



भारतीय आयुर्विज्ञान अनुसंधान परिषद
INDIAN COUNCIL OF MEDICAL RESEARCH

वी. रामलिंगस्वामी भवन, अन्सारी नगर, पोस्ट बॉक्स 4911, नई दिल्ली - 110 029
V. RAMALINGASWAMI BHAWAN, ANSARI NAGAR, POST BOX 4911, NEW DELHI - 110 029

No.16/47/2016-Admn.II

Dated the 7th October, 2016.

OFFICE MEMORANDUM

Subject: Minutes of the meeting held on 6.10.2016 in ICMR Hqrs. to discuss issues frequently raised by ICMR Institutes/Centres in connection with the implementation of the Guidelines on Merit Based Assessment Promotion Scheme (MBAPS) issued on 14th September, 2016 – reg.

The undersigned is directed to forward minutes of the meeting held on 6.10.2016 to clarify the issues frequently raised by ICMR Institutes/Centres in connection with the implementation of the Merit Based Assessment Promotion Scheme(MBAPS) issued on 14th September, 2016.

2. This issues with the approval of the competent authority.

Agnes Xalxo
07/10/16

Encl: As above.

(Agnes Xalxo)

Assistant Director General(Admn.)

To

All Directors/Director-in-Charge of ICMR Institutes/Centres/Sr. A.O., ICMR Hqrs.

1/10/16



भारतीय आयुर्विज्ञान अनुसंधान परिषद INDIAN COUNCIL OF MEDICAL RESEARCH

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No.16/47/2016-Admn.II

Dated the 7th October, 2016

MINUTES OF THE MEETING HELD ON 6.10.2016 IN ICMR HQRS. TO DISCUSS ISSUES FREQUENTLY
RAISED BY ICMR INSTITUTES/CENTRES IN CONNECTION WITH THE IMPLEMENTATION OF THE
GUIDELINES ON MERIT BASED ASSESSMENT PROMOTION SCHEME ISSUED ON 14TH SEPTEMBER,
2016.

A meeting was held on 6.10.2016 in National Institute of Medical Statistics, New Delhi, to discuss some doubts being encountered in the implementation of the Merit Based Assessment Promotion Scheme. The following were present in the meeting:-

1. Dr. Rakesh Kumar, Sr. DDG, ICMR, New Delhi.
2. Dr. Arvind Pandey, Director, NIMS, New Delhi.
3. Dr. Neena Valecha, Director, NIMR, New Delhi.
4. Dr. U.D. Gupta, Director-in-Charge, National JALMA Institute for Leprosy and other Mycobacterial Diseases, Agra.
5. Dr. G.S. Toteja, Director, DMRC, Jodhpur.
6. Dr. Poonam Salotra, NIP, New Delhi.
7. Mrs. Sartha, A.O., NIOP, New Delhi
8. Mrs. Agnes Xalxo, ADG, ICMR, Hqrs.
9. Shri S.K. Mishra, Consultant, ICMR.
10. Shri Sham Lal, Consultant, ICMR.
11. Mrs. Poonam, AO, NIMS, New Delhi.
12. Shri Bharat Bhushan, AO, ICMR, Hqrs. , New Delhi.

2. The Scheme was discussed point-wise and the issues raised were clarified. However, it was desired by that the points clarified in the meeting may be confirmed in writing. In brief the following issues were raised:-

Query 1. (Para 1.1) - The service rendered in a grade immediately before 1.1.1986 should also qualify for assessment.

Comments - It was clarified that since the cut off date for implementation of the Scheme is 1.1.1986, the period of service in the grade prior to 1.1.1986 shall not be counted. Further, in a

meeting held on 12th February, 2016 in ICMR Hqrs, the staff side had also suggested that the service in the grade/scale for assessment promotion may counted from 1.1.1986.

Query - 2 (Para 1.2) – Drivers who were part of the Technical Scheme earlier should also be considered.

Comments - It was clarified that Government have formulated a separate structure for Drivers and as per Department of Personnel & Training guidelines, separate Recruitment Rules for Drivers in ICMR have also been made. As per CSIR norms only Driver-Com-Mechanic who are a part of Technical Cadre have been considered for Merit Based Assessment Promotion Scheme (MBAPS).

Query - 3 (Para 1.4) – An issue was raised that on assessment to a higher grade with change in the designation, employees may refuse to work on the post on which they were recruited.

Comments - It was clarified that keeping in view the apprehension expressed above, para 1.4 was kept in the Scheme. Once the employee has accepted the Scheme he/she is duty bound to perform duties of the lower grade assigned to them.

Query - 4 (Para 2.3) – Some of the employees are giving conditional option.

Comments - It was clarified that employees' legal right to appeal against the Scheme is concerned, it should not be denied. However, any other condition like part option that he may be considered for a specific period of service he/she has rendered in Technical Cadre, may not be considered at this stage.

Query - 5 (Para 2.4) – An issue was raised as how to accommodate staff who will be reverted back from the post of Scientist 'B' when the posts vacated by such staff in Technical Cadre have already been filled up.

Comments - It was clarified that such staff may be accommodated against the post of Scientist 'B' till such time vacancy arises by virtue of retirement or for any other reason in Group III of the Technical Cadre.

Query - 6 (Para 5.2 & 5.4)- An issue was raised that Para 5.2 and 5.4 may be merged and the words "relevant area" after the words "three years' Degree qualification in the" in the second line of Para 5.4 may be removed in respect of the existing staff.

Comments - It was clarified that Para 5.2 and Para 5.4 are distinct. Para 5.2 clarifies that for movement to higher Group, qualification of the higher Group as applicable for existing employees for placement in that Group shall be required.

As regards deletion of the words "relevant area" is concerned, deletion of the words "relevant area" will lead to anomalous situation as employees with qualification not relevant to his area of work will become eligible for

promotion. Hence, deletion of words "relevant area" may not be considered at this stage.

Query - 7 (Para 8.1) - There is no ACR in respect of Ex-Group 'D' staff as well as in respect of employees who were categorized as Group "C". Under these circumstances how to assess these employees.

Comments - It was clarified that in such cases assessment may be considered on the basis of current ACRs/Performance report as well as considering the fact that they have been allowed ACPs/MACPs.

Query - 8 (Para 8.1) - In the absence of availability of ACRs how to make assessment.

Comments - In the absence of availability of ACRs for a particular period, assessment may be made on the basis of ACRs of previous years even in the lower post i.e. the post lower to the post on the basis of which he/she is being assessed. **If no such ACR is available, assessment may be considered on the basis of promotions /ACPs/MACPs granted. This deviation from the prescribed procedure will be applicable in the case of clearance of backlog only. The fact of non-availability of ACRs may be recorded in the minutes of the Assessment Committee.**

Q.9 (Para 8.2) - In cases where no interview is being held how to award marks on the basis of experience?

Comments - It was clarified that for second and subsequent chances of assessment, in cases where no interview is being held, 2.5 marks may be added for each year of experience to reach the prescribed threshold provided APAR for that year is 'Good', OR minimum bench mark prescribed by the Govt. from time to time. In such cases the threshold limit will also be 50%.

3. The meeting ended with a vote of thanks.