineer, working in a scientific institution/organization declared as Scientific Department by following due procedure and who is engaged in creating new scientific knowledge or innovative engineering, technological or medical techniques or which is involved predominantly in professional research work and development;

**(e) “Scientists and Engineers”** means persons who: -

(a) are recruited as such and continue to hold a scientific post as defined above; and

(b) possesses academic qualification of at least Master’s Degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Bachelor’s Degree (minimum 4 year degree course) from a recognized University or Institute in any of the disciplines specified in Schedule V.

**Note:** Subjects under each broad discipline shall be as specified in Schedule IV and Schedule V. An Inter-Ministerial Committee (IMC) chaired by Secretary, DoPT with Secretary, DST as Member shall consider any issue of interpretation regarding Educational Qualifications or inclusion of new disciplines. The decision of the Committee shall be final. The IMC may also invite Expert to assist the Committee.

**(f) “scientific activities and services”** means and includes the following namely: -

(i) fundamental/ basic research, that is to say original investigation to gain new scientific knowledge, not necessarily directed towards any specific practical aim or application, working in scientific laboratories/institutes, period spent on doctoral/ post-doctoral degrees in basic research.

(ii) applied research, that is to say, original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective; working in scientific laboratories or institutes, period spent on doctoral/ post-doctoral degrees in applied research.

(iii) experimental development, that is to say, application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services, field experience that depends on the work profile of the Department.

**Explanation.** For the purpose of this clause, it is clarified that the work relating to experimental development shall not be of routine use of scientific knowledge but shall involve application of scientific knowledge for creation of new/innovative systems, practices and models.

(iv) scientific and technical activities which are directly linked to research and development in terms of promoting the scientific activities and services. Working in Research and Development laboratories and institutions, scientific projects being operated in mission mode, working on international collaboration Research and Development projects etc;

(v) Formulating Schemes/projects & implementation requiring application of Scientific/Technical/Technological knowledge, monitoring of their performance; and delivery of services to the industry.

(g) “**Schedule**” means a Schedule appended to these rules.

(h) “**Central Government**” means Government of India in the Department of Science & Technology.

**3. Name and number of posts, classification and Level in the pay matrix as per 7<sup>th</sup> CPC.**--- (1) The number of posts, their classification, pay band and pay scale attached thereto shall be as specified under :

Sl. No.	Name of post	Classification	Number of posts	Level in the pay matrix as per 7 <sup>th</sup> CPC
1.	Scientist ‘B’	General Central Service, Group ‘A’ Gazetted (Non- Ministerial, Scientific and Technical)	46*	Level-10 (Rs. 56100 - 177500)
2.	Scientist ‘C’		44*	Level-11 (Rs. 67700 - 208700)
3.	Scientist ‘D’		21*	Level-12 (Rs. 78800- 209200)
4.	Scientist ‘E’		0*	Level-13 (Rs. 123100- 215900)
5.	Scientist ‘F’		02*	Level-13A (Rs. 131100 - 216600)
6.	Scientist ‘G’		01*	Level-14 (Rs. 144200- 218200)
<b>Total</b>			<b>114</b>	

\*Subject to variation dependent on workload

(2) Total number of sanctioned posts from Scientist 'B' to 'G' shall be 114.

#### **4. Method of Recruitment-**

1. Where promotion/upgradation, as applicable, is the method of recruitment, the posts of Scientist 'B' shall be non-selection posts and the posts of Scientist 'C' to 'G' shall be selection posts.

(2) The posts shall be exempted from the purview of the Union Public Service Commission for the purpose of recruitment, except for filling the posts of Scientist 'B' through promotion.

(3) Recruitment for the posts of Scientist 'B' shall be made either by direct recruitment or promotion or deputation (including short term contract) as specified in Schedule I.

(4) Recruitment for the posts of Scientist 'C' to 'G' shall be made either by direct recruitment or promotion/upgradation under Flexible Complementing Scheme (FCS) or deputation (including short term contract) as specified in Schedule II.

(5) Particular method of recruitment for each post or each case of Scientist 'B' shall be decided by the Central Government from time to time.

(6) For the posts of Scientists 'C' to 'G', it shall be first considered to fill up the vacancies from the Scientists in the feeder grade who are recommended for promotion to the next higher grade under Flexible Complementing Scheme. However, based on functional needs and with the approval of Central Government, some of these vacancies may be filled by the direct recruitment or deputation (including short term contract) based on the level of vacancy and commensurate with the higher qualifications and skills of individual candidates within the overall sanctioned strength.

(7) Particular discipline and particular subject(s) for each post or in each case of direct recruitment shall be decided by the Central Government, keeping in view the availability of Scientists of different disciplines and further requirement of Scientist in a particular discipline. The particular discipline shall be chosen from a list of disciplines mentioned in Schedule IV and Schedule V of these rules and particular subject shall be chosen from the list of subjects mentioned under that particular discipline in Schedule IV/Schedule V of these rules.

(8) Ex-Servicemen may be recruited on re-employment basis in accordance with the orders issued by the Central Government from time to time.

**5. Promotion/Upgradation-** Promotions/upgradation to the posts of Scientists 'C' to 'G' shall be governed by the provisions of the Flexible

Complementing Scheme (FCS) as specified in Schedule III and as amended by the Department of Personnel and Training from time to time.

**6. Annual Performance and Appraisal Reports and Annual Work Reports.**

–Annual Performance and Appraisal Reports along with Annual Work Reports of Scientists shall be recorded in accordance with the instructions, time schedules and the formats prescribed by the Central Government or the Department of Personnel and Training from time to time.

**7. Probation-** (1) The period of probation for Scientists appointed to the grade of Scientist 'B', either by direct recruitment or by promotion from Group 'B' scale, shall be two years. The period of probation shall be two years for Scientists appointed to the grade of Scientist 'C' by direct recruitment and one year for Scientists appointed to the grade of Scientist 'D' and above by direct recruitment.

Provided that the Cadre Controlling Authority may extend the period of probation in accordance with the instructions issued by Central Government from time to time in this regard.

Provided further that any decision for extension of a probation period shall be taken ordinarily within eight weeks after the expiry of the previous probationary period and communicated in writing to the concerned officer together with the reasons for so doing within the said period.

(2) On completion of the period of probation or any extension thereof, Scientists shall, if considered fit for permanent appointment, be retained in their appointments on regular basis and be confirmed against the available substantive vacancies.

(3) If, during the period of probation or any extension thereof, as the case may be, the Central Government is of the opinion that a Scientist is not fit for permanent appointment, the Central Government may discharge or revert the Scientist to the post held by him/her prior to his/her appointment in the service, as the case may be.

(4) During the period of probation, or any extension thereof, Scientists may be required by Government to undergo such courses of training and instructions and to pass examinations and tests (including examination in Hindi) as Government may deem fit, as a condition to satisfactory completion of the probation.

(5) As regards other matters relating to probation, the members of the service shall be governed by the instructions issued by the Central Government in this regard from time to time.

**8. Confirmation.** – Confirmation of Scientist appointed through direct recruitment shall be done by the Central Government on the recommendations of Departmental Confirmation Committee (DCC). The composition of DCC shall be as follows:

i. **For Scientist 'B' to 'F':**

1.	Secretary, Department of Science and Technology	Chairperson
2.	Joint Secretary (Administration)	Member
3.	Head of Division in which Scientist concerned is working or have worked	Member

ii. **For Scientist 'G':**

1.	Secretary, Department of Science and Technology	Chairperson
2.	Additional Secretary or equivalent from any Central Government Department including DST.	Member
3.	Senior Scientist (Level 15 or above) from any Central Government Department including DST.	Member

**9. Appointing Authority-** In the case of Scientist 'B', 'C', 'D' 'E' and 'F' the appointing authority will be Minister-in-charge and in the case of Scientist 'G', appointing authority will be the Appointments Committee of the Cabinet (ACC).

**10. 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 appointment to any of the said posts.

Provided that the Central Government may, if satisfied that such a marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

**11. Liability to serve in the Defence Service for recruits with engineering degrees.** - Any person with a degree in engineering appointed to any posts under these rules shall, if so required, be liable to serve in any defence service or posts connected with the defence of India for a period not more than four years including the period, if any, spent on training:

Provided that the person shall not be required to serve aforesaid.

(a). after expiry of ten years from the date of appointment;

(b).ordinarily, after attaining the age of forty years.



**12. Liability of officers to serve in India and outside-** The Scientists appointed to any posts under these rules shall be liable to serve anywhere in India and outside.

**13. Training Courses-** (1) Scientists appointed shall be liable to undergo such training, and be detailed on courses of instruction in India or abroad as the Central Government may decide from time to time. In all cases of direct recruitment there should be a mandatory induction training of at least two weeks duration. Successful completion of the training shall be a pre-requisite for completion of probation.

(2) The course shall include acquiring working knowledge of Hindi, as per standard's prescribed by the Central Government from time to time.

(3) An officer detailed for training or course, the duration of which is six months or more or an officer detailed for training outside India or with private firms or factories in India, irrespective of the duration of the training, shall be liable to refund in full the cost of training, if, for any reason, during the training or within a period of three years after the completion of such training, the officer chooses to discontinue the service.

**14. Classification of posts for the purpose of medical standards-** All posts under these rules shall be deemed to be non-technical posts for purpose of medical standards as specified in the medical regulations and medical report for the Indian Administrative Service, Indian Foreign Service and the Central Services.

**15. Power to relax-** Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order for reasons to be recorded in writing and in consultation with Department of Personnel & Training and in matters where consultation with Union Public Service Commission is necessary, in consultation with Department of Personnel & Training and Union Public Service Commission relax any of the provisions of these rules with respect to any class or category of persons.

**16. Saving-** Nothing in these rules shall affect reservations 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 Central Government from time to time in this regard.

**SCHEDULE I**  
**(see rule 4(3))**  
**Recruitment for the post of Scientist 'B'**

**A. Direct Recruitment:**

1. Educational and other qualifications required for direct recruits—

a. **Essential:**

Master's degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Bachelor's Degree (minimum 4 year degree course) from a recognized University or Institute in any of the disciplines specified in Schedule V.

b. **Desirable:**

- i. Doctorate degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Master's Degree from a recognized University or Institute in any of the disciplines specified in Schedule V.

- ii. Specialised experience in Research and Development or Industrial or Academic Institutional or Science and Technology Organisations.

**Note:** Only the experience acquired after obtaining the minimum essential educational qualification shall count towards experience. Period spent on obtaining doctorate degree (in the field of Essential Qualification) from a recognized University or Institute, as evidenced by certification by such University or Institute, subject to completion of the doctorate degree and subject to a maximum of two years shall count towards experience. The period spent on pursuing doctorate degree shall not count towards experience for any purpose, if the doctorate degree has not been awarded. Total period spent on post doctorate research whether in a single or multiple field(s) or whether from a single or multiple University/Universities or Research Institute(s) as evidenced by certification by such University/Universities or Institute(s) and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.”

2. Age limit for direct recruits: -

The upper age limit for direct recruitment shall not exceed 35 years.

(Relaxable for Government servants up to 5 years in accordance with the instructions or orders issued by the Central Government)

**Note:** The crucial date for determining the age limit shall be the closing date for receipt of application from candidates in non-remote areas of India and not the closing date prescribed for the candidates in remote areas i.e. Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh,

Andaman and Nicobar Islands and Lakshadweep.

**B. Promotion:** In case of recruitment by promotion, grades from which the promotion is to be made.—

Junior Analyst with five years' regular service in the parent cadre or department.

**Note 1:-** Eligibility service shall continue to be the same for persons holding the feeder posts on regular basis on the date of notification of the revised rules.

**Note 2:-** Where juniors who have completed their qualifying or eligibility service are being considered for promotion their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed probation period for promotion to the next higher grade along with their junior who have already completed such qualifying or eligibility service.

**C. Deputation (including short term contract):** In case of recruitment by deputation (including short term contract), grades from which the deputation (including short term contract) to be made.—

a. Scientists or Technologists working in the Central Government or State Governments or Union territories or Universities or recognised research Institutions or Semi Government or Statutory or Autonomous Organisations in India or abroad:

(i).holding analogous post on a regular basis, or

(ii) with four years' service in the grade rendered after appointment thereto on regular basis in the Level-8 (Rs. 47600- 151100/-) or equivalent; or

(iii) with five years' service in the grade rendered after appointment thereto on regular basis in the Level-7 (Rs. 44900- 142400/-) or equivalent; and

b. Possessing the educational qualifications and experience prescribed for direct recruits in serial number 1 (a) above.

**Note 1:** The period of deputation (including short term contract), including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organization or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year-to-year basis, subject to a maximum of seven years with the approval of the competent authority.

**Note 2:** The departmental officers in the feeder category, who are in the

direct line of promotion, shall not be eligible for consideration for appointment on deputation (including short term contract) except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationist (including those appointed on short term contract) shall not be eligible for consideration for promotions/upgradations under Flexible Complementing Scheme.

**Note 3:** The maximum age limit for appointment by deputation (including short term contract) shall not exceed 56 years as on the closing date of receipt of application for the candidates in non-remote areas of India.

**4.** Screening and selection process – For deputation (including short term contract), the screening and selection process shall be as prescribed by Central Government. For direct recruitment, the screening process shall include written test, to be conducted by the Central Government directly or through any agency or organization having experience and expertise in the area.

**5. The Departmental Promotion Committee (for consideration of promotion) consists of:**

1.	Chairman or Member, Union Public Service Commission	Chairman
2.	Joint Secretary (Admn), Department of Science & Technology	Member
3.	Scientist 'F' or Scientist' G; Department of Science & Technology (to be nominated by Secretary, Department of Science & Technology)	Member

**6.Consultation with Union Public Service Commission-** Consultation with Union Public Service Commission is necessary for recruitment by promotion.

**SCHEDULE II**  
**{see rule 4(4)}**  
**Recruitment for the posts of Scientist 'C' to Scientist 'G'**

I. **For the posts of Scientist 'C':**

A. **Direct Recruitment: -**

**Educational and other qualification required for direct recruits**

a. **Essential:**

(i) Master's degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Bachelor's Degree (minimum 4 year degree course) from a recognized University or Institute in any of the disciplines specified in Schedule V.

(ii) Four years' experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organization and Scientific activities and services.

b. **Desirable:**

Doctorate degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Master's Degree from a recognized University or Institute in any of the disciplines specified in Schedule V.

**Note:** Only the experience acquired after obtaining the minimum essential educational qualification shall count towards experience. Period spent on obtaining doctorate degree (in the field of Essential Qualification) from a recognized University or Institute, as evidenced by certification by such University or Institute, subject to completion of the doctorate degree and subject to a maximum of two years shall count towards experience. The period spent on pursuing doctorate degree shall not count towards experience for any purpose, if the doctorate degree has not been awarded. Total period spent on post doctorate research whether in a single or multiple field(s) or whether from a single or multiple University/Universities or Research Institute(s) as evidenced by certification by such University/Universities or Institute(s) and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.

**B. Promotion/Upgradation:** Promotions/upgradation shall be governed by the provisions of the Flexible Complementing Scheme (FCS) as specified in Schedule III and as amended by the Department of Personnel and Training from time to time.

**C. Deputation (including short term contract):** In case of recruitment by deputation (including short term contract), grades from which deputation (including short term contract) to be made: -

Scientists or Technologists working in the Central Government or State Governments or Union territories or Universities or recognised research Institutions or Semi Government or Statutory or Autonomous organizations in India or abroad.

a. (i) holding analogous post on regular basis; or

(ii) with five years' service in the grade rendered after appointment thereto on regular basis in the Level- 10 (Rs. 56100- 177500/-) or equivalent; and

- b. possessing the educational qualifications and experience prescribed for direct recruits under serial number (I) (A) (a) above.

**Note 1:** The period of deputation (including short term contract), including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organization or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year-to-year basis, subject to a maximum of seven years with the approval of the competent authority.

**Note 2:** Departmental candidates in the feeder category, who are in the direct line of promotion under Flexible Complementing Scheme (FCS), shall not be eligible for consideration for appointment on deputation (including short term contract) except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationist (including those appointed on short term contract) shall not be eligible for consideration for promotions/upgradations under FCS.

**Note 3:** The maximum age limit for appointment by deputation (including short term contract) shall not exceed 56 years as on the closing date of receipt of application for the candidates in non-remote areas of India.

## II. **For the posts of Scientist 'D':**

### A. **Direct Recruitment: -**

Educational and other qualifications required for direct recruits

#### **(a) Essential:-**

**(i)** Master's degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Bachelor's Degree (minimum 4 year degree course) from a recognized University or Institute in any of the disciplines specified in Schedule V.

**(ii)** Eight years' experience in research and development in industrial and academic Institution or science and technology organizations or scientific activities and services, out of which four years shall be in science and technology programme, planning, development and co-operation.

#### **(b) Desirable:**

Doctorate degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Master's Degree from a recognized University or Institute in any of the disciplines specified in Schedule V.

**Note:** Only the experience acquired after obtaining the minimum essential educational qualification shall count towards experience. Period spent on obtaining doctorate degree (in the field of Essential Qualification) from a recognized University or Institute, as evidenced by certification by such University or Institute, subject to completion of the doctorate degree and subject to a maximum of two years shall count towards experience. The period spent on pursuing doctorate degree shall not count towards experience for any purpose, if the doctorate degree has not been awarded. Total period spent on post doctorate research whether in a single or multiple field(s) or whether from a single or multiple University/Universities or Research Institute(s) as evidenced by certification by such University/Universities or Institute(s) and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.

**B. Promotion/Upgradation:** Promotions/upgradation shall be governed by the provisions of the Flexible Complementing Scheme (FCS) as specified in Schedule III and as amended by the Department of Personnel and Training from time to time.

**C. Deputation (including short term contract):** In case of recruitment by deputation (including short term contract), grades from which deputation (including short term contract) to be made:-

Scientists or Technologists working in the Central Government or State Government or Union territories or Universities or recognized research Institutions or Semi Government or Statutory or Autonomous organizations in India or abroad:

- a. (i) Holding analogous post on regular basis; or
- ii. With five years' service in the grade rendered after appointment thereto on regular basis in Level- 11 (Rs.67700- 208700/-) or equivalent; and
- b. possessing the educational qualifications and experience prescribed for direct recruits under serial number (II) (A) (a) above.

**Note1.** The period of deputation (including short term contract), including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organization or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year-to-year basis, subject to a maximum of seven years with the approval of the competent authority.

**Note 2:** Departmental candidates in the feeder category, who are in the direct line of promotion under Flexible Complementing Scheme (FCS), shall not be eligible for consideration for appointment on deputation

(including short term contract) except for the ex-cadre post for which they are not the feeder grade officers. Similarly deputationist (including those appointed on short term contract) shall not be eligible for consideration for promotions/upgradations under FCS.

**Note 3:** The maximum age limit for appointment by deputation (including short term contract) shall not exceed 56 years as on the closing date of receipt of application for the candidates in non-remote areas of India.

III. **For the posts of Scientist 'E':**

A. **Direct Recruitment: -**

Educational and other qualifications required for direct recruits: -

a. **Essential:**

(i) Doctorate degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Master's Degree from a recognized University or Institute in any of the disciplines specified in Schedule V.

(ii) Ten years' experience in research and development in industrial and academic institutions or science and technology organizations or scientific activities and services, out of which five years shall be in managerial capacity in science and technology programme, planning, development and cooperation.

b. **Desirable:**

Post Doctorate degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Doctorate Degree from a recognized University or Institute in any of the disciplines specified in Schedule V.

**Note:** Only the experience acquired after obtaining the minimum essential educational qualification shall count towards experience. Total period spent on post doctorate research whether in a single or multiple field(s) or whether from a single or multiple University/Universities or Research Institute(s) as evidenced by certification by such University/Universities or Institute(s) and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.



**B. Promotion/Upgradation:** Promotions/upgradation shall be governed by the provisions of the Flexible Complementing Scheme (FCS) as specified in Schedule III and as amended by the Department of Personnel and Training from time to time.

**C. Deputation (including short term contract):** In case of recruitment by deputation (including short term contract), grades from which deputation (including short term contract) to be made:-

Scientists or Technologists working in the Central Government or State Governments or Union territories or Universities or recognized research Institutions or Semi Government or Statutory or Autonomous organizations in India or abroad.

- a. (i) holding analogous post on regular basis; or  
(ii) with five years' service in the grade rendered after appointment thereto on regular basis in Level- 12 (Rs.78800- 209200/-) or equivalent; or  
(iii) with ten years' service in the grade rendered after appointment thereto on regular basis in Level- 11 (Rs.67700- 208700/-) or equivalent; and

(b) possessing the educational qualifications and experience prescribed for direct recruits under serial number (III) (A) (a) above.

**Note 1:** The period of deputation (including short term contract), including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organization or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year-to-year basis, subject to a maximum of seven years with the approval of the competent authority.

**Note 2:** Departmental candidates in the feeder category, who are in the direct line of promotion under Flexible Complementing Scheme (FCS), shall not be eligible for consideration for appointment on deputation (including short term contract) except for the ex-cadre for which they are not the feeder grade officers. Similarly, deputationist (including those appointed on short term contract) shall not be eligible for consideration for promotions/upgradations under FCS.

**Note 3:** The maximum age limit for appointment by deputation (including short term contract) shall not exceed 56 years as on the closing date of receipt of application for the candidates in non-remote areas of India.

#### IV. For the posts of Scientist 'F':

##### A. Direct Recruitment: -

Educational and other qualifications required for direct recruits: -

a. **Essential:**

(i) Doctorate degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Master's Degree from a recognized University or Institute in any of the disciplines specified in Schedule V.

(ii) Twelve years' experience in research and development in industrial and academic institutions or science and technology organizations or scientific activities and services, out of which six years shall be in managerial capacity in science and technology programme, planning, development and cooperation.

b. **Desirable:**

Post Doctorate degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Doctorate Degree from a recognized University or Institute in any of the disciplines specified in Schedule V.

**Note:** Only the experience acquired after obtaining the minimum essential educational qualification shall count towards experience. Total period spent on post doctorate research whether in a single or multiple field(s) or whether from a single or multiple University/Universities or Research Institute(s) as evidenced by certification by such University/Universities or Institute(s) and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience.

- B. **Promotion/Upgradation:** Promotions/upgradation shall be governed by the provisions of the Flexible Complementing Scheme (FCS) as specified in Schedule III and as amended by the Department of Personnel and Training from time to time.
- C. **Deputation (including short term contract):** In case of recruitment by deputation (including short term contract), grades from which deputation (including short term contract) to be made:-

Scientists or Technologists working in the Central Government or State Governments or Union territories or Universities or recognized research Institutions or Semi Government or Statutory or Autonomous organizations in India or abroad.

a. (i) holding analogous post on regular basis; or

(ii) with two years' service in the grade rendered after appointment thereto on regular basis in Level- 13 (Rs. 123100-215900/-) or equivalent; or

(iii) with six years' service in the grade rendered after appointment thereto on regular basis in Level- 12 (Rs.78800-209200/-) or equivalent and

b. possessing the educational qualifications and experience prescribed for direct recruits under serial number (IV) (A) (a) above.

**Note 1:** The period of deputation (including short term contract), including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organization or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year-to-year basis, subject to a maximum of seven years with the approval of the competent authority.

**Note 2:** Departmental candidates in the feeder category, who are in the direct line of promotion under Flexible Complementing Scheme (FCS), shall not be eligible for consideration for appointment on deputation (including short term contract) except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationist (including those appointed on short term contract) shall not be eligible for consideration for promotions/upgradations under FCS.

**Note 3:** The maximum age limit for appointment by deputation (including short term contract) shall not exceed 56 years as on the closing date of receipt of application for the candidates in non-remote areas of India.

## V. For the posts of Scientist 'G':

### A. Direct Recruitment: -

Educational and other qualifications required for direct recruits: -

#### a. Essential:

(i) Doctorate degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Master's Degree from a recognized University or Institute in any of the disciplines specified in Schedule V.

- i. Fifteen years' experience in research and development in industrial and academic institutions or science and technology organizations or scientific activities and services, out of which seven years shall be in administration, planning, development and cooperation of science and technology programme.
- ii. Experience of evolving, managing and directing science and technology programme; and
- iii. Published research work of high standard.

b. **Desirable:**

Post Doctorate degree from a recognized University or Institute in any of the disciplines specified in Schedule IV;

OR

Doctorate Degree from a recognized University or Institute in any of the disciplines specified in Schedule V.

**Note:** Only the experience acquired after obtaining the minimum essential educational qualification shall count towards experience. Total period spent on post doctorate research whether in a single or multiple field(s) or whether from a single or multiple University/Universities or Research Institute(s) as evidenced by certification by such University/Universities or Institute(s) and publication of research work in journals of repute, subject to maximum of two years, shall be counted as experience

B. **Promotion/Upgradation:** Promotions/upgradation shall be governed by the provisions of the Flexible Complementing Scheme (FCS) as specified in Schedule III and as amended by the Department of Personnel and Training from time to time.

C. **Deputation (including short term contract):** In case of recruitment by deputation (including short term contract), grades from which deputation (including short term contract) to be made:-

Scientists or Technologists working in the Central Government or State Government or Union territories or Universities or recognized research Institutions or Semi Government or Statutory or Autonomous Organisations in India or abroad:

a. (i) holding analogous post on regular basis, or

(ii) with two years' service in the grade rendered after appointment thereto on regular basis in Level- 13A (Rs.131100- 216600/-) or equivalent; or

(iii) with three years' service in the grade rendered after appointment thereto on regular basis in Level- 13 (Rs. 123100-215900/-) or

equivalent; and

- b. possessing the educational qualification and experience prescribed for direct recruits under serial number (V) (A) (a) above.

**Note 1:** The period of deputation (including short term contract), including the period of deputation (including short term contract) in another ex-cadre post held immediately preceding this appointment in same or some other organization or Department of the Central Government shall not ordinarily exceed five years, which may be extended further on year-to-year basis, subject to a maximum of seven years with the approval of the competent authority.

**Note 2:** Departmental candidates in the feeder category, who are in the direct line of promotion under Flexible Complementing Scheme (FCS), shall not be eligible for consideration for appointment on deputation (including short term contract) except for the ex-cadre post for which they are not the feeder grade officers. Similarly, deputationist (including those appointed on short term contract) shall not be eligible for consideration for promotions/upgradations under FCS.

**Note 3:** The maximum age limit for appointment by deputation (including short term contract) shall not exceed 58 years as on the closing date of receipt of application for the candidates in non-remote areas of India.

1. Age limit for direct recruits:-

The upper age limit for direct recruits in each category of posts shall be as under:

Sl. No.	Name of post	Age limit
1.	Scientist 'C'	35 years
2.	Scientist 'D'	40 years
3.	Scientist 'E'	45 years
4.	Scientist 'F'	50 years
5.	Scientist 'G'	50 years

(Relaxable for Government servants upto five years in accordance with the orders issued by the Central Government)

**Note:** The crucial date for determining the age limit shall be the closing date for receipt of application from candidates in non-remote areas of India and not the closing date prescribed for the candidates in remote areas i.e.

Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands and Lakshadweep.

2. Screening and selection process – It shall be first considered to fill up the vacancies in the posts of Scientist ‘C’ to Scientist ‘G’ from the Scientists in the feeder grade who are recommended for promotion to the next higher grade under Flexible Complementing Scheme. However, based on functional needs and with the approval of Central Government, some of these vacancies may be filled by the direct recruitment or deputation (including short term contract) based on the level of vacancy and commensurate with the higher qualifications and skills of individual candidates within the overall sanctioned strength. In case it is decided to fill the vacancy by the direct recruitment or deputation (including short term contract), the screening and selection process shall be as prescribed by Central Government.

**SCHEDULE III**  
**(see rule 5)**  
**Flexible Complementing Scheme**

1. The Flexible Complementing Scheme (FCS) is a promotion/upgradation scheme for Scientists for making promotions or upgradation to scientific posts in Level-11 to Level-14 in the Pay Matrix.
2. The Scientists appointed on deputation or contract shall not be eligible for Flexible Complementing Scheme promotions/upgradations. Only regular Scientists of the Department of Science and Technology shall be eligible for FCS promotion/upgradation.
3. The promotion/upgradation under FCS shall be applicable only to those Scientists who hold scientific posts and are engaged in scientific activities and services as defined or specified in these rules.
4. All the posts covered under FCS shall carry the following uniform Levels in the pay matrix, designation and the minimum residency period linked to performance;

Sl.No.	Level in Pay-matrix	Designation	Minimum Residency Period linked to Performance
1.	Level-10	Scientist B	-
2.	Level-11	Scientist C	3 Years as Scientist-B
3.	Level-12	Scientist D	4 Years as Scientist-C
4.	Level-13	Scientist E	4 Years as Scientist-D
5.			

5.	Level-13 A	Scientist F	5 Years as Scientist-E
6.	Level-14	Scientist G	5. Years as Scientist-F

5. The following types of leave availed by an eligible scientist/period spent on deputation shall count towards the minimum residency period required to be put in by the Scientists in the lower grade for consideration of promotion/upgradation to the next higher grade under FCS, namely:

- a. the period spent on deputation/foreign service to another scientific post, which helps a Scientist to acquire scientific experience in a diverse set up.
- b. the period of Study Leave/any other Leave taken for academic accomplishments to improve scientific knowledge.
- c. the period of Maternity Leave sanctioned as per Leave Rules.
- d. the period of leave of a maximum period of one year sanctioned in continuation of maternity leave as per Leave Rules.
- e. the period of Earned Leave not exceeding 180 days (for 3 years residency period), 210 days (for 4 years residency period), 240 days (for 5 years residency period) sanctioned as per Leave Rules.
- f. the period of Child Care Leave sanctioned as per Rules.

6. 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 ground shall not count towards the minimum residency period.

7. Broad assessment process. —

- a. The process for promotions under FCS shall be as prescribed by the Central Government in accordance with the FCS guidelines issued by DoPT from time to time.
- b. The assessment would be done twice in a year. Cases of those Scientists who have completed or will complete the minimum residency period as on the cut-off dates of assessment viz. 1<sup>st</sup> January or 1<sup>st</sup> July, as the case may be, and have earned or will earn number of annual ACRs/APARs equal to or more than the number of years of minimum residency period for the period preceding the cut off dates of assessment, shall be considered for assessment under FCS.

8. There shall be two level of assessment under FCS namely:

**A. Level 1 Screening (Internal Screening Committee)**

An internal screening committee shall be constituted for evaluation of annual work reports vis-a-vis the criteria for promotion/upgradation under FCS. An external member, from the Departments of Atomic Energy, Space or DRDO, shall be co-opted in the selection process. The internal Screening Committee would report on the scientific content of work done by the scientists/engineers who meet the benchmark of 'Good' for Scientist C and 'Very Good' for Sc. 'D; and above. The

Internal Screening Committee would submit their recommendation in Part C of the Revised AWR reporting format, along with comparable parameters for consideration in Level-2 Screening.

**B. Level 2 Screening (Assessment Board/Departmental Peer Review Committee)**

1. The Assessment boards shall undertake Level-2 screening for assessment of scientists and furnish their recommendation for promotion/upgradation from Scientist 'C' upto Scientist E. The assessment board would also have a majority of external members possessing expertise in the field. The assessment board would have the characteristic of independent peer group for the assessment of the scientific content of the work. Greater emphasis is to be placed on achievement as evaluated by an independent peer group rather than on seniority only. The assessment board shall document specifically through one page summary, the specific content of the work done.
2. The Departmental Peer Review Committee (DPRC) shall undertake level 2 screening for assessment of scientists and furnish their recommendation for promotion/upgradation for Scientist 'F'/Scientist 'G'. The proposals involving relaxation/assessment in residency period in respect of exceptionally meritorious Scientists for consideration of promotion/upgradation from Scientist C upto Scientist G shall also be consideration by DPRC. The DPRC shall document specifically through one page summary, the specific content of the work done.
3. The Assessment Board/DPRC should specifically certify that the Scientists recommended met with all the criteria for promotion/upgradation under the Scheme.
4. Field experience in research and development and/or experience in implementation of such scientific projects is compulsory for promotion/upgradation of scientists recruited to the posts in the Secretariat of the Scientific Ministries/Departments to higher grades under the Scheme. Field experience of at least two years and five years respectively will be essential for promotion/upgradation to Scientist F and Scientist G grades respectively. The criteria for field experience for different scientific activities have been elaborated under Scientific Activities and Services in these rules. However, working in scientific laboratories/institutes, period spent on doctoral/ post-doctoral degrees in basic or applied research only after joining an organization etc. would constitute field experience for the purpose of FCS.
5. Exceptionally Meritorious Category- Based on assessment parameter and the recommendation by the Internal Screening Committee, not more than 10 per cent of the eligible Scientists in a particular grade may be granted relaxation in the residency period by the Departmental Peer Review Committee for all levels, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in



- their entire career.
6. Candidates who do not qualify either in Level-1 screening or Level-2 screening shall be re-assessed only after one year when they earn at least one more APAR and AWR. Such re-assessment would again entail Level-1 and Level-2 Screening and not commence from the stage where the Scientist failed to qualify.
  7. The date of promotion/upgradation of Scientists recommended for promotion/upgradation to the next higher grade under the Scheme shall be the date on which the Competent Authority approves the promotion/upgradation.
  8. Officers on leave or on deputation outside the organization can be given promotion only with effect from the date they rejoin or return to the parent cadre.
  9. There shall be no retrospective promotion/upgradation.
  10. The assessment process under the Scheme for promotion/upgradation to the next grade would be conducted only thrice, and thereafter, the scientist would be covered under Modified ACP scheme (MACP) as approved for Central government civilian employees. The Scientist who has been granted any grade under MACP can be considered for next grade according to the eligibility and other provisions of FCS.
  11. Scientists/Technical experts doing management/administrative work in the Ministries should not be considered for promotion/upgradation under FCS, they should only be given benefit of upgradation under MACP.

**Schedule IV**  
**{see rule 2(e)}**  
**Science disciplines and subjects thereunder**

S.No.	Discipline	Subjects
1.	Physical Sciences	1. Physics 2. Physics (Electronics) 3. Applied Physics 4. Solid State Physics 5. Computational Physics 6. Engineering Physics 7. Physics & Electronics 8. Basic Sciences with specialization in Physics 9. Any other relevant discipline with qualifying degree which mentions 'Physics' as the main discipline
2.	Chemical Sciences	1. Chemistry 2. Organic Chemistry 3. Inorganic Chemistry 4. Analytical Chemistry 5. Physical Chemistry 6. Applied Chemistry

		<p>7. Chemical Sciences</p> <p>8. Any other relevant discipline with qualifying degree which mentions 'Chemistry' as the main discipline</p>
3.	Biological Sciences	<p>1. Biology</p> <p>2. Life Sciences</p> <p>3. Biotechnology Sciences</p> <p>4. Any other relevant discipline with qualifying degree which mentions 'Biology or Biotechnology' as the main discipline</p>
4.	Earth-atmospheric Sciences	<p>1. Geology and Geophysics</p> <p>2. Geology</p> <p>3. Applied Geology</p> <p>4. Marine Sciences</p> <p>5. Meteorology</p> <p>6. Oceanography and Coastal area studies</p> <p>7. Physical oceanography</p> <p>8. Geo-informatics</p> <p>9. Marine Geophysics</p> <p>10. Geology and Mineralogy</p> <p>11. Earth Sciences</p> <p>12. Geophysics</p> <p>13. Applied Geophysics</p> <p>14. Any other relevant discipline with qualifying degree which mentions 'Geology and/or Geophysics' as the main discipline</p>
5.	Environmental Sciences	<p>1. Environment and Ecology</p> <p>2. Environment</p> <p>3. Ecology</p> <p>3 . . Any other relevant discipline with qualifying degree which mentions 'Environment and/or Ecology' as the main discipline</p>
6.	Mathematical Sciences	<p>1. Mathematics</p> <p>2. Applied Mathematics</p> <p>3. Mathematics &amp; Computing</p> <p>4. Mathematical Sciences</p> <p>5. Any other relevant discipline with qualifying degree which mentions 'Mathematics' as the main discipline</p>
7.	Computational and Information Sciences	<p>1. Computational Science</p> <p>2. Data Science</p> <p>3. Statistics</p> <p>4. Computational Statistics</p> <p>5. Information Science</p> <p>6. Applied Statistics</p>

		7. Cryptography 8. Any other relevant discipline with qualifying degree which mentions 'Computational and/or Information' as the main discipline
8.	Agricultural Sciences	1. Agriculture 2. Agricultural Physics 3. Agricultural Chemistry 4. Agricultural Engineering 5. Agricultural Microbiology 6. Vegetable Science 7. Any other relevant discipline with qualifying degree which mentions 'Agriculture' as the main discipline

**Schedule V**  
**{see rule 2(e)}**  
**Engineering/Technology/Biotechnology/Pharmaceutical Sciences**  
**disciplines and subjects thereunder**

S.No.	Discipline	Sub-discipline	Subjects
1.	Engineering/Technology	Electronics & Communication Engineering	1. Electronics & Communication Engineering 2. Electronics Engineering 3. Electronics & Computer Engineering 4. Electronics & Control Engineering 5. Electronics & Communication System Engineering 6. Electronics & Instrumentation Engineering 7. Electronics & Tele-Communication Engineering 8. Electronics & Telematics Engineering 9. Industrial Electronics Engineering 10. Tele Communication Engineering 11. Telecommunication & Information Technology

			<p>12. Applied Electronics &amp; Instrumentation Engineering</p> <p>13. Electronics &amp; Electrical Communication Engineering</p> <p>14. Electrical with Communication Engineering</p> <p>15. Radio Physics &amp; Electronics</p> <p>16. Electrical Engineering</p> <p>17. Electrical &amp; Electronics Engineering</p> <p>18. Electronics &amp; Communication Engineering (Avionics)</p> <p>19. Any other relevant Engineering/Technology discipline with qualifying degree which mentions 'Electronics' as the main discipline</p>
		<p>Electrical Engineering</p>	<p>1. Electrical Engineering</p> <p>2. Electrical Power System Engineering</p> <p>3. Electrical &amp; Electronics Engineering</p> <p>4. Electrical &amp; Renewable Energy Engineering</p> <p>5. Power Engineering</p> <p>6. Power Electronics Engineering</p> <p>7. Electronics &amp; Electrical Communications Engineering</p> <p>8. Electrical with Communication Engineering</p> <p>9. Control System</p> <p>10. Any other relevant Engineering/Technology discipline with qualifying degree which mentions 'Electrical' as the main</p>

	discipline
Mechanical Engineering	<ol style="list-style-type: none"> <li>1. Mechanical Engineering</li> <li>2. Mechanical &amp; Automation Engineering</li> <li>3. Mechanical &amp; Production Engineering</li> <li>4. Mechatronics Engineering</li> <li>5. Any other relevant Engineering/Technology discipline with qualifying degree which mentions 'Mechanical' as the main discipline</li> </ol>
Production and Industrial Engineering	<ol style="list-style-type: none"> <li>1. Production Engineering</li> <li>2. Industrial Production Engineering</li> <li>3. Production &amp; Industrial Engineering</li> <li>4. Any other relevant Engineering/Technology discipline with qualifying degree which mentions 'Production and Industrial' as the main discipline</li> </ol>
Computer Science & Engineering	<ol style="list-style-type: none"> <li>1. Computer Science/ Engineering/ Technology</li> <li>2. Computer Science and Engineering/Technology</li> <li>3. Computer Science/Engineering &amp; Information Technology</li> <li>4. Computer Science &amp; System Engineering</li> <li>5. Software Engineering/ Technology</li> <li>6. Computer Science &amp; Automation Engineering/ Technology</li> <li>7. Information Technology</li> </ol>

		8. Computer Science/Technology & Informatics Engineering/Technology 9. Information Science & Engineering/Technology 10. Computer & Communication Engineering 11. Computer Networking 12. Information Technology & Mathematical Innovations 13. Artificial Intelligence 14. Quantum Technology 15. Any other relevant Engineering/Technology discipline with qualifying degree which mentions 'Computer' as the main discipline
	Material Engineering/ Material Science & Engineering/ Metallurgical Engineering	1. Metallurgy & Material Technology 2. Metallurgy/Metallurgical Engineering 3. Materials Engineering 4. Material Science & Engineering 5. Material Science & Metallurgical Engineering 6. Any other relevant Engineering/Technology discipline with qualifying degree which mentions 'Material Engineering' or 'Material Science' or 'Metallurgy' as the main discipline
	Environmental Science & Engineering	1. Environmental Science & Engineering 2. Energy and Environmental Engineering 3. Environmental

		<p>Engineering</p> <p>4. Civil and Environmental Engineering</p> <p>5. Civil Environmental Engineering</p> <p>6. Energy Environment and Climate</p> <p>7. Environmental Science and Technology</p> <p>8. Renewable Energy and Environmental Engineering</p> <p>Environmental and water resources Engineering</p> <p>9. Any other relevant Engineering/Technology discipline with qualifying degree which mentions 'Environmental Science' as the main discipline</p>
	Civil Engineering	<p>1. Civil Engineering</p> <p>2. Civil &amp; Structural Engineering</p> <p>3. Civil &amp; Environmental Engineering</p> <p>4. Civil &amp; Rural Engineering</p> <p>5. Civil &amp; Water Management Engineering</p> <p>6. Civil &amp; Infrastructure Engineering</p> <p>7. Construction Engineering &amp; Management</p> <p>8. Any other relevant Engineering/Technology discipline with qualifying degree which mentions 'Civil' as the main discipline</p>
	Chemical Engineering	<p>1. Chemical Technology</p> <p>2. Chemical Plant Engineering</p> <p>3. Applied Chemical &amp; Polymer Technology</p>

			<p>4. Polymer Science &amp; Chemical Technology</p> <p>5. Chemical Science &amp; Technology</p> <p>6. Any other relevant Engineering/Technology discipline with qualifying degree with mentions 'Chemical' as the main discipline</p>
2.	Biotechnology	Nil	<p>1. Biotechnology</p> <p>2. Biochemical Technology</p> <p>3. Bioinformatics</p> <p>4. Any other relevant Engineering/Technology discipline with qualifying degree with mentions 'Biotechnology' as the main discipline</p>
3.	Pharmaceutical Sciences	Nil	<p>1. Pharmacology</p> <p>2. Pharmacy</p> <p>3. Medicinal Chemistry</p> <p>4. Pharmaceutical Chemistry</p> <p>5. Any other relevant discipline with qualifying degree with mentions 'Pharmacy' as the main discipline</p>