



भारतीय कृषि अनुसंधान परिषद

कृषि विस्तार संभाग

कृषि अनुसंधान भवन-1, पूसा, नई दिल्ली- 110 012

INDIAN COUNCIL OF AGRICULTURAL RESEARCH

DIVISION OF AGRICULTURAL EXTENSION

KRISHI ANUSANDHAN BHAVAN-I, PUSA, NEW DELHI 110 012

F.No.A.Extn. 4/14/2018-AE-III

Date: 09.03.2021

To,

The Director
ICAR-ATARI
Zone-I to Zone XI

Sub.: Implementation of 7th CPC pay scale to the employees (Technical, Administrative and Scientific) working at the KVKs which are not administered by ICAR but for which ICAR has the liability for payment of salary.

Sir,

1. In accordance with the instructions contained in ICAR's Office Memorandum F.No.FIN/24/1/2017-CDN (A&A) dated 19th January, 2017 and letter F.No. 1(4)/2017-Per.IV dated 27th March, 2018, the staff of Krishi Vigyan Kendras (KVKs) under the direct administrative control of ICAR has been placed in the corresponding pay level of the 7th CPC pay matrix.
2. The same pay levels of the 7th CPC recommendations are now being extended w.e.f. 01.01.2016 to the eligible staff of those KVKs which are under the administrative control of State Agricultural Universities (SAUs), Central Agricultural University (CAU), Central University (CU), Deemed Universities (DUs), State governments, Public Sector Undertakings (PSUs), Non-Governmental Organizations (NGOs) etc. The approved replacement of pay scales of the staff in KVKs is as under:

Post	No. of approved strength	Approved Pay Band and Grade Pay in 6 th CPC	Approved Pay Level in 7 th CPC
Senior Scientist / Head KVK	01	PB-4, Rs.37400-67000 + RGP Rs.9000	Level 13 A (with rationalized entry pay of Rs.131400/-)
Subject Matter Specialist (T-6) *	06	PB-3, Rs.15600-39100 + GP Rs.5400 (Recruited on or after 29.03.2011)	Level 10
		PB-3, Rs.15600-39100 + RGP Rs.6000 (Recruited before 29.03.2011)	Level 10 (with rationalized entry pay of Rs. 57700/-)
Programme Assistant/Farm Manager (T-4)	03	PB-2, Rs. 9300-34800 + GP Rs.4200	Level -6
Assistant	01	PB-2, Rs.9300-34800 + GP Rs.4200	Level -6
Stenographer Gr III	01	PB-1, Rs.5200 – 20200 + GP Rs.2400	Level -4

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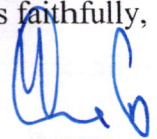
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Driver (T-1)	02	PB-1, Rs.5200 – 20200 + GP Rs.2000	Level -3
Skilled Support Staff	02	PB-1, Rs.5200 – 20200 + GP Rs.1900	Level -2
<i>* The instructions contained in SMD's letter No. 4/17/2019-AE-III dated 24.02.2020 will be applicable for revision of pay scale of Subject Matter Specialist (SMS).</i>			

3. The revisions are permissible as per scales of different positions prescribed in ICAR. Any enhancement in respect of pay revision over the ICAR prescribed scale will be borne by the host organization. The liability of ICAR towards payment of pay and allowances will, however, be limited to pay scales as for KVKs under ICAR Institutes or actual whichever is less.

This issues with the approval of the Competent Authority.

Yours faithfully,



(Balraj Singh)
Under Secretary (AE)



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कृषि विस्तार संभाग
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INDIAN COUNCIL OF AGRICULTURAL RESEARCH
DIVISION OF AGRICULTURAL EXTENSION
KRISHI ANUSANDHAN BHAVAN-I, PUSA, NEW DELHI 110 012

File No. A.Extn. 4/17/2019-AE-III

Dated: 24.02.2020

To,

All VCs of SAUs,
All Secretary/ Principal Secretary (Agriculture) of States/UTs

Dear Sir,

This is in connection with the existing anomaly in the pay scale of SMSs working in Krishi Vigyan Kendras (KVKs) under Indian Council of Agricultural Research (ICAR) and the State Agriculture Universities (SAUs) and also for adoption of revised pay scales of the 7th Pay Commission.

It has come to notice that there is an issue about the pay scale of SMSs in KVKs under SAUs. In this regard, it is explained here that ICAR in its order dated 29.03.2011 for the first time had provided Rs. 5400/- Grade Pay for the SMSs working in KVKs managed by ICAR Institutions. It resulted in two implications for the SAUs. One, the order will not affect those SMSs working in KVKs of SAUs recruited before March 29, 2011 and if SMSs were appointed in the Grade Pay of Rs. 6000/- they may continue to get related promotion and other benefits through CAS. Second, after March 29, 2011, if any SAU opts to continue deputing/recruiting SMS with higher qualifications than that of SMS and at par with teachers in the Grade Pay of Rs. 6000, then in that case, the liability of ICAR will be limited to pay the salary benefits as admissible for Rs. 5400/- Grade Pay only and the consequential additional amount will be required to be borne by the University/State.

The 7th CPC is agreed in principle but, will be implemented only after availability of funds which is being pursued with the Ministry of Finance, Government of India.

This issues with the approval of Competent Authority.

Yours Sincerely,

(Namrta Sharma)
Deputy Secretary (AE)



INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAWAN, NEW DELHI-110001

F. No. 1(4)/2017-Per.IV

Dated: March 27th, 2018

To

The Directors/Project Directors of ICAR Research Institutes/NRC's/Project Directorates/Bureaux

Subject :- Revision of Pay of Scientists of ICAR in light of scheme of revision of pay of teachers in Universities notified by MHRD vide notification dated 02.11.2017 following revision of pay scales of Central Government employees on recommendations of VIIth CPC.

Sir,

I am directed to state that Indian Council of Agricultural Research (ICAR) has decided to revise the pay scales of Scientists in light of scheme of revision of pay of teachers in Universities notified by MHRD vide notification No.1-7/2015-U.II(1) dated 02.11.2017 following revision of pay scales of Central Government employees on the recommendations of the VIIth CPC, as accepted by the Government of India. The revised pay scales and other provisions are as under:

2. Revision of Pay Scales:

2.1 The revised pay scales shall be exactly similar to the revised pay scales given as per the M/o HRD letter dated 02.11.2017 strictly in accordance with the equation between the existing pay scales in case of ICAR Scientists and the pay scales applicable to teachers under the UGC framework immediately before 01.01.2016, and no deviation is allowed.

2.2 For fixation of pay of Scientists in the Pay Matrix as on 01.01.2016, the existing pay (Pay in the Pay Band plus RGP) in the pre-revised structure as on 31.12.2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Research Level corresponding to the Scientists' Pay Band and RGP in the new Pay Matrix (Annexure - I). If a Cell identical with the figure so arrived at is available in the appropriate Research Level, that Cell shall be the Revised Pay; otherwise, the next higher Cell in that Research Level shall be the Revised Pay of the Scientist. If the figure arrived at in this manner is less than the first Cell in that Research Level, then the Pay shall be fixed at the first Cell of that Research Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent Cell in the Pay Matrix.

2.3 The revised pay scales are as under:

2.3.1

Existing Pay	Revised Pay
Scientist (at RGP Rs. 6000/- in PB Rs 15,600 – 39,100/-)	Scientist (at Research Level 10 with rationalized entry pay of Rs. 57,700/-)
Scientist (at RGP Rs. 7000/- in PB Rs 15,600 – 39,100/-)	Scientist (at Research Level 11 with rationalized entry pay of Rs. 68,900/-)
Scientist/ Sr. Scientist (at RGP Rs. 8000/- in PB Rs 15,600 – 39,100/-)	Scientist/ Sr. Scientist (at Research Level 12 with rationalized entry pay of Rs. 79,800/-)
Scientist/ Sr. Scientist (at RGP Rs. 9000/- in PB Rs 37,400 – 67,000/-)	Scientist/ Sr. Scientist (at Research Level 13A with rationalized entry pay of Rs. 1,31,400/-)
Principal Scientist (at RGP Rs. 10000/- in PB Rs 37,400 – 67,000/-)	Principal Scientist (at Research Level 14 with rationalized entry pay of Rs. 1,44,200/-)
HoD/HoRS/Project Coordinator (at RGP Rs. 10000/- in PB Rs 37,400 – 67,000/-)	HoD/HoRS/Project Coordinator (at Research Level 14 with rationalized entry pay of Rs. 1,44,200/-)
Project Director/Director/ Assistant Director General at ICAR Hqrs/Joint Director of IARI, IVRI, NDRI, CIFE & NAARM (at RGP Rs. 10000/- in PB Rs 37,400 – 67,000/-)	Project Director/Director/ Assistant Director General at ICAR Hqrs/Joint Director of IARI, IVRI, NDRI, CIFE & NAARM (at Research Level 14 with rationalized entry pay of Rs. 1,44,200/-)
National Fellow (at RGP Rs. 10000/- in PB Rs 37,400 – 67,000/-)	National Fellow (at Research Level 14 with rationalized entry pay of Rs. 1,44,200/-)

2.3.2

Existing Pay	Revised Pay
Director (NAARM, Hyderabad) Rs. 75000/- (Fixed)	Director (NAARM, Hyderabad) Rs. 2,10,000/- (Fixed)
Directors of IARI, IVRI, NDRI & CIFE Rs. 75,000/- (Fixed) plus Rs. 5,000/- (Special allowance)	Directors of IARI, IVRI, NDRI & CIFE Rs. 2,10,000/- (Fixed) plus Rs. 5,000/- (Special allowance)
National Professor Rs. 75,000/- (Fixed)	National Professor Rs. 2,10,000/- (Fixed)
Deputy Director General Rs. 75,000/- (Fixed)	Deputy Director General Rs. 2,10,000/- (Fixed)

3. Implementation Date:

The date of implementation of the above revised pay shall be 1st January 2016.

4. Incentives for higher qualifications:

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree or other higher qualifications will progress faster under CAS. Therefore, there shall be no incentives in the form of advance increments for obtaining the degrees of M.Phil or Ph.D or other higher qualifications.

5. Date of Increment:

5.1 The annual increments to each scientist would move up in the same Research Level, with a scientist moving from the existing Cell in the Research Level to the immediate next Cell in the same Research Level

5.2 There shall be two dates for grant of increments namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that a scientist shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment or assessment promotion.

6. Fixation of pay on Promotion :

When an individual gets a promotion, his/her new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, the scientist would be given a notional increment in his existing Research Level of Pay, by moving him/her to the next higher Cell at that level. The pay shown in this Cell would now be located in the new Research Level corresponding to the post to which he/she has been promoted. If a Cell identical with that pay is available in the new level, that Cell shall be the new pay; otherwise the next higher Cell in that level shall be the new pay of the scientist. If the pay arrived at in this manner is less than the first Cell in the new level, then the pay shall be fixed at the first Cell of that level.

7. Allowances for Scientists in ICAR:

As per Deptt. of Expenditure, Ministry of Finance ID Note No. 1(6)/E.III B/2017 dated 20.03.2018, revision of allowances including NPA shall not be made at present, and the same would be taken up for consideration only after allowances are revised by M/o HRD in case of teachers of Universities/Colleges under UGC framework. Therefore, all allowances will continue to be paid at the existing pay structure, as if, the pay had not been revised with effect from 01.01.2016.

8. Age of Superannuation:

The existing age of superannuation of ICAR scientist is 62 years and the same will continue.

9. 30% of the additional financial impact would be met by ICAR from its own resources.

10. An undertaking shall be taken from every employee to the effect that any excess payment made on account of incorrect fixation of pay in the revised Research Pay Level or grant of inappropriate Research Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.

11. Appropriate action may be taken to revise the pay of the Scientists at the Institutes as per the terms and conditions laid down herein and in accordance with the instructions issued by Government of India from time to time and in consultation with the concerned Internal Finance Division/Unit.

This issues with the approval of Competent Authority after concurrence of Deptt. of Expenditure, Ministry of Finance vide ID Note No. 1(6)/E.III B 2017 dated 20.03.2018.

Yours faithfully,

(Chabbilendra Rout)
Special Secretary, DARE &
Secretary, ICAR

Copy to:

1. PS to Minister of Agriculture & Farmers' Welfare
2. Secretary, Deptt. of Expenditure, Ministry of Finance, North Block, New Delhi.
3. Secretary, Deptt. of Higher Education, Ministry of HRD, Shastri Bhawan, New Delhi.
4. Secretary, DoPT, North Block, New Delhi.
5. PSO to DG, ICAR/ PPS to Secretary, ICAR/ PPS to AS&FA, DARE/PPS to All DDGs
6. Director (F)
7. Director (IASRI)
8. PD, DKMA, for ICAR website
9. US (P)
10. e-Governance Division

Annexure-I

Pay Matrix

Pay Band (Rs.)	15,600-39,100				37,400-67,000			
	6,000 2.67	7,000 2.67	8,000 2.67	9,000 2.67	10,000 2.72	11,000 2.72	12,000 2.72	13,000 2.72
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	11,000	12,000	13,000
Index of Rationalization	2.67	2.67	2.67	2.67	2.67	2.67	2.67	2.67
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	56,800	60,600	64,400
Research Level	10	11	12	13A	14	15	16	17
Rationalised Entry Pay (Rs.)	57,700	68,900	79,800	1,31,400	1,44,200	1,57,000	1,69,800	1,82,600
Pay (Rs.)	59,400	71,000	82,200	1,35,300	1,48,500	1,61,700	1,74,900	1,88,100
2	61,200	73,100	84,100	1,39,400	1,53,000	1,66,600	1,80,200	1,93,800
3	63,000	75,300	87,200	1,43,600	1,57,600	1,71,200	1,84,800	1,98,400
4	64,900	77,600	89,800	1,47,900	1,62,300	1,75,900	1,89,500	2,03,100
5	66,800	79,900	92,500	1,52,300	1,67,200	1,80,800	1,94,400	2,08,000
6	68,800	82,300	95,300	1,56,900	1,72,200	1,85,800	1,99,400	2,13,000
7	70,900	84,800	98,200	1,61,600	1,77,400	1,90,900	2,04,500	2,18,100
8	73,000	87,300	1,01,100	1,66,400	1,82,100	1,95,600	2,09,200	2,22,900
9	75,200	89,900	1,04,100	1,71,400	1,88,200	2,01,300	2,14,900	2,28,500
10	77,500	92,600	1,07,200	1,76,500	1,93,800	2,06,400	2,20,000	2,33,600
11	79,800	95,400	1,10,400	1,81,800	1,99,600	2,11,600	2,25,200	2,38,800
12	82,200	98,300	1,13,700	1,87,300	2,05,600	2,17,600	2,31,200	2,44,800
13	84,700	1,01,200	1,17,100	1,92,900	2,11,800	2,24,000	2,37,000	2,50,000
14	87,200	1,04,200	1,20,600	1,98,700	2,18,200	2,31,400	2,44,400	2,57,400
15	89,800	1,07,300	1,24,200	2,04,100	2,25,800	2,39,800	2,50,200	2,64,800
16	92,500	1,10,500	1,27,900	2,10,500	2,33,000	2,47,000	2,57,400	2,72,200
17								

Pay Band (Rs.)	15,600-39,100		37,400-67,000	
	15,600	39,100	37,400	67,000
18	95,300	1,13,800	1,31,700	2,17,100
19	98,200	1,17,200	1,35,700	
20	1,01,100	1,20,700	1,39,800	
21	1,04,100	1,24,300	1,44,000	
22	1,07,200	1,28,000	1,48,300	
23	1,10,400	1,31,800	1,52,700	
24	1,13,700	1,35,800	1,57,300	
25	1,17,100	1,39,900	1,62,000	
26	1,20,600	1,44,100	1,66,900	
27	1,24,200	1,48,400	1,71,900	
28	1,27,900	1,52,900	1,77,100	
29	1,31,700	1,57,500	1,82,400	
30	1,35,700	1,62,200	1,87,900	
31	1,39,800	1,67,100	1,93,500	
32	1,44,000	1,72,100	1,99,300	
33	1,48,300	1,77,300	2,05,300	
34	1,52,700	1,82,600	2,11,500	
35	1,57,300	1,88,100		
36	1,62,000	1,93,700		
37	1,66,900	1,99,500		
38	1,71,900	2,05,500		
39	1,77,100			
40	1,82,400			

254613/2018/AEIII

**INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAVAN: NEW DELHI**

F. No. FIN/24/1/2017-CDN (A&A)

Dated the 19th Jan, 2017

OFFICE MEMORANDUM

SUB: Pay revision of employees of Quasi-Government Organizations Autonomous Organizations, Statutory Bodies etc. set up by and funded/controlled by the Central Government- Guidelines reg.

The Govt. of India, Ministry of Finance (Department of Expenditure) has issued orders regarding revision of the pay scales of the Central Govt. employees on the basis of recommendation of the Seventh Central Pay Commission as accepted by the Government of India Notification No. G.S.R. 721(E) dated the 25th July, 2016, Resolution No. 1-2/2016-IC dated the 25th July, 2016, OM. NO.1-5/2016-IC dated the 29th July, 2016, OM No.1-6/2016-IC (Pt.) dated the 29th Sept, 2016, OM. No.1/2/2016-E-II (B) dated the 4th Nov, 2016 and its subsequent extension to Autonomous Bodies vide its OM. No. 1/1/2016-E.III (A) dated the 13th Jan, 2017. As approved by the Competent Authority, the above Notification, Resolution and OMs have been posted on the ICAR Web-Site www.icar.org.in for information, guidance and necessary action. The above orders can also be viewed or downloaded, if necessary, from the Web-site www.finmin.nic.in of Ministry of Finance, Department of Expenditure.

2. The above orders/instructions will be applicable only in respect of Group 'A', 'B', 'C' & 'D' employees of administrative, technical and supporting staff of the Council excluding scientific personal who are covered under UGC pay scale and will also exclude the implementation of the revisions of the 7th Pay Commission for the employees being supported by the ICAR working in the State Agricultural University since several States have to take the decision regarding the 7th Pay Commission recommendations for their respective State Agricultural Universities.

3. The payment of arrears and revised pay on this account will however be subject to specific budgetary provision by the Council, which will be communicated separately in due course.

S/P
19/1/17
(Sunita Arya)

Sr. Finance & Accts. Officer

Distribution:

I ICAR Research Institutes etc:-

1. Directors/Joint Directors/Project Directors of all Research Institutes/Project Directorates and National Research Centres/Bureaux
2. Project Coordinators/Coordinated Research Projects/Zonal Project Directors.
3. The Finance & Accts. Officers of all Research Institutes, Project Directorates and National Research Centres.

Contd...2/-

II ICAR Headquarters:-

1. All Officers/Sections, ICAR, Krishi Bhavan, New Delhi including Krishi Anusandhan Bhavan I & II, NASC, Pusa, New Delhi.
2. ADG (CDN)/ADG (PIM)/PD, DKMA
3. Chairman, ASRB
4. NC, NFBSFARA
5. Director (DARE)
6. Dy. Secy. (Admn.)/DS (GAC) / DS(Cash)
7. US (A)/US (Cash)
8. PSO to Secretary, DARE & DG, ICAR/ PPS to AS & FA, DARE/ICAR/ PPS to Additional Secretary, DARE and Secretary, ICAR
9. Incharge, ARIC, DKMA, KAB-I Pusa, New Delhi-12 for placing the OM in the ICAR Web-Site.
10. Secretary, CJSC (Staff Side)
11. Guard file
12. Spare copies-10