

ANNEXURE - I.

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INDIAN COUNCIL OF MEDICAL RESEARCH
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No.16/23/86-Admn.II(Pt.VI)

Dated: 9th December, 1987.

To

The Directors of all
permanent Institutes/Centres
of the Council.

Subject:- Revised pattern of staff component in
Research Schemes/Projects -

Sir/Madam,

At present, as per the approved pattern of funding of Extra-Mural research activities by the Council, all temporary posts in the research Schemes/Projects, their duration notwithstanding, have been carrying running scales of pay as admissible to the categories of regular staff of the Host Institutes. Where there are no scales of pay for corresponding posts in the Host Institutes, the scales of pay approved for the regular staff of the ICMR for such posts are being given but the allowances are limited to those admissible to the staff of the Host Institutes. The staff so appointed is also governed by the rules & regulations of the Host Institutions. The ICMR has also been sanctioning such research projects under their own Institutes/Centres where the project staff had been allowed pre-revised pay scales of the regular staff of the Council.

This practice of providing staff component in the research projects on regular scales of pay & allowances of the Host Institutes has been the focus of much difficulty & complications. Though the pay scales of the regular ICMR staff have since been revised w.e.f. 1.1.86 on the basis of the recommendations of the 4th Pay Commission, the Ministry of Health & Family Welfare have categorically stated in their letter No. V.25020/5/86-Fin.II dated 17.6.87, that as the project staff are not in regular employment of the Council, they cannot be given the benefit of the recently revised scales of pay. As a result, an anomalous situation has arisen in respect of the project staff working on the ad hoc research projects under our own Institutes since they could not be extended the benefit of the revised pay scales while such project staff under non-ICMR Central Institutes are entitled to the benefit of such a revision following the formula of allowing pay scales in the Host Institutes. At the same time, it has been felt that staff with adequate potential & quality would not be attracted to these ad hoc projects if pre-revised scales of pay are offered, particularly in view of the prevailing price index. As a result, such projects are likely to languish without giving a corresponding return for the money spent.

In view of these considerations, it has been decided to depart from the formula of adopting Host Institutes' pay scales and not to sanction any new ad hoc projects under ICMR's own Institutes/Centres, except under very special circumstances. It has also been decided that, in future, staff component in all

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new Research Project/Enquiries (including those sanctioned under ICMR's own Institutions, under special circumstances) will be offered a consolidated salary at a new uniform rate without any other allowances or benefits like CPF, Bonus, LTC, etc., which would be revised by the Council periodically depending on the increase in the price-index. The consolidated salary structure to be adopted in future (for all types of ad hoc research projects/ Task Force Projects etc.) will be as under:-

NAME OF THE POST	CONSOLIDATED SALARY PER MONTH (Rs.)
1. Research Scientist (equivalent to R.O.)	3000-00
2. Assistant Research Scientist (equivalent to ARO/Social Scientist/ Technical Officer)	2700-00
3. Assistant Technical Officer	1800-00
4. Technician (Lab.)	1600-00
5. Clerk/Field Worker	1200-00
6. Lab. Attendant	1000-00

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(NOTE: In order to distinguish the project staff from the regular ones, new designations have been indicated. Persons who fulfil the eligibility criteria for appointment to the corresponding regular posts should only be employed).

In all new ad hoc projects, the appointment of all categories of staff should be made initially for one year and extended by specific orders for such periods as may be necessary, but never exceeding one year at a time. Vacant posts in existing ad hoc Projects/Task Force Projects should be filled according to the new pattern of emoluments. The posts indicated above are generally required in the ad hoc projects but, if any principal investigator requires posts other than those mentioned above, for facilities of research, specific proposals to this effect may be mooted by the concerned Division so as to enable us to sanction the requisite consolidated fixed salary for such posts.

As for the staff of the existing ad hoc projects, Ministry of Finance have re-considered their stand and have now agreed to allow them the corresponding revised scales subject to certain conditions. Separate instructions in this regard are under issue. In this respect, the Director-General, ICMR has taken the following policy decisions:-

- (i) Every effort should be made to ensure completion of the existing projects under ICMR's own Institution on-time and these should be phased out as early as possible.
- (ii) No new ad hoc project will be sanctioned under ICMR's own Institution save under exceptional circumstances.

These orders will be effective from 1.12.1987.

Rishima
P.I.O. NIMR

(Signature)

Yours faithfully,

(Signature)
(B. BHATTACHARYA)

FINANCIAL ADVISER
for DIRECTOR GENERAL

Copy to:

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N. K. BHALLA
Administrative Officer