

No. IASST/920/2021-22/ 1933.

Dated: 07.06.2021.


To

Sri Pradip Chakraborty  
Manora Peak, Tallital, Nainital  
Pin:263001, Uttarakhand.  
Mobile No.+91-9411541768

Sub: Information under Right to information Act 2005.  
Ref: Registration No. IASST/R/E/21/00004 dt.06/05/2021.

With reference to the above, the requisite information is furnished as below:

1. The relevant pages of Recruitment Rule of IASST containing promotion policy is enclosed.
2. The recruitment rule/promotion policy is yet to be approved by the GB/DST.

  
Public Information Officer  
IASST, Paschim Boragaon,  
Guwahati-35.

15. An official recruited on or after commencement of these rules shall be governed by the Bye Laws of the Institute as approved by the Governing Council and the Central Government as amended from time to time.

### Promotion

#### 16. Administrative Cadre

The promotion of an incumbent to the higher post shall be made according to the principle of merit i.e. by "Selection" and on the basis of seniority-cum-fitness i.e. by "non-selection". The promotion shall be made on the recommendations of the Departmental Promotion Committee/Assessment Committee. As such there shall be no automatic promotion in the administrative cadres. The promotions will be strictly made if clear vacancies are available. The persons who have completed the probation period successfully and qualified departmental test prescribed, will be eligible to be considered for promotion by the Assessment Committee/Departmental Promotion Committee subject to having the requisite qualifying service (in core or in project ) as mentioned in Schedule I. The Institute will conduct Departmental tests periodically. A candidate who fails to qualify departmental test can appear for the test (s) at subsequent chance (s). The opportunities for promotion are mentioned in Schedule I.

#### 17. Technical Cadre

17.1 Induction through direct recruitment will normally be made at the lowest grade in each cadre/discipline. Hence a vacancy arising due to any reason will occur at the lowest grade. However, direct recruitment to other grades may also be made if the need is felt.

17.2 Departmental candidates can also appear for interview with other candidates for the selection to the post in the next higher grade, provided that they have acquired the requisite qualifications, or passed departmental tests prescribed for the purposes of equating with qualifications prescribed for direct recruitment. The minimum educational qualification/trade qualifications prescribed for direct recruitment as well as alternate qualifications for departmental candidates shall be as given in Schedule II. Any modification to prescribed qualification/experience as stipulated in Schedule II are not permissible. However, these could be made in exceptional cases with the prior approval of the Appointing Authority. This must be done prior to advertising the post.

#### 17.3 Seniority

There will be inter se seniority amongst the personnel of the technical service for the purpose of promotion subject to provisions of clause 17.4.2.

#### 17.4 Career Advancement

17.4.1 Career advancement of the persons will be in their respective categories and will be done in the following manner :

17.4.2 There shall be a system of merit promotion from one grade to the next higher grade, irrespective of occurrence of vacancies in the higher grade; or grant of advance increment(s) up to a maximum of three increments in the same grade, on the basis of assessment of performance. The persons concerned will be eligible for consideration for such promotion or for the grant of advance increment(s) after the expiry of prescribed period as given in Schedule II.

Note :- Persons holding posts which do not have promotional avenues are eligible for grant of advance increments subject to a maximum of three increments in the grade and further subject to

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*07.07.2024*

विज्ञान एवं प्रौद्योगिकी विभाग/Registrar  
Institute of Science & Technology  
पश्चिम बड़गाँव, गुवाहाटी-781 035, असम, भारत  
Paschim Boragaon, Guwahati-781 035, Assam, India

review to be done on completion of prescribed period of service as indicated in the Schedule II. Promotion would be effective from due dates.

#### 17.4.3 Training

Eligibility for merit promotion by assessment is dependent on length of service and fulfilling qualification requirements as laid down in Schedule II. In order that those persons who do not fulfill qualification/trade experience requirements as laid down in Schedule II get an opportunity to acquire the same in service.

### 18. Academic cadre (Group I posts)

#### 18.1 Avenues for Promotion

In academic cadre the promotion will be made through flexible complementing scheme (in-situ promotion). A scientist will be eligible for promotion up to and including the level of Professor II in the pay scale of Rs. 34,400-67,000 in PB-4 with Grade Pay of 10,000/- through the process of Flexible Complementing Scheme as applicable to the Scientific personnel in the Scientific Departments of the Government of India.

#### 18.2 Promotion through Flexible Complementing Scheme (In-situ promotion)

The system of Flexible complementing Scheme and In-situ promotion shall be followed in the matter of promotion of Institute's scientists in the grade of Assistant Professor I & II, Associate Professor I & II and Professor I & II. If the assessment committee as specified in Schedule V finds scientist fit for promotion to the posts of Assistant Professor II, Associate Professor I & II and Professor I & II and such posts are not available within the sanctioned strength at the time, promotion may be given by upgrading the posts of Assistant Professor I to Assistant Professor II, Assistant Professor II to Associate Professor I, Associate Professor I to Associate Professor II, Associate Professor II to Professor I, Professor I to Professor II.

There will be complete inter-changeability without any restriction except that the total number of incumbents would not exceed the total sanctioned strength of the Academic cadre. The Institute will be free to vary the number of posts in different scales so as to ensure promotion of an officer from the junior scales to senior scale, for which proven merit and record of research shall be the only criteria. A minimum residency of 5 years in each grade shall be required for promotions under the flexible complementing scheme, unless relaxed vide Rule.19.1.

18.3 Promotion under the scheme shall be personal to the scientist concerned and would not result in specific vacancy in the lower grade on that account. The post being currently held by the concerned scientist shall be upgraded for the duration of his/her stay in the promotion post. The post shall revert back to the original level once the scientist vacates the higher post.

### 19. Review through Flexible Complementing Scheme

19.1 The review shall be done by the Assessment Committee, that is before 1<sup>st</sup> January and 1<sup>st</sup> July every year as far as practicable. Those who have completed or will complete the required period of residency in a post during the period of three months before or three months after 1<sup>st</sup> January or 1<sup>st</sup> July, as the case may be, shall be included in the eligibility list considered as on the date of review for promotion to the next higher grade. The effective date of promotion

*C. K. B. S.*

*[Signature]*  
15/07/2024

पश्चिम बङ्गाल  
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shall be the date from which a candidate becomes eligible provided that minimum residency criteria of 5 years or as relaxed by Assessment Committee is fulfilled.

19.2 There shall be no retrospective promotion (except effective date as provided in 19.1 above).

19.3 Where an eligible scientist is not physically available for review due to deputation or foreign service in India or abroad or Sabbatical leave in India or abroad, his/her case shall be considered in the immediate review falling due on his/her return.

19.4 A person holding a scientific post not found fit for promotion after a review by the Assessment Committee shall become eligible for the next review only after a lapse of at least one year from the date of such review.

#### **20. Service to be counted for the purpose of Review for promotion**

All regular service rendered, in Govt. Departments, Autonomous bodies, Public Sector undertakings, Statutory bodies etc. excluding ad-hoc service in a post shall count for the purpose of review for promotion to the next higher post.

#### **21. Assured Career Progression Scheme**

Group B, C, D services /posts and Isolated posts in Group A,B,C D categories which have no promotional avenues, are governed by Assured Career Progression Scheme contained in the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training OM No. 35034/1/97-Estt(D) dated 9<sup>th</sup> August 1999 and subsequent changes/amendments in this scheme issued from time to time.

SCHEDULE – I  
SCHEDULE – II  
SCHEDULE – III  
SCHEDULE – IV  
SCHEDULE – V  
SCHEDULE – VI

*certified*  
*[Signature]*  
07.06.2021

कुलसचिव / Registrar  
विज्ञान एवं प्रौद्योगिकी  
Institute of Science & Technology  
परिचय बड़ागाव, गुवाहाटी-781 005 Assam, India  
Paschim Boragaon, Guwahati-781005 Assam, India

**RTI REQUEST DETAILS****Registration No. :** IASST/R/E/21/00004**Date of Receipt :** 06/05/2021**Type of Receipt :** Online Receipt**Language of Request :** English**Name :** PRADIP  
CHAKRABORTY**Gender :** Male**Address :** MANORA PEAK, Tallital, NAINITAL, Pin:263001**State :** Uttarakhand**Country :** India**Phone No. :** Details not provided**Mobile No. :** +91-9411541768**Email :** prdpchkrbrty@yahoo.co.in**Status(Rural/Urban) :** Rural**Education Status :** Graduate**Is Requester Below  
Poverty Line ? :** No**Citizenship Status** Indian**Amount Paid :** 10 )**Mode of Payment** Payment Gateway**Does it concern the life  
or Liberty of a Person ?**  
No(Normal)  
:**Request Pertains to :****Information Sought :**

Please let me have the following information under RTI Act 2005.

1.Please provide me the certified copy of PROMOTION POLICY which is being followed by your esteemed institute to promote Group A , B & C employees.

2.Please provide me the certified copy of approval of the PROMOTION POLICY by the competent authority(viz. GB/GC/DST).

**Print** **Save** **Close**

R. Karthik  
W. M. P.  
20.05.2021

