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भारतीय आयुर्विज्ञान अनुसंधान परिषद INDIAN COUNCIL OF MEDICAL RESEARCH

स्वास्थ्य अनुसंधान विभाग (स्वास्थ्य एवं परिवार कल्याण मंत्रालय)
वी. रामलिंगस्वामी भवन, अन्सारी नगर, नई दिल्ली - 110 029

DEPARTMENT OF HEALTH RESEARCH (MINISTRY OF HEALTH & FAMILY WELFARE)
V. RAMALINGASWAMI BHAWAN, ANSARI NAGAR, NEW DELHI - 110 029

No. 17/8/2012-2013-Pers.

Dated : 16th May, 2014

To

All Director/Director-in-Charge of the
ICMR Permanent Institutes/Centres
(by Name)

Subject: Holding of Assessment Board for the Year 2012 & 2013 under HRSC- 2007
as amended from time to time –

Sir/Madam,

I am directed to state that in term of Rule 7 (ii) of the Health Research Scientist Cadre 2007, promotion by assessment from one grade to the next higher grade in the Cadre up to the grade of Scientist 'G' shall be made under the Flexible Complementing Scheme from amongst the Scientists possessing the educational qualifications as per schedule III of HRSC-2007. Furthermore, the criteria for conversion of analogue to digital ACR as circulated vide this office letter No. 17/8/2008/FCS/Pers. dated 15th December, 2010 will also be applicable.

The minimum residency period for eligibility in the grade of Scientist-B to Scientist-F would be as mentioned in Rule 7(ii) (g) and for this purpose 31st August, of the year would be the crucial date for eligibility under the FCS.

In order to decide eligibility of Scientist by Internal Screening Committee subject to HRSC Rule 7 (ii) (d) & (e) and who have rendered minimum residency period in a particular grade as referred to in Rule 7(ii) (g) of HRSC-2007, as on 31st August, 2012 and 31st August, 2013 for Assessment Board for the year 2012 & 2013, list of such eligible officers with 10 copies of the Assessment proforma including self assessment report for eligibility period as per annexure-II of the HRSC rules as per specimen (copy enclosed) of all the eligible Scientists duly completed in all respect for the Assessment Board year 2012 & 2013 may be sent to this office **latest by 15th June, 2014.**

As per HRSC rules 7(iv) (d) Assessment Board or Internal Screening Committee can make specific recommendation regarding effective date of promotion. The promotion of Scientists 'F' to 'G' will be recommended by Peer Review Committee (PRC) after personal discussion and taking into consideration overall merit, achievements, personality, leadership and managerial qualities etc. as per HRSC Rule 7(iv)(a).

J.P.S.
16/05/14

As per HRSC rule 7 (ii) (c) & (d) Scientists who had appeared thrice from the year 2012 onwards before the Assessment Board and not yet found fit by the Board based on his/her performance which includes his/her research activities, ACR/CAPAR and personal discussion shall be considered under MACP.

You are requested to send up-to-date ACRs/CAPAR of Scientists who have rendered minimum residency period for consideration of their promotion by the Assessment Board under FCS, if not sent earlier. You are also requested to provide grade-wise information of each scientist as per enclosed Performa. An undertaking has to be given by each scientist for consideration of their assessment for the Board year 2012 and 2013 subject to consideration by Internal Screening Committee.

Yours faithfully,



(Joginder Pal)
Asstt. Director General(A)
for Director General

Copy to :

- 1.Sr.AO (Admn.-I)
- 2.Head, BIC (with a request to place it on the website of the ICMR)

Present Grade: Sc " Seniority No.....
 Assessment Subject.....
 Institute/Centre.....
 Venue of Interview.....
 Date of interview.....

Common Proforma for Assessment of Scientist of ICMR
 To be submitted by the candidate A-4 size paper
 (Nine copies)

1. Name in full (in capital letters)
2. Date of birth & age
3. Education & Qualifications
(From Graduation onwards)

Degree	Year	University	Subject	Div/Class/Grade
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4. Major Specialization (Key words) 1.....2.....
5. Sub Specialization (key words) 1.....2.....3.....4.....

6. Details of service including date of entry into council's service

Grade/Post & duties assigned to the post	From	To	Scale of pay	Inst/centre/Hqrs
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7. Assessment Period since the last date of assessment or Direct recruit (to be filled by office).
8. Duration of service during assessment period, if any, in difficult areas e.g. hilly, tribal neglected backward etc (to be indicated with period served)
9. Training Courses attended during the assessment period:

Course/Title	Deputed/voluntary	From	To	Institution
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10. Identify your expertise / job functions performed during the period of review and % of time spent for each function:

(a) Research

- (i) Basic Research
- (ii) Process development
- (iii) Product development
- (iv) Clinical
- (v) Epidemiological
- (vi) R&D Planning & Management (Projects, Policies, Reports etc)
- (vii) Statistical (Core or Applied)
- (viii) Clinical Trials
- (ix) Quality Assurance
- (x) Social & Behavioral Science
- (xi) Operational Research
- (xii) Health Systems/Research

(b) Academic/Teaching etc.

- No. of courses handled - PG
 - Ph.D
 - MD
 - others
 - Certificate
 - Specific/special

(c) - Research Management as per the following format

- No. of Extramural/Intramural projects handled (lists & agency)
 - As PI, Coordinator, Coworker
 - Results achieved
- No. of Extramural/Intramural projects processed/recommended and decision taken for sanction within -six months, -six to twelve months and above twelve months and how task force management achieved (for Hqr scientists)

(d) Specify, if any, other area of activity

11. List of Papers/Publications in the present grade.

In peer reviewed Journals (give their impact factor/ Citation index)

-- In non peer reviewed Journals

-- Review Papers

--Contribution to books

~~Institutional Journals~~

--Number of Papers presented in conference/Proceedings

12. List of Patents (Indian & Overseas) filed & granted

13. New knowledge generated, Processes developed and facilities created which are of public health importance- describe briefly your role with proof and state whether transferred to health system

14. Membership of Professional Societies/institutions

15. Awards/Honors, if any

16. Details of Leave/Deputations in the present Grade

--Study leave/Extraordinary leave (Personal ground/other reasons):

--Deputations/Assignments (From .up to)

17. Brief resume of significant contributions/achievements in the present grade in about 250 words (Projects handled, Publications with Citation index/Impact factor ;Process/development, regimen for practical use and implemented, introduction into public health system)

18. Constraints, if any, which hindered the progress of projects/programmes

19. Briefly furnish your total career profile, restricting to significant contributions in academic, R&D, services etc. highlighting any managerial role played in about 250 words (for assessment to Scientists 'G' & above)

20. Future Plans/Vision for the next five years and the road map to achieve the same

The foregoing information is complete and correct to the best of my knowledge and belief and nothing has been concealed or distorted

Date:

Signature

CONFIDENTIAL

Authentication of work carried out by the Scientist

(Only one copy)

1. Name and Grade of Scientist
2. Institute/Centre/Hqrs

The R&D Work and achievements as claimed by the Scientists in the bio data is authenticated. If different perception, details to be provided

Signature
Director/Addl DG

Authentication of achievements

Signature
DG

Note 1. This form is to be filled by Director in all cases except when Director in charge is a Scientist 'F' in which case Addl DG or DG may also kindly fill this form.

Note 2. Addl DG/DG may kindly authenticate the achievements claimed by the Scientists working in the Hqrs in the last five years

GUIDELINES FOR SCIENTISTS APPEARING FOR ASSESSMENT
INTERVIEWS

Biodata

1. The Scientist appearing before the Assessment Board should submit 9 copies of the Biodata in the prescribed format to the Institute/Centre/Hqrs in time and bring a copy of the Biodata at the time of Interview along with documents in support of the Scientific contribution/achievements in the present grade. The copies of the Biodata will be provided by the Hqrs to the members of the Assessment Board and hence it is not necessary to present it in its entirety during the presentation before the board.

Presentation

2. The Scientist should plan a presentation of maximum 10 minutes duration in which normally not more than 8 transparencies can be presented. The work presented should pertain to the residency period in the present grade. The presentation should, be supported by actual documents to be submitted along with the Performa, highlight:

- **Overall achievements** including outstanding contributions leading to Awards/Honors/Decorations.
- **Knowledge generation** covering your research contributions such as Epidemiology, clinical, new drugs leading to publications, patents, presentation in Scientific Conference, Special Reports, PhD 'thesis/Epidemiological/clinical/new diagnostic methods/therapeutic/regimens/processes important to public health and whether transferred to state health system etc.
- **Laboratory and field achievements** in terms of technology transfer in one or more of following job functions performed during period of review.
 - Design and development
 - Modeling and Simulation
 - Testing and Quality Assurance
 - Operation, maintenance and Technical Services
- **R&D Planning, leadership and management achievements**
- **Future R & D directions or areas** to be pursued by the Scientist and their potential.

In case of team work, the Scientist should highlight his/her own specific contribution(s) which had contributed to the overall success of the project.

- **Discussion or Peer Review**

3. During the discussion/interactive session, which will follow the presentation by the Scientist, the Assessment Board will be keen to ascertain candidate's abilities in :

- An understanding of the basic scientific principles underlying the assigned R&D work.
- An Awareness of the latest research trends and scientific advances made in the relevant fields.

- 2 -

- Innovative approach employed in solving the special problems, encountered in the assigned work.
- ~~Personal contributions leading to the success of the project team.~~
- Future plan of work for the next 5 years.
- Personnel and managerial aspects.
 - Willingness to take higher responsibilities.
 - Ability to work anonymously in a R&D team.
 - Leadership qualities.
 - Project management abilities and soft skills.

It is not generally expected that the Scientist would have already answers to all questions posed to him/her by the members of Assessment Board. His/Her reaction to the question, the underlying thought process and the ability to work out all answer in a logical manner will receive attention. Scientists who have qualified for assessment in shorter residency period in the grade are expected to possess relatively superior knowledge base, greater level of awareness of recent scientific development, higher level of innovativeness and future vision of his/her scientific career.

List of Scientists who have rendered minimum residency period in terms of Rule 7(ii) of the Health Research Scientist Cadre of ICMR-2007 for internal screening.

Sl.No.	Name of the Scientist and Date of birth	Qualification with Subject (Graduation onwards)	Designation and Date of regular appointment to the present post	Discipline to which the candidate belongs	Date on which the candidate completed required years service in the Grade as per Rule 7 (ii)(c) of HRSC, 2007	Whether belong to SC/ST/OBC Minority Community	Whether the officer was on EOL or on foreign assignment etc. during the last 3/4/5 years if so, indicate the period of purpose thereof.	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)