

**THE DEFENCE RESEARCH
DEVELOPMENT SERVICE
RULES, 1979**
(Amendments incorporated upto July 1999)

**Ministry of Defence
Defence Research and Development Organisation
New Delhi**

(Published in Part II, Section IV of the Gazette of India on 13-01-1979)

MINISTRY OF DEFENCE

New Delhi, 30th December, 1978

S.R.O. 8:- In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the President hereby makes the following rules, namely :-

1. Short Title and Commencement.-

(1) These rules may be called the *Defence Research and Development Service Rules, 1979* *.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions.- In these rules, unless the context otherwise requires-

(1)** *"Assessment Board"* means the Board constituted under sub-rule (2) of rule 8."

(2) *"Director General"* means the Director General of Research and Development;

(3) *"Duty post"* means any post, whether permanent or temporary, included in Schedule II;

(4) *"Government"* means the Government of India;

(5) *"Organisation"* means the Defence Research and Development Organisation;

(6) *"Schedule"* means a Schedule to these rules; *

(7) *"Scheduled Castes"* means such castes, races or tribes or parts of or groups within such castes, races or tribes as are notified under article 341 of the Constitution, to be Scheduled Castes for the purpose of the Constitution;

* Amended vide SRO 196 of 1982

** Amended vide SRO 11E of 1990

- (8) "*Scheduled Tribes*" means such tribes or tribal communities or parts of or groups within such tribes or tribal communities as are notified under article 342 of the Constitution to be Scheduled Tribes, for the purpose of the Constitution;
- (9) "*Service*" means the Defence Research and Development Service;
- (10)* "*Internal Screening Committee*"* means the Committee constituted under sub-rule (2) of rule 8 for the purpose of evaluating the confidential performance appraisal reports of scientists for promotion;
- (11)* "*Peer Committee*" means the Committee constituted under sub-rule (2) of rule 8;
- (12)* "*Discipline*"** means the subject in which scientists are assessed for promotion.
- (13)** "*Recruitment Board*"*** means the Board constituted under sub-rule (3) of rule 8."

3. **Constitution of the Defence Research and Development Service.******- There shall be constituted a service known as the Defence Research and Development Service consisting of scientists*** appointed to the Service under rules 7 and 8. All posts included in the Service shall be classified as 'Group 'A' posts.

4. **Grades, authorised strength and its review. -**

- (1) The posts included in the Service, their number and pay scales, shall be as specified in Schedule II.
- (2) After the commencement of these rules, the authorised permanent strength of the various grades shall be such as may, from time to time, be determined by the Government.
- (3) The Government may make temporary additions or deletions to the strength of the various grades as deemed necessary from time to time.
- (4) The Government may**** include in the Service any post other than those included in Schedule II or exclude from the Service a post included in the said Schedule.

*	Amended vide SRO 11E of 1990
**	Amended vide SRO 33 of 1991
***	Amended vide SRO 125 of 1992
****	Amended vide SRO 186 of 1985

(5) The Government may* appoint an officer whose post is included in the Service under sub-rule (4) of this rule, to the appropriate grade of the Service in a temporary capacity or in substantive capacity as may be deemed fit*.

5. Member of the Service -

(1) The following scientists shall be members of the service :-

(a)** Scientists appointed to the Service at the promulgation of these rules under rule 7 from the date of such promulgation;

(b)** Scientists appointed to duty posts after the promulgation of these rules from the date they are so appointed.

(2)** A scientist appointed under clause (a) of sub-rule (1) of this rule shall, on such promulgation, be deemed to be a member of the Service in the corresponding grade.

(3)** A scientist appointed under clause (b) of sub-rule (1) of this rule shall be a member of the Service in the corresponding grade, from the date of such appointment.

(4) Apart from the above, the Government may when considered necessary, appoint eminent scientists as consultants or as Emeritus Scientists on terms and conditions to be decided by the Government in each case.

6. Method of recruitment - Recruitment to the Service shall be made by any of the following methods, the method of recruitment on each occasion being decided by the Government in the light of qualifications required for the particular post keeping in view the job requirement of the same :-

(1) by promotion;

(2) by direct recruitment;

(3) by transfer of suitable officers from other Services and Departments under the Central or State Governments;

* Amended vide SRO 186 of 1985

** Amended vide SRO 125 of 1992

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(4) by deputation or on contract of suitable scientists and technologists from Universities, Institutes of Technology, Research Institutions and other non-government bodies in India or abroad or Central or State Government Departments;

(5) by absorption in civilian capacity of suitable officers from the Army, Navy and Airforce;

(6) by absorption of suitable officers who were appointed on deputation or under contract by the method mentioned in item (4) above.

7. **Initial constitution of the Service.-**

(1) (a) All Group 'A' officers in the Defence Science Service and working in the Defence Research and Development Organisation on the date of promulgation of these rules shall be deemed to have been appointed to the Defence Research and Development Service in the posts or grades corresponding to those which they were holding on regular basis.

(b) Any such officer in the Defence Science Service who is or was working on the above date in any of the offices or establishments under the Directorate General of Inspection and the Directorate of Technical Development and Production (Air), shall not become a member of the Defence Research and Development Service unless he, within three months from the date of promulgation of these rules, opts for the Service and is found fit for appointment thereto in the manner mentioned in sub-rule (2) below.

(2) The suitability for appointment to the Service in the case of the Defence Science Service Officers serving in the Directorate General of Inspection and the Directorate of Technical Development and Production (Air) who opt for Defence Research and Development Service shall be determined by a Screening Committee Constituted as under. The decision of this Committee shall be final and binding on all concerned and no appeal shall lie against the decision of this Committee:-

(a) Chairman or Member of the *Union Public Service Commission - President

(b) Scientific Adviser to Raksha Mantri and Director General of Research and Development - Member

(c) Two Chief Controllers of Research and Development - Member

* Amended vide SRO 186 of 1985

- (d) One Officer of appropriate status in the discipline concerned to be nominated by the Director General - Member

*Explanation:- The absence of a member other than the Chairman or member of the *Union Public Service Commission shall not invalidate the proceedings of the Screening Committee.*

Provided that the Defence Science Service Officers who are found suitable by the Screening Committee for appointment to this Service shall be absorbed in the Service against the available vacancies in the corresponding grades held by them on regular basis in the Defence Science Service on the date preceding the date of promulgation of these rules and shall retain their inter-se seniority as assigned to them in the Defence Science Service on that date. Such of the officers as cannot be so absorbed for want of vacancies shall continue to serve with the Directorate General of Inspection or Directorate of Technical Development and Production (Air) Organisations till such time as regular vacancies in the corresponding grades become available in the Service for their absorption. The seniority of such officers shall be fixed by the Director General in consultation with the Commission.

Note:- *The regular continuous service of officers mentioned in sub-rules (1) and (2) above in the respective grades prior to their appointment to the Defence Research and Development Service shall count for the purpose of qualifying service for promotions, confirmation and pension in the Service.*

(3) Any officer referred to in sub-rule (1) (a) of this rule who does not, on selection to any grade in the Service, desire to be absorbed in the Service, may continue to hold the post held by him immediately before the selection as if he had not been selected and for this purpose that post shall be deemed to have been excluded from the Service for so long as he continues to hold it. He shall not be considered for any further promotion or confirmation in the organisation.

(4) To the extent the authorised regular strength of various grades in the Service is not filled at the time of the initial constitution, it shall be filled in accordance with rule 8.

8.

Future maintenance of the Service.-

- (1) After the initial constitution of the Service has been completed by the appointment of officers in accordance with rule 7, vacancies shall be filled in the manner as hereinafter provided :-

* Amended vide SRO 186 of 1985

- (a) *Ninety per cent vacancies in the grade of Scientist 'B' shall be filled by direct recruitment or by transfer on deputation or on contract or by absorption of suitable officers who were appointed on deputation or contract and ten percent through limited departmental competitive examination failing which by direct recruitment or on deputation or contract or by absorption of suitable officers who were appointed on deputation or contract. Any person holding the post of Senior Technical Assistant** or Technical Officer 'A' or Technical Officer 'B' and having five years' regular service and other technical personnels in the lower grades with ten years regular service in Defence Research and Development Organisation and possessing the educational qualifications prescribed for the post of Scientist 'B' in Schedule III shall be eligible to appear at the said examination for which there shall be no upper age limit. Unless otherwise specified by the Government in this behalf, no candidate shall be allowed to avail of more than five chances at the said departmental examination.
- (b) Any of the higher posts above that of Scientist 'B' shall be filled by any of the methods mentioned in rule 6, the method of recruitment being decided upon by the Director General on each occasion depending on specific requirements and in the light of the qualifications required for that particular post*** except in the case of Scientist 'H'(Outstanding Scientist) which shall be filled by promotion. For posts involving project management, as the interests of the State and the objectives of the Organisation are of paramount importance, the Government shall decide the mode of filling up the posts, taking into consideration, competence required of the incumbent of the post, the tasks to be achieved and availability of persons with the requisite qualifications and experience both within the Service and outside;

(1A)**** Notwithstanding the provisions of sub-rule (1),-

- (a) not more than 200 vacancies per year in the grade of Scientist 'B' may be filled by appointment of 'Fellows' on their successful completion of training under the 'Fellowship Scheme' as laid down in Schedule-IV; and
- (b)***** not more than 250 vacancies per year in the grade of Scientist 'B' may be filled by appointment of candidates selected as "Junior Fellows" on their successful completion of MSc. (Computer Software) degree or Bachelor of Engineering/Bachelor of Technology degree as laid down in Schedule V and VI respectively.

*	Amended vide SRO 125 of 1992
**	Amended vide SRO 100 of 1998
***	Amended vide SRO 119 of 1999
****	Amended vide SRO 170 of 1985, SRO 328 of 1987
*****	Amended vide SRO 1 of 1991

- (2) (a)* Promotion from one grade to the next higher grade in the service, except** to the grade of Scientist 'II' (Outstanding Scientist) shall be made under the Flexible Complementing Scheme from amongst the officers possessing the broad educational qualifications as given in Schedule III. Promotion upto the level of Scientist 'F' shall be made on the basis of evaluation of confidential performance appraisal reports and assessment interview and for Scientist 'F' to 'G'** and for Scientist 'G' to Scientist 'II' (Outstanding Scientist) on the basis of the evaluation of confidential performance appraisal reports and assessment by a Peer Committee. The Internal Screening Committees constituted as specified in Schedule 1A and 1B, shall review the confidential performance appraisal reports of Scientists 'B' on completion of minimum residency period of three years and of Scientists 'C', 'D' and 'E' on completion of minimum residency period of four years and of Scientist 'F' and Scientist 'G' on completion of minimum residency period of five years and three years respectively 'as on 30th June of the year to which the assessment boards pertain. The Internal Screening Committee shall evolve its own criteria for deciding the eligibility of scientists for consideration by the Assessment Boards and award average marks for the scientists. While deciding eligibility of scientists for assessment, the Internal Screening Committee shall follow the criteria enumerated below:-

(i)*** Internal screening shall be based on not more than last five years confidential appraisal reports in the grade. Scientists 'B' and 'C', Scientists 'D' and Scientists 'E' securing less than 60%, 65% & 70% marks on an average respectively, shall not be eligible for assessment.

(ii)** Relaxation upto three months in the qualifying service for eligibility for assessment shall be given to direct recruits or promotees who join after 1st July for reasons beyond their control.

(iii)** All kinds of leave availed except extra ordinary leave on personal grounds shall count as qualifying service for eligibility for promotion.

* Amended vide SRO 11E of 1990.

** Amended vide SRO 119 of 1999

*** Amended vide SRO 34 of 1996

SRO 51 of 2003

(iv)* In case of permanent absorption of a scientist on deputation in the same grade in Defence Research and Development Service from other Scientific Departments where Flexible Complementing Scheme is applicable, the entire service of that scientist in the same grade including in the parent department shall be counted towards residency period. If an officer comes on deputation on a higher grade into the service and later permanently absorbed in the same grade in the service, the period spent on deputation shall be counted for residency period for consideration for promotion to the next higher grade.

(v) On regular appointment in the service, of a scientist in continuation of adhoc appointment, the period of service rendered in adhoc capacity in the grade shall count towards residency period provided that the officer is selected for regular appointment at the first attempt.

(vi) Notwithstanding anything contained in these rules, a relaxation of one year in the minimum residency period can be granted to a Scientist 'C' / 'D' / 'E' provided that he earns consistently 90% and above marks in three successive confidential performance appraisal reports in the grade.

(vii) Notwithstanding anything contained in these rules, a relaxation of one year in the minimum residency period can be granted to a Scientist 'F' provided that he earns consistently 90% or above marks in four successive confidential performance appraisal reports in the grades.

(viii) Relaxation in the minimum prescribed residency period in terms of clauses (vi) and (vii) above shall be limited to two times in the entire career of any scientist in the service.

(b) (i) The Assessment Board for interviewing candidates for promotion from the level of Scientist 'B' and upto the level of Scientist 'F' shall be constituted as specified in Schedule 1C. More than one Assessment Boards may be constituted at any one time in various stations.

(ii) A Peer Committee constituted as specified in Schedule 1D shall assess those Scientists 'F' who have completed the prescribed minimum residency period and are recommended by the Internal Screening Committee for assessment for promotion to the next higher grade.

* Amended vide SRO 11E of 1990

(iii)* The Peer Committee as specified in Schedule ID shall assess Scientists 'G', who have completed three years regular service in the grade and have been recommended by the Internal Screening Committee, for promotion to the post of Scientist 'II' (Outstanding Scientist) based on merit, achievements, leadership and managerial qualities. There shall be no assessment interview.

(c)** Assessment Boards or Peer Committee shall be convened at least once in a year or at such intervals as may be specified by the Director General Research and Development.

(d)*** The Assessment Board for promotion upto the level of Scientist 'F' shall submit its recommendations as 'Fit for Promotion' or 'Not Yet Fit' or fitness shall be deferred by one year. If the overall merit calibre of the candidate as judged by the Assessment Board matches with the qualifying marks required for his residency period, the candidate should be recommended as "Fit for Promotion". Otherwise, the recommendation would be "Not Yet Fit" or fitness shall be deferred by one year.

(e)** Recommendations for promotion of Scientists 'F', who have been declared eligible by the Internal Screening Committee, to Scientists 'G' shall be made by the Peer Committee taking into consideration merit, achievements, personality, leadership and managerial qualities etc. There shall be no assessment interview.

(f)*** Recommendations of the Assessment Boards or Peer Committee shall be implemented from first July of the year to which the Assessment Board or Peer Committee pertains except in those cases where specific recommendations are made by the Assessment Boards or Peer Committee regarding effective date of promotion. This date shall be treated as the date of selection for the purpose of determining their seniority in the grade in respect of all scientists cleared for promotion provided they are on duty on that date. However, scientists who are away on leave on the date, shall assume charge in the grade to which they are promoted with effect from the date they resume duty but this shall not affect their date of selection or their inter-se-seniority in the higher grade vis-à-vis the other scientists cleared for promotion by the same Assessment Board. In case of the scientists assessed and found fit for promotion but are unable to assume charge of the higher grade on effective date for being away on study leave (combined with any other leave), sanctioned by the competent authority, for prosecuting higher studies or receiving specialised

* Amended vide SRO 119 of 1999

** Amended vide SRO 11E of 1990

*** Amended vide 34 of 1996

training in professional and technical subjects having a direct or close connection with the Defence Research and Development Organisation programmes, on resumption he may reckon notional seniority in the higher grade from the date of his selection to that grade for the purposes of counting of residency period for considering for promotion to the next higher grade provided the Director General is satisfied about the performance of the scientist during the course of study/training. In so far as scientists undergoing training abroad (under Fundamental Rule 51), they shall be promoted to the next higher grade with effect from the date they would have been so promoted had they not proceeded on training, subject to the following conditions being fulfilled:-

(i) The period of such training is treated as duty under Fundamental Rule 9 (6) (b)

(ii) They have been assessed and found fit for promotion to the next higher grade by the Assessment Board or Peer Committee.

(iii) All the seniors, except those recommended as "Not yet Fit" for promotion to the particular grade, available have been promoted to that grade.

(g)* Under Flexible Complementing Scheme, on promotion of a scientist from one grade to the next higher grade, the post held by him shall stand upgraded automatically and personal to him.

(3)** Selection by direct recruitment under sub-rule (2) of rule 6, shall be by interview or written test or both by the Recruitment Board constituted as specified in Schedule 1E, and the candidates shall be within the age limit as specified in column 5 of Schedule III. The educational qualifications and experience for appointment to various posts in the service under the methods specified in this sub-rule shall be as specified in Schedule III.

Provided that the age limit specified under column (5) of Schedule III shall not apply to the selection by methods specified in sub-rules (1) and (3) to (6) of rule 6;

Provided further that the specific disciplines required for the qualification and experience for the posts specified shall be as specified by the Director General from time to time.

* Amended vide SRO 11E OF 1990

** Amended vide SRO 33 of 1991.

- (4)* Officers appointed on deputation by the method specified in clause (4) of the rule 6 shall be initially appointed for a period of two years which may be extended or curtailed at the discretion of the Director General. In case where it is proposed to extend or curtail the period of deputation, the Director General shall record the reasons therefor in writing and give notice in writing of his intention so to do to the concerned officers. The maximum period of deputation including period of deputation in another post held immediately preceding an appointment in the same organisation/department shall not exceed five years. However, deputation allowance shall be admissible only for the first four years of deputation.
- (5)* Officers appointed on contract by the method specified in clause (4) of rule 6 shall ordinarily be appointed for a period of six years. They shall, however, be on probation for a period of one year. The period of contract may be extended or curtailed at the discretion of the Director General. In case where it is proposed to extend or curtail the period of contract the Director General shall record the reasons therefor in writing and give notice in writing of his intention so to do to the concerned officer. The period of contract may be renewed at the end of six years.
- (6)** Officers appointed to the Service shall be liable to undergo such training and be detailed on such courses of instruction in India or abroad as may be decided by the Director General from time to time, for the purpose of preparing the officer to become competent and proficient to undertake the Defence Research and Development work. An officer detailed for training or course, the duration of which is six months or more or an officer detailed for training outside India or with private firms or factories in India, irrespective of the duration of the training, shall be liable to refund in full the cost of training if, for any reason, during the training or within a period of three years after the completion of such training, he chooses to discontinue his service.
- (7)*** The seniority of officers appointed to the Service in pursuance of any of the methods at (3), (5) and (6) of rule 6 shall be fixed by the Director-General.

9. **** Probation -

- (1) Persons appointed to the grade of Scientist 'B' of the Service either by direct recruitment or by promotion or by re-employment before the age of superannuation, shall be on probation for a period of two years. Persons appointed to any other grade of the Service viz. Scientist 'C', Scientist 'D', Scientist 'E', Scientist 'F' and Scientist 'G', either by direct recruitment or by re-employment before the age of superannuation, shall be placed on probation for a period of one year,

* Amended vide SRO 176 of 1984
** Amended vide SRO 196 of 1982
*** Amended vide SRO 186 of 1985
**** Amended vide SRO 170 of 1985

Provided that the Director-General may extend or curtail the period of probation in accordance with the instructions issued by the Central Government from time to time; provided further that in cases where it is proposed to extend the period of probation, the Director General shall give notice in writing of his intention to do so, to the officer within twelve weeks after expiry of the initial or extended period of probation.

(2) * On completion of the period of probation, or any extension thereof, officers shall, if considered fit, may be confirmed against the post, if not already confirmed in the entry grade.

(3) If, during the period of probation referred to in sub rule (1) of this rule or any extension thereof, as the case may be, the Government is of the opinion that a candidate is not fit for permanent appointment or if, at any time during such period of probation, or extension thereof the Government is satisfied that the candidate will not be fit for permanent appointment on the expiry of such period of probation or extension thereof, the Government may discharge or revert the candidate to his substantive post as the case may be or pass such orders as they deem fit.

(4) During the period of probation, the candidates may be required to undergo such courses of training and orientation and to pass such examinations and tests (including examination in Hindi) as may be prescribed by the Director-General as a condition to satisfactory completion of the probation.

10. **Head of the Service** - The Director General shall be the Head of the Service and shall be responsible for deployment of officers of the service to the best advantage of the Government.

11. **Liability for Service** -

(1) Officers appointed to the Service shall be liable to serve anywhere in India or outside.

(2) Officers, if deputed, shall be liable to serve in any other Ministry or Department of the Government of India or Corporations and Industrial Undertakings of the Government.

(3) Persons possessing the engineering or medical qualifications** and recruited to the Service, whether before or after the commencement of these rules, shall, if so required, be liable to serve as Commissioned Officers in the Armed Forces for a period of not less than four years, including the period spent in training, if any provided that-

* Amended vide SRO 74 of 1991

** Amended vide SRO 196 of 1982

- (a) They shall not be required to serve as aforesaid after the expiry of ten years from the date of appointment; and
- (b) They shall not ordinarily be required to serve as aforesaid after attaining the age of forty years in the case of engineers and forty five years in the case of doctors.
- (4) Persons appointed to the Service shall be liable to field service (including service on land or travel by service aircrafts or naval ships) to a limited extent in respect of research and development or such other work as may be approved by the Director General.
- (5) Officers selected for assignments involving limited field service shall undergo such special medical checkup as may be specified, either at the time of selection or when they proceed on field service, as the case may be.
- (6)* Officers appointed to the service shall be liable to undergo such training and be detailed on such courses of instruction in India or abroad as may be decided by the Director General from time to time, for the purpose of preparing the officer to become competent and proficient to undertake the Defence Research & Development work. An officer detailed for training or course the duration of which is six months or more or an officer detailed for training outside India or with private firms or factories in India, irrespective of the duration of the training, shall be liable to refund in full the cost of training if, for any reason, during the training or within a period of three years after the completion of such training, he chooses to discontinue his service.

12. Retirement Benefits.-

(1)** All members of the Service shall be governed by the Central Civil Services (Pension) Rules, 1972;

Provided that those members of the service who were governed by the Contributory Provident Fund (Defence Services) Rules, before the date of commencement of the Defence Research and Development Service (Amendment) Rules, 1986 shall continue to be governed by the Contributory Provident Fund (Defence Services) Rules, unless they opt to be governed by Central Civil Services (Pension) Rules, 1972, within a period of six months which shall be reckoned on and from the date of commencement of the Defence Research and Development Service (Amendment) Rules, 1986.

(2) *** Scientist appointed to the post of Scientist 'C' and above in the Service, shall be entitled to the benefits of added years of service for purpose of superannuation pension admissible under rule 30 of the Central Civil Services (Pension) Rules, 1972 and this benefit shall also be admissible to Scientist who was appointed to comparable post in the Defence

* Amended vide SRO 196 of 1982
** Amended vide SRO 228 of 1986
*** Amended vide SRO 157 of 1994

Science Service and has been encadred in the Defence Research and Development Service. This benefit shall also be admissible to Scientist who was appointed to the post of Senior Scientific Officer Grade-II in the Defence Science Service prior to 4th August, 1978 and has been encadred in the Defence Research and Development Service.

13. **Other conditions of service.-**

- (1) The other conditions of service of the members of the Service in respect of matters not expressly provided for in these rules, shall, mutatis-mutandis and subject to any special orders issued by the Government in respect of the Service, be the same as those applicable to officers (Civilian) of corresponding status in similar scientific institutions or organisations under the Government of India.
- (2) In the matter of conduct and discipline, officers of the Service shall be governed by the Central Civil Services (Conduct) Rules, 1964 and Central Civil Services (Classification Control and Appeal) Rules, 1965 as amended from time to time.
- (3) All posts in the Service shall be classified as Group 'A' posts and shall be deemed to be *'technical posts' for purposes of medical standards as specified in the Medical Regulations and Medical Report form for the Indian Administrative Service, Indian Police Service, Indian Foreign Service, Indian Forest Service and the Central Services issued by the Government of India in the Ministry of Health and Family Welfare (Department of Health).
- (4) (a) Requests of officers of the Service for leave to prosecute higher studies in India or abroad, which are not considered to be of any interest to Defence Research and Development Organisation, shall not be granted.
- (b) When an officer of the Service applies for leave for undergoing course or training or study which is considered to have a direct bearing on subjects of interest to Defence Research and Development Organisation and if such study or training will, as a consequence, serve the interest of Defence Research and Development Organisation, although not to the extent of placing the officer on deputation, the officer may be granted study leave on the following conditions:-
 - (i) The Defence Research and Development Organisation shall not pay for the officer's travel to and from the place of study or training.
 - (ii) The leave sanctioned shall not normally be more than twelve months and, in no case, shall exceed two years in the entire period of service except when the leave is applied for obtaining a Doctorate or a similar qualification, in which case the period of leave may be extended to a minimum period required for acquiring such a qualification but not exceeding four years in

the entire period of service. Study leave in excess of twelve months may be granted only if the officer has rendered more than five years service and at least three years continuous service in the Defence Research and Development Organisation.

- (iii) Study leave may be taken in combination with leave of any other kind subject to the condition that study leave in combination with regular leave other than extraordinary leave shall not exceed twenty eight months. Further, the maximum period of absence including the study leave shall not exceed four years in the entire period of service.
- (iv) A bond shall be obtained from the officer binding him to serve the Defence Research and Development Organisation after the completion of the study or training in India or abroad for a minimum period of three years and a maximum period of five years.
- (v) In the event of the officer returning to duty post within the stipulated period, the officer's study leave period shall count for the purposes of pay, pension, increment etc. However, in the event of the officer not returning to duty post after the expiry of the study leave, the officer shall be liable to pay the bond money to the Government and at the same time the service of the officer may be terminated.
- (vi) In regard to all other matters including leave salary and study allowance, the rules regarding 'study leave' as contained in the Central Civil Service (Leave) Rules, 1972, as amended from time to time, will be applicable to the members of this Service.

14. Disqualifications.- No person, -

- (1) who has entered into or contracted a marriage with a person having a spouse living; or
- (2) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the Service;

Provided that the Government may, if, satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing exempt any person from the operation of this rule.

* Amended vide SRO 186 of 1985

15. **Power to relax.**- Where the Government is of the opinion that it is necessary to do, it may, by order, for reasons to be recorded in writing,* relax any of the provisions of these rules in respect of any class or category of persons.

16. **Saving.** - Nothing in these rules shall affect reservations, relaxation of age limit and other concessions, required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

17. **Interpretation.** - If any question relating to interpretation of these rules arises, it shall be decided by the Government.

18. **Cessor of Defence Science Service Rules, 1967 in certain cases.**- On and from the commencement of these rules, the Defence Science Service Rules, 1967 shall, in so far as they relate to the posts to which these rules are applicable, cease to be in force.

* Amended vide SRO 186 of 1985

SCHEDULE 1A
(See Rule 8(2))

***The Internal Screening Committee to review the
** confidential performance appraisal reports of Scientist 'B' to Scientist 'E' -**

Additional Secretary (Research and Development) or Chief Controller Research and Development

-Chairperson

Three Directors from any Defence Research and Development Organisation Laboratories or Establishments or Headquarters.

-Members

Director of Personnel

- Member

Director, Manpower Planning and Development

-Member

Note 1: The absence of any member of the Committee other than the Chairperson shall not invalidate the proceedings of the Internal Screening Committee.

**** Note 2: 2 Adviser or Scientist 'G' can be nominated in place of Director.*

*	Amended vide SRO 186 of 1985,
**	Amended vide SRO 11E of 90 and
***	Amended vide SRO 146 of 1991

xxxx Amended vide SRO 51 of 2013

*** Schedule 1B**
(See Rule 8(2))

**** The Internal Screening Committee to review
confidential performance appraisal reports of
Scientist 'F' and Scientist 'G'**

(a) Scientist 'F'

(i) Secretary, Department of Defence Research and Development
or a Distinguished Scientist nominated by him.

- Chairperson

(ii) Two Scientists not below the level of Scientist 'G' nominated
by the Secretary, Department of Defence Research and Development.

- Members

(b) Scientist 'G'

(i) Secretary, Department of Defence Research and Development
or a Distinguished Scientist nominated by him.

- Chairperson

(ii) Two Scientists not below the level of Scientist 'H'
(Outstanding Scientist) nominated by the Secretary, Department of
Defence Research and Development.

- Member

*Note: The absence of any member of the Committee other than the
Chairperson shall not invalidate the proceedings of the Internal
Screening Committee."*

***** Amended vide SRO 11E of 1990 and
****** Amended vide SRO 119 of 1999

*** Schedule 1C**
(See rule 8(2))

**The Assessment Board for assessing suitability of Scientists for promotion upto
Scientist 'F' level in Defence Research and Development Service**

- (i) Chairperson - To be appointed by the Central Government
or
Co-chairperson - To be appointed by the Chairperson from
a panel approved by the Central
Government.
- (ii) Two Departmental Core Members - To be nominated by Director General
Research & Development.
- (iii) One Departmental member - To be nominated by Director General
Research & Development
- (iv) Two External members - To be nominated by the Chairperson, from
Academic Institutions, Research &
Development Organisations in particular
discipline or field.
- (v) Director of the Laboratory or its representative.

Note: (i) *The absence of any member of the Assessment Board other than
the Chairperson shall not invalidate the proceedings of the Assessment
Board.*

(ii) *Chairperson can nominate more than two external members
wherever it is considered necessary for proper evaluation of Scientists.*

(iii) *Serial No. (i) & (ii) will form the Core Committee of the Board and
shall not normally change during the currency of the Board.*

* Amended vide SROs 11E of 1990, 74 of 1992, 125 of 1992 and 34 of 1996

xx added vide no 518 2013

*** Schedule 1D**
(See rule 8(2))

**The Peer Committee for assessing suitability of Scientist 'F' and
Scientist 'G' for promotion to the next higher grade in
Defence Research and Development Service**

- | | | |
|-------|---|---------------|
| (i) | Chairman, Recruitment and Assessment
Centre, Department of Defence Research
and Development | - Chairperson |
| (ii) | Secretary, Department of Defence
Research and Development. | - Member |
| (iii) | Any two Secretaries from other Scientific
Departments of the Central Government,
decided by the Chairperson. | - Member |
| (iv) | An eminent Scientist or Management
Specialist, nominated by the Chairperson. | - Member |
| (v) | One Distinguished Scientist of Defence
Research and Development Organisation,
nominated by Director General of
Research and Development. | - Member |

Note: *The absence of any member of the Peer Committee other than the
Chairperson shall not invalidate the proceedings of the Peer
Committee.*

* Amended vide SRO 11E of 1990 & 119 of 1999

Amended vide SRO 11E of 1990 & 119 of 1999

Schedule 1E *
(See rule 8(3))

**The Recruitment Board for assessing suitability of candidates for
recruitment to Defence Research and Development Service.**

- (i) Chairperson _____ - To be appointed by the Central Government _____
or
Co-Chairperson - To be appointed by the Chairperson from a panel
approved by the Central Government.
- (ii) **Two External Members - To be nominated by the Chairperson from
Academic Institutions, Research and
Development Organisations, Industries or
specialists in particular discipline or field.
- (iii) Two Departmental Members - To be nominated by Director General Research
and Development.

*Note : The absence of a member of the Board other than the Chairman shall
not invalidate the proceedings of the Assessment Board.*

* Amended vide SRO 33 of 1991
** Amended vide SRO 125 of 1992

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Schedule II #
(See Rule 4)

**Number and scales of pay of Group 'A' posts included
in the Defence Research and Development Service.**

<u>S.No.</u>	<u>Designation of Post</u>	<u>Scale of Pay</u>	<u>No. of Posts*</u>
1.	Scientist 'B'	Rs.8000-275-13500	5391**
2.	Scientist 'C'	Rs.10000-325-15200	
3.	Scientist 'D'	Rs.12000-375-16500	
4.	Scientist 'E'	Rs.14300-400-18300	
5.	Scientist 'F'	Rs.16400-450-20000	
6.	Scientist 'G'	Rs.18400-500-22400	
7.	Scientist 'H' (Outstanding Scientist).	Rs.22400-525-24500	
8.	Scientific Adviser to Raksha Mantri and Director General Research and Development.	As decided by the Central Government from time to time.	1

* Subject to variation dependent on workload.

** All these posts are covered by flexible complementing scheme.

Amended vide SRO 119 of 1999

Q Added vide SRO 517 2013

SCHEDULE III

(See Rule 8(2))

Minimum educational and other qualifications, experience and age limit for direct recruitment to various Group 'A' posts included in the Defence Research and Development Service.

Educational and Other qualifications and experience for direct recruits

Sl.No	Name of Post	For posts requiring qualifications in Scientific or Engineering or Technical Subjects	For posts requiring medical qualifications.	Age Limit
(1)	(2)	(3)	(4)	(5)
1.	Scientist 'B'	<p><u>Essential</u></p> <p>At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or Second Class Degree in Engineering or Technology or Metallurgy from a recognised University or equivalent.</p> <p><u>Desirable</u></p> <p>Knowledge of German, French, Russian, Japanese or Chinese.</p>	<p><u>Essential</u></p> <p>(i) A medical qualification included in the first Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act, 1956 (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act.</p> <p>(ii) Completion of compulsory rotating internship.</p>	<p>*Not exceeding 28 years (Relaxable upto 5 years for Government servants in accordance with the instructions and orders issued by the Central Government from time to time in this regard).</p>

* Amended vide SRO 159 of 1983

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2. Scientist 'C'

Essential

(i) At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or Second Class Degree in Engineering or Technology or Metallurgy from a recognised University or equivalent.

(ii) Four years' experience in research or design or development or production in the required areas.

Desirable:

(i) Doctorate Degree in Science, Mathematics or Psychology or Master's Degree in Engineering or Technology or Metallurgy in the subject concerned.

(ii) Knowledge of German, French, Russian, Japanese or Chinese.

Essential

(i) A medical qualification included in the First Schedule or the Second Schedule or the Part II of the Third Schedule to the Indian Medical Council Act 1956 (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act.

(ii) Required post-graduate degree qualification.

(iii) Three years practical and administrative experience in the required field of medical relief, medical research, medical education or public health organisation.

*Not exceeding 35 years. (relaxable upto 5 years for Government servants in accordance with the instructions issued by the Central Government.)

* Amended vide SRO 196 of 1982

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3. Scientist 'D'

Essential:

(i) At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or Second Class Degree in Engineering, Technology or Metallurgy from a recognised University or equivalent.

(ii) Eight years' experience in research or design or development or production in the required areas.

Desirable:

(i) Doctorate Degree in Science, Mathematics or Psychology or Master's Degree in Engineering or Technology or Metallurgy in the subject concerned.

(ii) Knowledge of German, French, Russian, Japanese or Chinese.

Essential:

(i) A medical qualification included in the First Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act 1956 (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act.

(ii) Required Post-Graduate Degree qualification.

(iii) Eight years practical and administrative experience in the required field of medical relief, medical research, medical education or public health organisation.

*Not exceeding 45 years. (relaxable upto 5 years for Govt. servants in accordance with the instructions issued by the Central Government from time to time in this regard.)

* Amended vide SRO 159 of 1983

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4.

Scientist 'E'

Essential:

- (i) At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or at least Second Class Degree in Engineering, Technology or Metallurgy from a recognised University or equivalent.
- (ii) Ten years' experience in research or design or development or production in the required areas.

Desirable

- (i) Doctorate Degree in Science, Mathematics or Psychology or Master's Degree in Engineering or Technology or Metallurgy in the subject concerned.
- (ii) Knowledge of German, French, Russian, Japanese or Chinese.

Essential:

- (i) A medical qualification included in the First Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act 1956 (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act.
- (ii) Required Post-Graduate Degree qualification.
- (iii) Ten years practical and administrative experience in the required field of medical relief, medical research, medical education or Public Health Organisation.

* Not exceeding 45 years.
(relaxable upto 5 years for Govt servants in accordance with the instructions issued by the Central Government from time to time in this regard.)

* Amended vide SRO 159 of 1983

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5. Scientist 'F'

Essential:

- (i) At least Second Class Master's Degree in Science subjects or Mathematics or Psychology or at least Second Class Degree in Engineering or Technology or Metallurgy from a recognised University or equivalent.
- (ii) Ten years' practical experience in research or design or development or production in the required areas.

Desirable

- (i) Doctorate Degree in Science, Mathematics or Psychology or Master's Degree in Engineering or Technology or Metallurgy in the subject concerned.
- (ii) Knowledge of German, French, Russian, Japanese or Chinese.

Essential:

- (i) A medical qualification included in the First Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act 1956 (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act.
- (ii) Required Post-Graduate Degree qualification.
- (iii) Ten years practical and administrative experience in the required field of medical relief, medical research, medical education or public health organisation.

*Not exceeding 50 years. (relaxable upto 5 years for Government servants in accordance with the instructions issued by the Central Government from time to time in this regard.)

* Amended vide SRO 196 of 1982

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6. Scientist 'G'
Chief Controller
Research &
Development

Essential:

(i) At least Second Class Master's Degree in Science subjects, Mathematics or Psychology or at least Second Class Degree in Engineering, Technology or Metallurgy from a recognised University or equivalent.

(ii) Twelve years' experience in research or design or development or production in the required areas.

Desirable:

(i) Doctorate Degree in Science, Mathematics or Psychology or Master's Degree in Engineering or Technology or Metallurgy in the subject concerned.

(ii) Knowledge of German, French, Russian, Japanese or Chinese.

**Such educational qualifications and experience as may be prescribed by the Government but these qualifications shall not be less than those prescribed for Scientist 'G'

Essential:

(i) A medical qualification included in the First Schedule or the Second Schedule or Part II of the Third Schedule to the Indian Medical Council Act 1956 (102 of 1956). Holders of Medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act.

(ii) Required Post-Graduate degree qualification.

(iii) Twelve years' practical and administrative experience in the required field of medical relief, medical research, medical education or public health organisation.

*Not exceeding 50 years.
(relaxable upto 5 years for Govt. servants in accordance with the instructions issued by the Central Government. from time to time in this regard.)

7. Scientific Adviser and
Director General of
Research &
Development

* Amended vide SRO 159 of 1983

** Amended vide SRO 196 of 1982

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Note: 1 *The qualifications prescribed are relaxable at the discretion of the Government* in the case of candidates otherwise well qualified in particular the qualification regarding experience is relaxable at the discretion of the Government in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if at any stage of selection, the Government is of the opinion that sufficient number of candidates possessing the requisite experience are not likely to be available to fill up the post reserved for them.*

Note:2 *The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in Andaman and Nicobar Islands and Lakshadweep).*

Note:3 *Officers from the Defence Services who have to be considered for induction to transfer in the service in a Civilian capacity in any of the grades mentioned above, should possess the minimum educational qualifications and experience prescribed for direct recruit. Provided further that, if on the recommendations of the Director General any service course, specialised training etc., undergone by an officer is considered to be at par with those prescribed for the direct recruits, such officers may also be deemed to fulfil the minimum requirements set forth in this Schedule.*

****Note:4** *In disciplines (including specialised areas or fields), other than those mentioned in the Schedule, such professional or technical qualifications, as are approved by the Government of India for appointment to superior posts and services shall be applicable. In cases where a formal degree or diploma is not being awarded or has not been approved, the educational qualifications and experience shall be such as may be prescribed by the Director General.*

* Amended vide SRO 186 of 1985

** Amended vide SRO 196 of 1982

SCHEDULE IV

The terms and conditions of appointment of Fellows under the Fellowship Scheme of Defence Research and Development Organisation shall be as follows:-

- (i) * 'Fellows' shall be selected on all India basis through an interview in the order of merit, from amongst the candidates possessing the educational qualifications and age prescribed in Schedule III for direct recruitment for the posts of Scientist 'B' in the disciplines of Physics, Electronics, Mechanical Engineering, Aeronautics and Computer Science or in any other disciplines as may be specified by the Director General Research and Development. Candidates appearing for the final examination for acquiring the educational qualifications prescribed in Schedule III may also be considered for selection provisionally subject to the condition that their final selection, shall be subject to their acquiring the prescribed qualifications.
- (ii) The normal period of training will be one year. During the training, the 'Fellows' will be paid a consolidated stipend of Rs. 1200/- (Rupees twelve hundred only) per month or any other amount as determined by the Government from time to time and they shall not be entitled to any other allowance. They shall be provided with Hostel accommodation during the period of training. Where such accommodation is not provided, they shall be entitled to draw House Rent Allowance only at the Government prevailing rates on the amount of Fellowship.
- (iii) The 'Fellows' shall be required to execute a bond to serve in the Defence Research and Development Organisation on completion of their training for at least a period of three year, failing which they shall be required to pay for the cost of training as may be determined by the Government.
- (iv) On successful completion of training, the 'Fellows' may be considered for appointment as Scientist 'B' in Defence Research and Development Service as per the provisions contained in rule 8(1A).
- (v) Such appointments shall be treated as direct recruitment for all purposes. For the purpose of seniority, Scientist 'B' appointed through the "Fellowship Scheme" shall rank enblock junior to all those selected for appointment as Scientist 'B' through any other method prescribed in rule 6, including those who are selected for appointment directly as Scientist 'B' earlier than the date of appointment of 'Fellow' as Scientist 'B'. The seniority of 'Fellows' among themselves shall be fixed in the order of their merit.
- (vi) During the period of training, the 'Fellows' may be discharged from training at any time without notice and without assigning any reason.
- (vii) During the training the 'Fellow' are required to pass all the tests/examination which may be prescribed by the department. Those who are not able to pass such tests/examination and do not successfully complete the training, shall not be considered for appointment to the grade of Scientist 'B' of the service.

* Amended vide SRO 170 of 1985

Schedule V
(Sec rule 8 (1A) (b))

Junior Fellowship Scheme for sponsoring candidates for M.Sc. Degree Course in Computer Science (Computer Software) in Designated Universities.

The terms and conditions of appointment of Junior Fellows under the Scheme shall be as follows:-

- * 1. Certain Universities in the country shall be designated for the purpose of conducting the M.Sc. Degree Course in Computer Science (Computer software) for the candidates sponsored by the Defence Research and Development Organisations.
2. The Junior Fellows shall be selected on All-India basis by the different Universities for admission from amongst the candidates below 23 years of age on 1 January of the year of admission and possessing a B.Sc. Degree with not less than 60% marks in aggregate in -
 - (i) Mathematics (main) with Physics (Subsidiary); or
 - (ii) Physics (main) with Mathematics (Subsidiary); or
 - (iii) Physics and Mathematics combination.
3. The normal period of course shall be 2 years (4 semesters). The Junior Fellows shall be required to pass all such tests/examinations as may be prescribed by the Universities for the M.Sc. (Computer Science) course. During the course, the Junior Fellows are liable to be discharged at any time without any notice or assigning any reason.
4. The candidates admitted to the M.Sc. Degree Course of Computer Science (Computer Software) shall be paid a consolidated sum of Rs.800/- per month as fellowship and they shall not be entitled to any other allowance.
5. The selected candidates will be required to execute a bond to serve the Defence Research and Development Organisation for a minimum period of 5 years on successful completion of the course failing which they shall be required to pay to the government the amount mentioned in the bond.
6. The candidates who are awarded the Degree in M.Sc. Computer Science (Computer Software) and who obtain 60% marks in aggregate shall be considered for appointment as Scientist 'B' in Defence Research and Development Organisation in terms of Rule 8(1A)(b) of the Defence Research and Development Service Rules, 1979 provided they are found suitable for such appointment by the Selection Board.
7. The candidates who fail to obtain 60% marks in the aggregate shall be given another chance to make the grade by appearing again in the relevant subjects during the next two semesters. They shall not, however, be entitled for the fellowship amount during the extended period.
8. The Junior Fellows on their appointment as Scientist 'B' in the Defence Research and Development Service shall be enblock junior to those selected for appointment as Scientist 'B' earlier than the date of their selection for appointment in the Service. The inter-se-seniority of the Junior Fellows shall be determined on the basis of merit assigned by the Selection Board.

* Amended Vide SRO 328 of 1987

Schedule VI
(See rule 8 (1A) (b))

Junior Fellowship Scheme to attract bright young Scientists from the Institutes of Technology, the Indian Institute of Science, the Regional Engineering Colleges and other Premier Institutions in specified engineering subjects.

*The terms and conditions of appointment of Junior Fellows under the Scheme of Defence Research and Development Organisation shall be as under :

- (a) Campus recruitment of Junior Fellows shall be carried out from amongst the students of the final year of the engineering Degree courses in specific disciplines from the Indian Institutes of Technology, the Indian Institute of Science, the Regional Engineering Colleges and other Premier Academic or Technical Institutions, who have continuously secured first division during the first three years of their studies for the Bachelor of Engineering or Bachelor of Technology degree course and who opts to join Defence Research and Development Organisation as Scientist 'B' on completion of such degree course.
- (b) Selection shall be made on the basis of merit through an interview or written test and interview.
- (i) The period of fellowship shall be one year. The Junior Fellows shall be paid a consolidated stipend of Rs.800/- per month and they shall not be entitled to any other allowance.
- (ii) The selected candidates shall execute a bond to serve the Defence Research and Development Organisation on completion of degree course for a minimum period of 3 years on appointment as Scientist 'B', failing which they shall be required to pay the Government the amount mentioned in the bond.
- (c) The Junior Fellows who are awarded the Degree in first division shall be considered for appointment as Scientist 'B' in the Defence Research and Development Organisation in terms of rule 8 (1A) (b) of the Defence Research and Development Service Rules, 1979, provided they are found suitable for such appointment by the Selection Board.
- (d) The Junior Fellows on their appointment as Scientist 'B' shall be enblock junior to those selected for appointment as Scientist 'B' earlier than the date of their selection for appointment in the Service. The inter-se-seniority of the Junior Fellows shall be determined on the basis of merit assigned in the selection list by the Selection Board.

* Amended vide SRO 1 of 1991