

Chapter-6

SENIORITY

6.1 SCIENTIFIC

In Scientific service there is no concept of inter se seniority. However, for various administrative requirements such as making interim arrangement in the absence of Director on short term/long term basis the notional seniority of the Principal Scientists appointed after 1.1.1986 may be determined on the basis of their date of appointment to the grade of Rs. 4500-7300 (pre-revised). The notional seniority of other Principal Scientists, who were appointed as Scientists S-4 before 1.1.86 may be determined on the basis of their date of appointment to S-4 grade. If two or more Principal Scientists have the same date of appointment to S-4 grade, the one who was appointed to S-2 grade earlier will be considered senior. Similar criteria would be observed where two scientists were holding S-3 posts prior to their placement as Principal Scientist.

(ICAR No. 8(9)/77-Per.IV dated 24.3.1993)

In case two or more Principal Scientists have successively the same date of appointment in S-4, S-3, S-2 and S-1 grades, their inter se seniority shall be decided on the basis of their inter se seniority of the service rendered in ICAR prior to 1.10.1975. This principle would be applicable only in the case all persons having tie have worked in the ICAR prior to 1.10.1975. If any one from this is from outside the ICAR system, their inter se seniority shall be decided on the basis of their date of birth.

(ICAR No.19(1)/2007-Per.IV dated 21st May, 2007)

6.2 TECHNICAL

In Technical service also there is no concept of inter se seniority. However, for the various administrative purposes the seniority is determined with reference to the date of joining of the technical personnel in their respective categories.

6.3 ADMINISTRATIVE

The principles of seniority as contained in DOP&T guidelines (**Appendix-XII**) are followed by the ICAR mutatis mutandis for the administrative staff. In so far as inter se seniority of the person in the Administrative and Finance and Accounts Officer's cadre the following specific instructions have been issued by the ICAR.

(i) Inter-se seniority on Initial induction into cadre:

The inter-se seniority of the person in each grade on induction into the cadre will be determined from the initial date of appointment of the persons on regular basis in the grade before induction, subject to the condition that relative seniority of persons selected by a Selection Committee/D.P.C. shall be determined by the order of merit in which they were



selected for such appointments, persons appointed as a result of an earlier selection being senior to those appointed as result of a subsequent selection.

(ii) Inter-se seniority on appointments/promotions made after initial Induction:

Inter-se seniority of the persons appointed/promoted in each grade of the cadre after initial constitution of the service will be made in accordance with the general principles of seniority followed by the Central Government.