

Chapter-1

1.1 Categorization of posts

The posts in the Council have been categorized as Scientific, Technical, Administrative (including Accounts), Auxiliary and Supporting on the basis of the following criteria:

Scientific:

Scientific personnel shall be those who are engaged in agricultural research and education (including extension education) whether in physical, statistical, biological engineering, technological or social sciences. This category shall also include persons engaged in planning, programming and management of scientific research.

Technical:

Technical personnel shall be those who perform technical service in support of research and education whether in the Laboratory, Workshop or Field, or in areas like Library. Documentation, Publication and Agricultural Communication.

Administrative:

Administrative personnel shall be those who provide administrative support for the work of the Laboratory/Institute/Headquarters Organization.

Auxillary:

Auxillary personnel shall be those who are not directly connected with the research and education activities of the Organization and are not covered by the other categories defined in this bye-law.

Supporting:

Supporting personnel shall be those who generally help and support the above four categories of staff. They may be skilled, semi-skilled or unskilled.

The categorization of posts is done in the Council with the approval of the Governing Body. The Governing Body shall have powers to alter, amend or add to the above criteria for classification of posts with the approval of the President.

(Bye-law 21of Bye-laws of ICAR)

Accordingly, the posts in ICAR have been categorized in the following categories:-

Scientific
Technical
Administrative
Supporting

Note: (1) The posts in Auxillary Category stand abolished.

(ICAR No. 17-12/95-Estt.IV dated 20.8.1996)



The nomenclature/designation and pay scales of the posts falling under the above mentioned categories w.e.f. 1.1.1986 onwards are as follows:-

1.2 Designation & pay Scales Category-wise

1.2.1 (i) Scientific Category

The ICAR constituted an Agricultural Research Service (ARS) w.e.f. 1.10.1975 and Research Management Position (RMP) w.e.f. 1.4.1976. Most significant features of ARS & RMP are as follows:-

- (a) No scientist needs to move hereafter from his/her field of specialization just for the sake of an improvement in salary; a scientist doing his or her job with dedication and distinction can hope to get the highest salary possible within the organization without recurrent application and competition with professional colleagues and without having to shift to a research management position
- (b) Every scientist may have to help for some time during his/her career to solve the problems of neglected and tribal areas
- (c) All research management and co-ordinating positions will be filled on a tenurial basis to avoid a situation where scientist needs to give up his/her active research career for too long. The ARS consisted of the grades Scientist(S), Scientist-1(S-1), Scientist-2(S-2) and Scientist-3(S-3). The grades provided under RMP were Scientist-4(S-4), Scientist-5(S-5), Scientist-6(S-6), Scientist-7(S-7) and Scientist-8(S-8)

The pay scales of the Central Government were applicable to Scientists of ARS & incumbents of RMP with the system of 5 yearly assessment of the Scientists for movement from one grade to another irrespective of occurrence of vacancy. This system of pay scales & assessment promotion of Scientists under ARS continued upto 31-12-1985. Since 1.1.1986, the ICAR adopted UGC pay pattern for the Scientists under ARS & RMP as per fourth pay commission recommendation. Consequently, the Career Advancement Scheme of UGC was also adopted by ICAR for ARS Scientist w.e.f. 27.7.1998. The details of designation and pay scales of Scientists under ARS & RMP during IVth CPC, Vth CPC and VI th CPC are as follows:-

(ii) Research Management Positions :

Research Management posts are at the ICAR Headquarters and the Institutes. These are filled on a tenurial basis and are outside the Agriculture Research Service. Any member of the Service appointed to a tenurial post is given such scale of pay as may be recommended by the Agricultural Scientists' Recruitment Board. On completion of the tenure, he returns to a matching position in research work. Scientists are appointed against research management position in research management posts in the Service for specific periods and they are encouraged to go back to active research thereafter.

Such positions in the above grades will comprise the following:

- i) Director-General
- ii) Dy. Director(s)-General
- iii) Director(s) of the Institute
- iv) Project Director(s)
- v) Joint Director(s)
- vi) Asstt. Director(s)-General

(ARS:Ed.II:Pg.3 & 36)

Revised pay scales during IVth CPC w.e.f. 1.1.1986 under UGC Package.

Grade	Existing Pay Scale	New Designation	Revised Pay scale
Scientist S-0	Rs. 550-25-750-EB-30-900	Experimental Scientist	Rs. 1740-60-2700-EB-75-3000
Scientist S-1	Rs.700-40-900-EB-40-1100-50-1300	Scientist	Rs. 2200-75-2800-EB-100-4000
Scientist S-2 (with total service in the ARS as on 31.12.1985 upto 8 years)	Rs. 1100-50-1600	Scientist (Sr. Scale)	Rs. 3000-100-3500-125-5000
Scientist S-2 (with total service in the ARS as on 31.12.1985 exceeding 8 years)	Rs. 1100-50-1600	Scientist (Selection Grade)	Rs.3700-125-4950-150-5700
Scientist S-3 (with total service in the ARS as on 31.12.1985 upto 16 years)	Rs. 1500-60-1800-100-2000	Scientist (Selection Grade)	Rs. 3700-125-4950-150-5700
Scientist S-3 (with total service in the ARS or equivalent grades as on 31.12.1985 exceeding 16 years)	Rs. 1500-60-1800-100-2000	Principal Scientist	Rs. 4500-150-5700-200-7300
Scientist S-4	Rs. 1800-100-2000-125/2-2250	-do-	-do-
Scientist S-5	Rs. 2000-125/2-2500	-do-	-do-
Scientist S-6	Rs. 2500-125/2-3000	-do-	Rs. 5900-200-7300 Revised to Rs. 7600/- fixed w.e.f. 1.1.1986

(ICAR No. 1-14/87-Per-IV dated 9.3.1989)



Revised pay scales during Vth CPC w.e.f. 1.1.1996 under UGC Package.

Category of posts	Existing Scales of pay (Rs.)	Revised Scales of pay (Rs.)
Scientist	2200-75-2600-100-4000	8000-275-13500
Scientist (Sr. Scale)	3000-100-3500-125-5000	10000-325-15200
Scientist (Sel. Grade) Sr. Scientist	3700-125-4950-150-5700	12000-420-18300
Principal Scientist	4500-150-5700-200-7300	16400-450-20900-500-22400
Project Coordinators, Head of Divisions / Regional Centres / Stations, Joint Directors of other than those in the four Deemed Universities and NAARM, Zonal Coordinators.	4500-150-5700-200-7300	16400-450-20900-500-22400
Director/Project Directors of the Institute/NRC/ Project Directorates; ADGs at ICAR Headquarters, Joint Directors of Deemed Universities / NAARM	4500-150-5700-200-7300	16400-450-20900-500-22400 (Minimum pay to be fixed at Rs. 17300/- on initial appointment)
Dy.Directors General at ICAR Hqrs. Directors of IARI,IVRI, NDRI, CIFE & NAARM	7600 (fixed)	25000 (fixed)

Note:1. The pay of Scientists (Selection Grade)/Sr. Scientists with five years service as on 1.1.1996 will be fixed at the minimum of Rs. 14940/-

(ICAR No, 1(15)/98-Per.IV dated 27-2-1999)

Revised Pay Scales during VIth CPC w.e.f. 1.1.2006 under UGC package.

Designation	Revised pay scale after adoption of VI CPC	Revised Designation after VIth CPC
Scientist		
(i) Scientist-8000-13500	Pay Band III-Rs. 15600-39100+ RGP of Rs. 6000	Scientist
(ii) Scientist (Sr.Scale)-10,000-15200	Pay Band III-Rs. 15600-39100+ RGP of Rs. 7000 <u>Revised pay of incumbents in position</u>	Scientist
(iii) Scientist (Sel.Grade)-12000-18300	Incumbents with 3 years service in the scale of Rs.12000-18300 on 1.1.06 Pay band IV-Rs. 37400-67000 +RGP of Rs. 9000	Scientist
	Incumbents with less than 3 years service on 1.1.2006 Pay Band II- Rs. 15600-39100+RGP of Rs. 8000	Scientist
	On completion of 3 years of service in the grade of scientist (Sel.Grade) to be placed in Pay Band-IV Rs. 37400-67000+RGP of Rs. 9000 Note - In view of the considerable raise in effective pay between the two Pay Bands there shall be no additional increment on movement from the Pay Band III Rs. 15600-39100 to the pay Band IV-Rs. 37400-67000 To be re-designated as Sr. Scientist on acquiring Ph.D degree	Scientist Scientist Sr. Scientist

<p>Sr. Scientist</p>	<p>Revised pay of incumbents in position</p> <p>Incumbents with 3 years service in the scale of Rs. 12000-18300 on 1.1.2006 Pay Band-IV Rs. 37400-67000+ RGP of Rs. 9000/-</p> <p>Incumbents with less than 3 years service on 1.1.06 Pay Band-III Rs. 15600-39100+RGP of Rs. 8000</p> <p>On completion of 3 years of service in the grade of Senior Scientist to be placed in Pay Band-IV Rs. 37400-67000 +RGP of Rs. 9000</p> <p>Note-In view of the considerable raise in effective pay between the two Pay Bands there shall be no additional increment on movement from the Pay Band of Rs. 37400-67000</p>	<p>Sr. Scientist</p> <p>Sr. Scientist</p> <p>Sr. Scientist</p> <p>Sr. Scientist</p>
	<p>Revised pay of future recruits</p> <p>Pay Band Rs. 37400-67000+RGP of Rs. 9000 for those recruited directly as per revised qualifications to be notified by ICAR separately.</p> <p>Pay Band Rs. 15600-39100 (with a minimum pay of Rs. 22320)+ RGP of Rs. 8000 for those recruited on or after 1.1.09 as per existing qualifications.</p> <p>On completion of 3 years service as Senior Scientist to be placed in Pay Band Rs. 37400-67000 + RGP of Rs. 9000</p> <p>Note-in view of the considerable raise in effective pay between the two Pay Bands there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000</p>	
<p>Principal Scientist etc.</p> <p>(i) Principal Scientist 16400-22400</p>	<p><u>Revised pay of incumbents in position</u></p> <p>Pay Band- Rs. 37400-67000 +RGP of Rs. 10,000/-</p> <p><u>Revised Pay of future recruits</u></p> <p>Pay Band- Rs. 37400-67000 (with a minimum pay of Rs. 43000/-) + RGP of Rs. 10,000/- for those recruited directly as per revised qualifications to be notified by ICAR separately.</p> <p>Pay Band – Rs. 37400-67000 (with a minimum pay of Rs. 39690/-)+ RGP of Rs. 10,000/- for those recruited on or after 1.1.2009 as per existing qualifications.</p>	<p>Principal Scientist</p> <p>Principal Scientist</p>



<p>(ii) Project coordinator / Zonal Coordinator / National Coordinator, Head of Divisions / Regional Centres/ Stations, Joint Director of ICAR institutes other than those in the four Deemed Universities & NAARM 16400-22400.</p>	<p><u>Revised Pay of incumbents in position</u> Pay Band- Rs. 37400-67000 + RGP of Rs. 10,000/- <u>Revised Pay of future recruits</u> Pay Band- Rs. 37400-67000 (with a minimum pay of Rs. 43000/-) + RGP of Rs. 10,000/- for those recruited directly as per revised qualifications to be notified by ICAR separately. Pay Band- Rs. 37400-67000 (with a minimum pay of Rs. 39690/-) +RGP of Rs. 10,000/- for those recruited on or after 1.1.2009 as per existing qualifications.</p>	<p>Project Coordinator / Zonal Coordinator / National Coordinator, Head of Divisions/ Regional Centres/ Stations, Joint Director of ICAR institutes other than those in the four Deemed Universities & NAARM</p>
<p>RMP (i) Dy. Director General at ICAR head-quarters Rs. 25000/- fixed</p>	<p>Rs. 75000 fixed</p>	<p>Dy. Director General at ICAR headquarters.</p>
<p>(ii) Director NAARM, Hyderabad</p>	<p>Rs. 75000 fixed</p>	<p>Director NAARM, Hyderabad</p>
<p>(iii) Directors of IARI, IVRI, NDRI, CIFE Rs. 25000/- fixed</p>	<p>Rs. 75000 fixed + Rs. 5000 p.m. as Special Allowance</p>	<p>Directors of IARI, IVRI, NDRI, CIFE</p>
<p>(iv) Director/Project Director of the institutes/National Bureaux/NRC/Project Directorate/ADG at ICAR Headquarters, joint Director of IARI, IVRI, NDRI, CIFE & NAARM 16400-22400</p>	<p><u>Revised Pay of incumbents in position</u> Pay Band- Rs. 37400-67000+RGP of Rs. 10,000/- <u>Revised Pay of future recruits</u> Pay Band- Rs. 37400-67000 (with a minimum pay of Rs. 43000/-) + RGP of Rs. 10,000/- for those recruited directly as per revised qualifications to be notified by ICAR separately. Pay Band- Rs. 37000-67000 (with a minimum pay of Rs. 39690/-) + RGP of Rs. 10,000/- for those recruited on or after 1.1.2009 as per existing qualifications.</p>	



<p>Fellowship</p> <p>i) National Fellow 16400-22400</p> <p>ii. National Professor 25000/- fixed</p>	<p><u>Revised pay of Incumbents in position</u></p> <p>Pay Band- Rs. 37400-67000+RGP of Rs. 10,000/-</p> <p><u>Revised pay of future recruits</u></p> <p>Pay Band- Rs. 37000-67000 (with a minimum pay of Rs. 43000/- + RGP of Rs. 10,000/- for those recruited directly as per revised qualifications to be notified by ICAR separately.</p> <p>Pay Band- Rs. 37000-67000 (with a minimum pay of Rs. 39690/-) +RGP of Rs. 10,000/- for those recruited on or after 1.1.2009 as per existing qualifications.</p> <p>ii) 75000/- Fixed</p>	<p>National Fellow</p> <p>National Professor</p>
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Incentives for higher qualifications Under UGC package w.e.f. 1.1.1996

- i) Four and two advance increments will be admissible to those who hold Ph.D and M. Phil degrees respectively at the time of recruitment as Scientists.
- ii) One increment will be admissible to those scientists with M. Phil degree, who acquire Ph.D within two years of recruitment.
- iii) A Scientist with Ph.D will be eligible two advance increments when he moves into the Selection Grade as Sr. Scientist.
- iv) A Scientist will be eligible for two advance increments as and when he acquires a Ph.D degree in his service career.

(ICAR No. 1(15)-Per.IV dt. 27.2.1999)

Notes:

- (1) Clarifications have been sought from State Agricultural Universities as well as ICAR Institutes in respect of anomalies in the pay and allowances of Juniors and Seniors due to grant of advance increments to the ARS Scientists who have joined the Council with Ph.D after 1.1.96 consequent on revision of pay scales w.e.f. 1.1.96. The matter has been considered in the Council and it is clarified that the anomaly in the pay of senior and junior may be rectified as per the provision of note 6 and 9 under Rule 7 of the CCS (Revised Pay Rules, 1977).



Note-6 Where in the fixation of pay under Sub-rule (1), pay of a government servant, who in the existing scale was drawing immediately before the 1st day of January, 1996 more pay than another government servant junior to him on the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised scale as that of the Junior.

Note-9 In cases, where a senior government servant promoted to a higher post before the 1st day of January, 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st January, 1996, the pay of the senior government servant should be stepped upto an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the Junior government servant subject to the fulfillment of the following conditions:

- a) Both the junior and the senior government servant should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- b) The pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical,
- c) The senior government servants at the time of promotion have been drawing equal or more pay than the junior.
- d) The anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rules or order regulating pay fixation on such promotion in the revised scale if even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him. The provision of this note need not be invoked to step up the pay of the senior officer.

(ICAR No. 1-15/98-Per.IV dated 24.3.2000)

- (2) A number of clarifications concerning regulation of incentives for Ph.D/M.Phil as well as revised Career Advancement Scheme are given in **(ICAR No. 1-15/98-Per.IV dated 19.4.2004)**
- (3) All the Scientists (including Senior Scientists, Principal Scientists and RMPs) who acquired Ph.D degree during service even prior to 1.1.96 and who were not given the benefit of any advance increment as per earlier Career Advancement Scheme (CAS) may now be given the benefits of two advance increments. This shall however be applicable from 27.7.98 and only to those who were in ICAR service as on 27.7.98.

(ICAR No. 1-15/98-Per.IV dated 14.11.2005)

- (4) In accordance with the guidelines contained in circular No. 1-14/87-Per.IV dated 28.10.91, a candidate who was appointed to the post of Scientist in ARS with Ph.D/M.Phil degree was eligible for 3/1 advance increments. After revision of pay scales of Scientific Staff w.e.f. 1.1.1996, it was notified vide circular of even number dated 27.2.1999 that a candidate who was appointed to the post of Scientist in ARS with Ph.D/M.Phil degree would be eligible for 4/2 advance increments. It was further clarified vide circular date 19.4.2004 that the



4/2 advance increments will be effective from 27.7.1998. As a result, the pay of a Scientist who joined with Ph.D on or after 1.1.1996 was fixed at a higher stage as compared to a Scientist who also joined with Ph.D degree on or before 31.12.1995. This resulted in an anomalous situation where juniors (i.e. those appointed on or after 1.1.96) drew higher pay than their seniors appointed prior to 1.1.96 with the same qualifications. The matter has been considered in consultation with the Ministry of Finance. It has now been decided that the pay of Scientist who joined ARS service with Ph.D degree prior to 1.1.96 but drew less pay than his junior who joined ARS service with Ph.D degree on or after 1.1.96 may be stepped up to an amount equal to the pay as fixed for his junior in the post. The stepping up will however be effective from 27.7.1998 and thereafter as the benefit of 4/2 advance increments is effective from 27.7.1998. The Scientist whose pay is stepped up at par with his junior will be entitled to the next increment on completion of 12 months qualifying service from the date of stepping up of pay.

(ICAR No. 1-15/98-Per.IV dated 30.11.2005)

Incentives for higher qualifications. (To be effective w.e.f. 1.9.2008)

Five non-compounded advance increments shall be given at the time of recruitment on or after 01.09.2008 as Scientist to persons possessing the degree of Ph.D awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the ICAR.

Candidates who hold M.Phil/M.Tech/M.Sc.(Ag.)/M.V. Sc./M.F.Sc. degree (with 4 years bachelor and 2 years master's programme) at the time of recruitment on or after 1.9.08 as Scientist shall be given two non-compounded advance increments.

A Scientist shall be given three non-compounded advance increments as and when he acquires Ph.D degree in his service career on or after 01.09.2008 from a University following the process of registration, course-work and external evaluation as prescribed by the ICAR.

A Scientist shall be given one non-compoundable advance increment as and when he acquires M.Phil or a post graduate degree in a professional course as may be notified by the ICAR in his service career on or after 01.09.2008, provided such post graduate qualification is not a mandatory requirement at the entry level of recruitment.

Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D/M.Phil at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this scheme.

Notwithstanding anything in the foregoing clauses, those who have already availed the benefit of advance increments as per existing policy for acquiring Ph.D/M.Phil while in service would not be entitled to benefits under this scheme.

(ICAR No. 1(1)/2009-Per.IV dated 6.3.2009)



Note (2): The revised pay and revised rates of Dearness Allowances would be payable to scientists w.e.f. 1.1.2006. The revised rate of other allowances such as HRA/Children Education Allowances etc. shall be payable w.e.f. 1.9.2008

(ICAR No. 1(1)/2009-Per.IV dated 13.3.2009)

1.2.2 Technical Category

Scientists are supported in their research endeavor by a large number of technical staff who enhance research output of the ICAR. Such technical staff helps in undertaking activities in dissemination of technologies and to organize field and laboratories activities on the one hand and then in organizational activities in terms of Workshop, Library, Press and Editorial, Medical and Para Medical and other allied technical activities. In order to give their best to the organization, the Council introduced Technical Service Rules w.e.f. 1.10.1975 with new personnel policies for its technical staff. Later, in order to create more promotional avenues across different categories of technical staff and with a purpose to enhance quality output thereof; “Modified Technical Service Rules” were introduced w.e.f. 3.2.2000. Accordingly, different provisions of “Modified Technical Service Rules” have been suitably integrated with basic structure of hither-to Technical Service Rules ‘1975’.

Categories, Grades & Pay scales of Technical Personnel

The Categories, grades & Pay scales of Technical Personnel during the 4th Pay Commission w.e.f. 1.1.1986

Category/Grade		Pay scale as recommended by the 4 th Pay Commission (Rs.)
Category-I	T-1	Rs. 975-25-1150-EB-30-1540
	T-2	Rs. 1200-30-1560-EB-40-2040
	T-1-3*	Rs. 1400-40-1800-EB-50-2300
Category-II	T-II-3*	Rs. 1400-40-1800-EB-50-2300
	T-4	Rs. 1640-60-2600-EB-75-2900
	T-5	Rs. 2000-60-2300-EB-75-3200-100-3500
Category-III	T-6	Rs. 2200-75-2800-EB-100-4000
	T-7#	Rs. 3000-100-3500-125-4500
	T-8#	Rs. 3000-100-3500-125-5000
	T-9	Rs. 3700-125-4700-150-5000



Categoryization of posts

The Categories, Grades & Pay Scales of Technical Personnel during the 5th Pay Commission w.e.f. 1.1.1996

Category/Grade		Pay scale as recommended by the 5 th Pay Commission (Rs.)
Category-I	T-1	Rs. 3200-85-4900
	T-2	Rs. 4000-100-6000
	T-1-3*	Rs. 4500-125-7000
Category-II	T-II-3*	Rs. 4500-125-7000
	T-4	Rs. 5500-175-9000
	T-5	Rs. 6500-200-10500
Category-III	T-6	Rs.8000-275-13500
	T-7#	Rs.10000-325-15200
	T-8#	Rs. 10000-325-15200
	T-9	Rs. 12000-375-16500

The Categories, grades & Pay scales of Technical Personnel during the 6th Pay Commission w.e.f. 1.1.2006

Category/Grade		Pay scale as recommended by the 6 th Pay Commission (Rs.)
Category-I	T-1	Rs. 5200-20200 +GP 2000
	T-2	Rs. 5200-20200+GP 2400
	T-1-3*	Rs.5200-20200+ GP 2800
Category-II	T-II-3*	Rs.5200-20200+ GP 2800
	T-4	Rs.9300-34800+ GP 4200
	T-5	Rs.9300-34800+ GP 4600
Category-III	T-6	Rs.15600-39100+ GP 5400
	T-7#	Rs.15600-39100+ GP 6600
	T-8#	Rs.15600-39100+ GP 6600
	T-9	Rs.15600-39100+ GP7600

* Grades T-1-3 (Category 1) and T-II-3 (Category II) being overlapping scales, have been renamed as a single grade T-3 in the pay scale of Rs. 4500-125-7000 w.e.f. 3.2.2000

Grade T-7 and T-8, both in Category III, being the similar scales, have been regrouped into a single grade of T(7/8) in the pay scale of Rs. 10000-325-15200 after 5th Pay Commission.

Modifications as set out under para 2 of the Notification dated 3.2.2000, would take place with immediate effect from the date of issue of this notification. However, any existing



technical employees who may like to be governed only as per the existing technical service rules may do so by specifically exercising an individual option in writing to the Director of the institute within 30 days from the date of issue of this notification. Option once exercised shall be final and irrevocable.

(Para 3.3 of the TSR 4th Edition)

The issue of giving suitable designations to the grades of Technical Cadre viz. T-1 to T-9 was under consideration of the Council. It has now been decided with the approval of the Competent Authority that the following designations may be given to the technical employees of the Council.

Existing Grade	Existing pay band and pay scale in Rs.	Grade Pay (Rs.)	New designation as approved by the Competent Authority.
T-1	PB-1 5200-20200	2000	Technician
T-2	PB-1 5200-20200	2400	Sr. Technician
T-3	PB-1 5200-20200	2800	Technical Assistant
T-4	PB-2 9300-34800	4200	Sr. Technical Assistant
T-5	PB-2 9300-34800	4600	Technical Officer
T-6	PB-3 15600-39100	5400	Sr. Technical Officer
T-7-8	PB-3 15600-39100	6600	Assistant Chief Technical Officer
T-9	PB-3 15600-39100	7600	Chief Technical Officer

For the purpose of identification of duties performed by different functionaries, designations of the persons will be appropriately distinguished to reflect duties attached to the posts. For example, a post of Laboratory Technician in T-2 grade may be denoted as Sr. Technician (Lab Technician). The change of designation does not give any entitlement to any enhanced pay or perk. Further, this change shall also not entail any change in existing chain of command or basis for refusal to perform an assigned function.

(ICAR No. 19(20)/2011-Estt.IV dated 22nd July 2013)

Functional Classification:

Within each Category, the posts have been functionally classified as follows:-

- Group I Field Farm Technicians
- Group II Laboratory Technicians
- Group III Workshop staff including Engineering workshop staff
- Group IV Library/Information/Documentation staff
- Group V Photography staff
- Group VI Artist
- Group VII Press and Editorial Staff
- Group VIII Medical and Paramedical staff
- Group IX House-keeping staff

(Para 4.1 & 4.3 of TSR : 4th Edition)

1.2.3 Administrative

The designation/nomenclature and pay scales of the posts in administrative categories are as follows:-

Designation / Nomenclature of the posts	Pay scale during Vth CPC	Pay scale applicable during Vith CPC w.e.f. 1.1.2006
Skilled Support Staff	Rs.2550-3200 Rs.2610-3540** Rs.2650-4000** Rs.2750-4400 **merged into one scale of Rs. 2610-400 at ICAR Hqrs.	PB-1 Rs. 5200-20200 + Grade Pay of Rs. 1800
L.D.C	Rs. 3050-4590	PB-1 Rs. 5200-20200 + Grade Pay of Rs. 1900
U.D.C	Rs. 4000-6000	PB-1 Rs. 5200-20200 + Grade Pay of Rs. 2400
Assistant at ICAR HeadQuarter	5500-9000	PB-2 Rs.9300-34800 + Grade Pay of Rs. 4600
Assistant at ICAR Institutes	5500-9000	PB-2 Rs.9300-34800 + Grade Pay of Rs. 4200
Section Officer	6500-10500 After 4 years 8000-13500	PB-2 Rs. 9300-34800+ Grade Pay of Rs. 4800 After four years of Service PB-3 Rs. 15600-39100 with Grade Pay of Rs. 5400
Assistant Administrative Officer	6500-10500	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4600
Administrative Officer	8000-13500	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 5400
Under Secretary/Senior Administrative Officer	10000-15200	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 6600
Deputy Secretary/Chief Administrative Officer	12000-16500	PB-3 Rs. 15600-39100 + Grade pay of Rs. 7600
Director /Joint Director (Admn.) & Registrar in deemed University under ICAR/ NAARM	14300-18300	PB-4 Rs. 37400-67000 + Grade Pay of Rs. 8700
Joint Secretary (Admn.) ICAR/Senior Registrar in deemed Universities in ICAR	14300-22400	PB-4 Rs. 37400-67000 + Grade pay of Rs. 10,000
Junior Accounts Officer	5500-9000	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4200
Asstt. Finance & Accounts Officer	6500-10500	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4600



Establishment and Administration Manual

Finance & Accounts Officer	8000-13500	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 5400
Sr.Finance & Accounts Officer	10000-15200	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 6600
Dy.Director (Finance) / Chief Finance & Accounts Officer	12000-16500	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 7600
Director Finance & equivalent post at ICAR Headquarter & ICAR Institutes	14300-18300	PB-4 Rs. 15600-39100 + Grade Pay of Rs. 8700
Stenographer Grade-III	4000-6000	PB-1 Rs. 5200-20200 + Grade Pay of Rs. 2400
Personal Assistant at ICAR Headquarter	5500-9000	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4600
Personal Assistant at ICAR Institutes.	5500-9000	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4200
PS at ICAR Headquarter	7500-12000 After 4 years 8000-13500	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4800 After four years of service PB-3 Rs. 15600-39100 with Grade Pay of Rs. 5400
PS at ICAR Institute	6500-10500	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4600
Principal Private Secretary	10000-15200	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 6600
Junior Law Officer	5500-9000	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4200
Asstt.Legal Adviser	6500-10500	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4600
Law Officer	8000-13500	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 5400
Legal Adviser	12000-16500	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 7600
Security Supervisor	4500-7000	PB-1 Rs. 5200-20200 + Grade Pay of Rs. 2400
Security Officer	6500-10500	PB-2 Rs. 9300-34800 + Grade Pay of Rs. 4600
Assistant Director (Official Language)	8000-13500	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 5400
Dy.Director (Official Language)	10000-15200	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 6600
Director (Official Language)	12000-16500	PB-3 Rs. 15600-39100 + Grade Pay of Rs. 7600



1.2.4 Supporting Category

In pursuance to CCS (revised pay) Rules, 2008 and subsequent clarification by MOF vide their O.M. No. 1-1/2008-IC dated 24.12.2008, erstwhile Group-D employee of ICAR who possess minimum qualifications prescribed for entry into Group-C category in Pay Band of Rs. 5200-20200 with GP Rs. 1800/- and who have been given requisite training and those supporting staff (non technical) in the pre-revised pay scale of Rs. 2750-4400 who have already been placed in the Pay Band-1 with Grade Pay of Rs. 1800/- w.e.f. 1.1.2006 will henceforth stand designated as “Skilled Supporting Staff”

(ICAR No. 14(1)/2008-Estt. Dated 19.3.2009)