



**INDIAN COUNCIL OF AGRICULTURAL RESEARCH  
KRISHI BHAWAN, NEW DELHI**

F.No. 18(1)/2004-Estt.IV

Dated, the 11<sup>th</sup> June, 2010

To

The Directors / Project Directors of ICAR Research Institutes / Project Directorates / NRCs / Bureaux

Sub.: Amendment in the guidelines regarding merit promotion of technical employees

Sir,

Reference is invited to Council's letter No. 18-1/97-Estt.IV dated 3.2.2000 vide which certain amendments in the technical service rules were notified. It has been decided with the approval of GB (216<sup>th</sup> meeting held on 9.4.2010) to amend para 2(v) of the aforesaid letter in the manner indicated below :

Existing Provision	Proposed Provision
The existing assessment system based upon the CCR gradings and records of performance of personnel as reflected in the assessment reports / proforma as well as the prescribed benchmark for assessment promotions of 'Good' for Cat.I and II and 'Very Good' for Cat. III respectively would continue as such, but for the sake of uniformity, it has been decided that the assessment committees should determine the benchmark for the relevant period only in accordance to the instructions of the Department of Personnel and Training for determination of benchmark as under selection method, issued from time to time	Assessment procedure for grant of merit promotion shall be as per appendix III to the Handbook of Technical Services. The benchmark for merit promotion shall be notified by the Council from time to time.

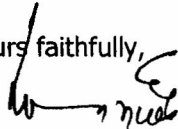
Further, in view of the policy of affirmative action for improving the lot of SC/ST category employees, following decisions have been taken with the approval of GB (216<sup>th</sup> meeting held on 9.4.2010).

- (i) In future one of the member of the Assessment Committee constituted for grant of merit promotion in terms of Appendix III to the handbook of Technical Services, IVth edition shall be from SC/ST community.

- (i) The existing promotion benchmark shall be revised in the manner indicated below.

Grade	Existing benchmark as per Council's circular No. 18(1)/2004-Estt.IV dated 26.12.2005 (approved by GB in its 202 <sup>nd</sup> meeting dated 23.11.2005)	Revised benchmark	
		For SC/ST	For others
For promotion from T-1 to T-2 grade and T-2 to T-3 grade	60%	55%	60%
For promotion from T-3 to T-4 grade, T-4 to T-5 grade and T-5 to T-6 grade	67%	62%	67%
For promotion from T-6 to T(7-8) and from T(7-8) to T-9 grade	75%	70%	75%

These amendments shall be effective from the date of issue of these instructions. Cases decided as per earlier instructions shall not be reopened.

Yours faithfully,  


(RAJIV MEHRISHI)  
ADDL. SECRETARY, DARE & SECRETARY, ICAR

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7. PD, DIPA
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10. Shri Hans Raj, Information System Officer, (DIPA) KAB I for putting in the ICAR Web-Site.
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