

# Annexures

**Annexure I (Refer to paragraph 1.1)****List of Autonomous Bodies under Department of Science and Technology**

<b>Autonomous Body</b>	<b>Year of establishment</b>	<b>Registered under Act</b>
1. Agharkar Research Institute, Pune	1946	The Societies Registration (Maharashtra) Rules, 1971
2. Aryabhata Research Institute of Observational Sciences, Nainital	1954	The Uttar Pradesh Societies Registration Rules, 1976
3. Birbal Sahni Institute of Palaeobotany, Lucknow	1946	The Uttar Pradesh Societies Registration Rules, 1976
4. Bose Institute, Kolkata	1917	West Bengal Societies Registration Act, 1961
5. Centre for Nano and Soft Matter Sciences, Bengaluru	1991	The Karnataka Societies Registration Act, 1960
6. Indian Association for the Cultivation of Science, Kolkata	1876	West Bengal Societies Registration Act, 1961
7. Indian Institute of Astrophysics, Bengaluru	1786	The Karnataka Societies Registration Act, 1960
8. Indian Institute of Geomagnetism, Mumbai	1971	The Societies Registration (Maharashtra) Rules, 1971
9. International Advanced Research Centre for Powder Metallurgy and New Materials, Hyderabad	1997	The Andhra Pradesh Societies Registration Act, 2001
10. Institute of Nano Science and Technology, Mohali	2013	Societies Registration Act, 1860
11. Institute of Advanced Study in Science and Technology, Guwahati	1979	Societies Registration Act, 1860
12. Indian National Academy of Engineering, New Delhi	1987	The Uttar Pradesh Societies Registration Rules, 1976
13. Indian National Science Academy, New Delhi	1935	The Uttar Pradesh Societies Registration Rules, 1976
14. Indian Academy of Sciences, Bengaluru	1934	The Karnataka Societies Registration Act, 1960
15. Indian Science Congress Association, Kolkata	1914	West Bengal Societies Registration Act, 1961
16. Jawaharlal Nehru Centre for Advanced Scientific Research, Bengaluru	1989	The Karnataka Societies Registration Act, 1960
17. National Accreditation Board for Testing and Calibration Laboratories, New Delhi	1981	Societies Registration Act, 1860
18. Nation Innovation Foundation, Ahmedabad	2000	Societies Registration Act, 1860
19. National Academy of Sciences – India, Allahabad	1930	The Uttar Pradesh Societies Registration Rules, 1976

20. North East Centre for Technology Application and Research, New Delhi	2012	The Uttar Pradesh Societies Registration Rules, 1976
21. Raman Research Institute, Bengaluru	1948	The Karnataka Societies Registration Act, 1960
22. Science and Engineering Research Board, New Delhi	2008	Act of Parliament
23. Satyendra Nath Bose National Centre for Basic Science, Kolkata	1986	West Bengal Societies Registration Act, 1961
24. Sree Chitra Tirunal Institute for Medical Science and Technology, Thiruvananthapuram	1973	Act of Parliament
25. Technology Development Board, New Delhi	1996	Act of Parliament
26. Technology Information, Forecasting and Assessment Council, New Delhi	1988	The Uttar Pradesh Societies Registration Rules, 1976
27. Vigyan Prasar, Noida	1989	The Uttar Pradesh Societies Registration Rules, 1976
28. Wadia Institute of Himalayan Geology, Dehradun	1968	The Uttar Pradesh Societies Registration Rules, 1976

**Annexure II (Refer to paragraph 1.4)****Grants in aid and expenditure incurred by the Autonomous Bodies****(₹ in crore)**

<b>Autonomous Body</b>	<b>Grants-in-aid received during 2009-14</b>	<b>Expenditure incurred during 2009-14</b>
1. Agharkar Research Institute, Pune	69.53	72.06
2. Aryabhata Research Institute of Observational Sciences, Nainital	158.23	140.21
3. Birbal Sahni Institute of Palaeobotany, Lucknow	104.91	116.96
4. Bose Institute, Kolkata	253.22	259.79
5. Centre for Nano and Soft Matter Sciences, Bengaluru	23.92	24.96
6. Indian Association for the Cultivation of Science, Kolkata	281.02	314.08
7. Indian Institute of Astrophysics, Bengaluru	243.26	242.46
8. Indian Institute of Geomagnetism, Mumbai	136.08	144.68
9. International Advanced Research Centre for Powder Metallurgy and New Materials, Hyderabad	241.04	257.03
10. Indian National Science Academy, New Delhi	67.49	81.08
11. Indian Academy of Sciences, Bengaluru	49.80	52.01
12. Jawaharlal Nehru Centre for Advanced Scientific Research, Bengaluru	253.22	278.48
13. National Academy of Sciences – India, Allahabad	43.99	43.99
14. Raman Research Institute, Bengaluru	183.27	188.63
15. Satyendra Nath Bose National Centre for Basic Science, Kolkata	148.25	153.88
16. Sree Chitra Tirunal Institute for Medical Science and Technology, Trivandrum	451.15	777.04
17. Technology Development Board, New Delhi	41.00	416.60
18. Technology Information, Forecasting and Assessment Council, New Delhi	81.69	94.95
19. Wadia Institute of Himalayan Geology, Dehradun	131.87	136.57
<b>TOTAL</b>	<b>2,962.94</b>	<b>3,795.46</b>

### **Annexure III (Refer to paragraph 3.2)**

**Status of inclusion of restrictive clauses in the Rules/Bye laws/Regulations of Autonomous Bodies that proposals relating to emoluments structure and revision thereof would need the prior approval of the GoI in consultation with the MoF**

<b>Autonomous Body</b>	<b>Details of existing clause in the Rules/Bye laws/Regulations of Autonomous Bodies</b>
RRI, CNSMS, JNCASR, ARIES, IIA	The Council should fix the scale of pay and allowances of the staff of the Institute from time to time. This would in general follow the Central Government norms in respect of Central Government employees of corresponding categories.
SNBNCBS/ NASI	The emoluments structure including pay and allowances and other terms and conditions of service of the employees of the centre would generally follow the pattern adopted by the Government of India for the Central Government employees.
WIHG	The scales of pay for the various posts under the Institute should be specified in the schedule contained in the Bye laws. Structure of allowances would be applicable as same to the Central Government employees.
BI	The scales of pay of the regular employees of the Institute would be determined from time to time in consultation with the Government of India.
BSIP	Employees of the Institute would be governed by the rules framed by the Governing Body in respect of their emoluments allowances conditions of service and other related matters subject to any standing orders which might be issued by the authorities of the Institute from time to time.
IACS	The Council shall make all appointments included in the Group A category and fix their remuneration as per the existing Government of India rule.
ARCI	The Institute will adopt pay structure as per CCS (Pay Rules) as amended by Government of India from time to time.
IAS	The scales of pay, allowances and other conditions of service of the employees of the Academy shall be governed by the Rules framed by the Council, keeping in view the orders of the Government in this regard.
INSA	To follow the Central Government Rules provided that to consider revisions/adoption of pay scale, allowances and other terms and conditions of service of the employees which affects the service conditions and finances and make recommendations to the Council.
IIG	The scales of pay and allowances of all posts shall normally be as laid down by the Institute Council from time to time and broadly confirm to the Central Government pattern.
ARI	The designations, scales of pay and allowances of all posts shall normally be as laid down by the Institute Council from time to time. Prior approval is required for revision of scales of pay from DST.
TIFAC	The scales of pay, allowances and other conditions of service shall be governed by the Staff Rule framed by the Governing Body.

**Annexure IV (Refer to paragraph 3.3.1)****Details of posts created irregularly by Governing Councils/Governing Bodies of 11 ABs**

AB	Posts created/ upgraded	Name of the post upgraded	Level	Expenditure incurred on salaries (₹ in lakh)	Reply of AB to audit observation
IACS	19	Sr. Professor	Group A	40.00 <sup>1</sup>	No reply
BI	12	Sr. Professor	Group A	16.00	No reply
BI	13	12 Jr. Laboratory Assistant and 1 Jr. Overseer-cum- Caretaker	Group C	34.00	No reply
ARCI	13	Scientist	Group A	437.00	ARCI justified the appointments stating (November 2014) that activities grew manifold and there was dearth of scientific staff.
	5	Scientist B	Group A	193.00	
	71	Technician A, Technical Assistant A, Technical Assistant B, Lab Assistant, Driver	Group A to Group C	594.64	
IIA	84	66 Technical/ Administrative, 28 Academic staff	Group A to Group C	977.00 <sup>2</sup>	IIA stated (January 2015) that they did not have the details of the sanctioned posts under various categories of posts.
SNBNCBS	12	Academic	Group A	327.00	SNBNCBS stated (November 2014) that since the matter was discussed during the respective GB meetings and had been approved by the Chairman, GB who was also the Secretary, DST, no further separate approval was required.
	4	Non-academic	Group A	13.71 <sup>3</sup>	
NASI	3	Administrative	Group A	75.46	NASI (March 2015) stated that the up- gradation of posts was made by the Council.

<sup>1</sup> ₹ 40 lakh was worked out only for eight scientific posts out of 19

<sup>2</sup> For 2013-14 only

<sup>3</sup> ₹ 13.71 lakh worked out for two non-academic staff only

AB	Posts created/ upgraded	Name of the post upgraded	Level	Expenditure incurred on salaries (₹ in lakh)	Reply of AB to audit observation
BSIP	10	Scientists	Group A	Details not available	No reply
WIHG	147	Scientific/ Technical/ Administrative	Group A to Group C	337.00 <sup>4</sup>	WIHG stated (May 2015) that the information regarding creation of posts by the Institute was intimated to DST number of times since April 2004.
IAS	11	Publication /Administration	Group A to Group C	Details not available	No reply
JNCASR	26	Academic	Group A	Details not available	No reply
	36	Non-academic	Group A to Group C	Details not available	No reply
TIFAC	20	Technical/ Non- technical	Group A	Details not available	No reply
<b>Total</b>	<b>486</b>			<b>3,044.81</b>	

<sup>4</sup> ₹ 3.37 crore was worked out only for eight scientific posts out of 147

**Annexure V (Refer to paragraph 3.4.1)****Deviations in Bye-laws/Rules/Regulations of selected ABs regarding recruitment of Chief Executive**

AB	Particulars of existing control	Whether existed control satisfied the instruction of DoPT	Remarks
BSIP	The Search-cum-Selection Committee would be constituted in accordance with the instructions issued by DoPT. The composition of the Committee should not be more than five members. Members of the Committee would be experts of eminence preferably from the field of specialization. The composition of the Committee would be approved by DoPT.	Partially	The duration of one year of the panel to be recommended by the Committee was not prescribed.
IACS	The Council shall appoint the Director with the prior approval of Central Government and following Recruitment Rules and procedures prescribed by the Government of India from time to time.	No	No mention was made about Search-Cum-Selection Committee as envisaged in the instruction of DoPT.
ARIES, CNSMS	Appointment to the post of Director will be made by the Council with the prior approval of the Central Government on the basis of the recommendations of a Search-cum-Selection Committee. The Search-cum-Selection Committee shall also be constituted by the Council with the prior approval of the Central Government. The Secretary, DST shall be the chairman of the Search-cum-Selection Committee.	No	The composition of the Committee consisting of not more than five members including the Chairman and at least one outside expert of eminence was not prescribed. The duration of one year of the panel to be recommended by the Committee was not prescribed.
JNCASR/ SNBNCBS/ BI/RRRI/ NASI	Appointment to be made by the Council of Management of the Centre:/ By invitation by the Governing Body on the recommendation of Search-cum-Selection Committee to be set up by the Governing Body/By the Council on the recommendation of Selection Committee within the Institute./ Trust may lay down the procedure for the appointment/15 years' experience at responsible position in an R&D institution, management and coordination of S&T programme.	No	No mention of composition of the Search-cum-Selection Committee, the said Committee would mandatorily include at least one outside expert of eminence from the relevant field, finalisation of norms and criteria for such selection by the AB and modification of Memoranda and Articles of Association, and Bye Laws etc. would fully incorporate the guidelines of DoPT. This was absent.
IAS	All appointments in the Academy should be made by the President who is the head of the Council.	No	
INSA	Search-cum-Selection Committee.	No	
IIG	Appointment to the post of Director will be made by the Governing Council. The appointment will, however, be made with the prior approval of the Government of India.	No	
ARI	The appointment of the Director shall be made by the Governing Body, with the concurrence of the Central Government.	No	



AB	Particulars of existing control	Whether existed control satisfied the instruction of DoPT	Remarks
TIFAC	The appointing authority of Director is the GB of TIFAC.	No	
WIHG	The Director of the Institute shall be a distinguished Earth Scientist and shall be appointed by GB.	No	
IIA, ARCI	Appointment made by the Governing Council with prior approval of Government of India.	No	There was no mention of Search-Cum-Selection Committee as envisaged in the instruction of DoPT.

**Annexure VI (Refer to paragraph 3.4.3)****Deviations in provisions incorporated in Recruitment rules of ABs from Government Recruitment rules**

AB	Provision in Central Government Recruitment Rules	Deviations in recruitment rules by the ABs
CNSMS	Upper age limit of recruitment Scientist C-35 years Scientist D-40 years Scientist E-45 years	Upper age limit of recruitment in the cadre of Scientist C to E was relaxed by five years.
WIHG	Upper age limit of recruitment Scientist C-35 years Scientist D-40 years Scientist E-45 years	Upper age limit of recruitment in the cadre of Scientist C to E was relaxed by five years.
JNCASR	Educational qualifications Professor- Eminent scholar with Ph.D. qualification and 10 years of teaching experience. Associate Professor-Master Degree with at least 55 <i>per cent</i> marks with Ph.D. Degree and having 8 years of teaching experience.	No essential and desirable educational qualifications and upper age limit was incorporated for fellow and support staff.
ARIES	Age limit of recruitment, qualifications and experience Scientist C-35 years Scientist D-40 years Scientist E-45 years Scientist F-50 years Scientist G-50 years Registrar-Master Degree with at least 55 <i>per cent</i> marks, 15 years of administrative experience of which 8 years as Dy. Registrar Dy. Registrar- Master Degree with at least 55 <i>per cent</i> marks, 5 years of administrative experience as Assistant Registrar	No upper age limit of recruitment in the cadre of Scientist/Engineer was specified. Terms and conditions for appointment of Registrar, Deputy/Asstt. Registrar and supporting staff were not found.
IACS	No existence of post of Sr. Professor. Qualifications and experience: Registrar-Master Degree with at least 55 <i>per cent</i> marks, 15 years of administrative experience of which 8 years as Dy. Registrar Dy. Registrar- Master Degree with at least 55 <i>per cent</i> marks, 5 years of administrative experience as Assistant Registrar	Qualifications for Sr. Professor and Professor were not prescribed though the same are required as per Central Government recruitment rules. Required percentage of marks was not prescribed for recruitment of Registrar and Deputy Registrar.

AB	Provision in Central Government Recruitment Rules	Deviations in recruitment rules by the ABs
SNBNCBS	<p>The recruitment rules provided for parallel recruitment of both Scientist and Academic staff which is not available in the central government RR.</p> <p>Scientist B – GP 5,400</p> <p>No existence of post of Sr. Professor.</p>	<p>RRs provided for parallel recruitment of both Scientist and Academic staff which is not available in the Central Government RR. The rules also had provision for initial recruitment of Scientists in the GP of ₹ 6,600 which is not prescribed in Central Government recruitment rules. Further, RR also had provision for direct recruitment of Sr. Professors although the same is not available in the Central Government recruitment rules.</p>
BI	<p>In case of recruitment of Professor, the essential qualification is eminent Ph.D. Scholar with a minimum of ten publications as books and/or research/policy papers also contribution to design of technology.</p>	<p>The essential qualification of Professor was doctorate degree and published work of high standard. Further, while the upper age limit for each category of staff was fixed on the one hand, the Institute kept one general clause disclosing that in the case of direct recruitment, age limit, qualifications and other requirements for any posts might be relaxed at the discretion of the appointing authorities in respect of candidates otherwise well qualified, and that in case of applicants only in the service in BI, the age restriction should not apply, on the other.</p>
	<p>There is no provision for recruitment of Sr. Lecturer.</p>	<p>Provision of direct recruitment for Sr. Lecturer was incorporated in the RR.</p>
	<p>The essential educational qualification for Registrar/ Dy. Registrar is Masters' degree with at least 55 <i>per cent</i> of marks.</p>	<p>The prescribed qualification was only degree of a recognised University.</p>
NASI	<p>In Scientist E/F grades Ph.D. is essential.</p>	<p>Essential qualification was prescribed as Post Graduate degree.</p>
BSIP	<p>Age limit:</p> <p>Scientist C-35 years Scientist D-40 years Scientist E-45 years Scientist F-50 years Scientist G-50 years</p>	<p>There was an age relaxation of five years for Scientist 'C' to Scientist 'G'.</p>
	<p>Qualifications:</p> <p>Doctorate Degree in Natural or Agricultural Science</p> <p>Upper age limit for technical staff In the GP of ₹ 4600 is 30 years.</p> <p>Registrar-Master Degree with at least 55 <i>per cent</i> marks, 15 years of administrative experience of which 8 years as Dy. Registrar.</p>	<p>In the recruitment of Scientist 'E' and Scientist 'F' the prescribed essential qualification of Ph. D is not mandatory. Also for the recruitment of technical staff age relaxation was prescribed. In case of recruitment of Registrar no essential educational qualification was prescribed.</p>

AB	Provision in Central Government Recruitment Rules	Deviations in recruitment rules by the ABs
IIA	<p>Age limit:</p> <p>Scientist C-35 years Scientist D-40 years Scientist E-45 years Scientist F-50 years Scientist G-50 years</p> <p>Qualifications:</p> <p>Registrar-Master Degree with at least 55 <i>per cent</i> marks, 15 years of administrative experience of which 8 years as Dy. Registrar.</p> <p>Dy. Registrar- Master Degree with at least 55 <i>per cent</i> marks, 5 years of administrative experience as Assistant Registrar.</p> <p>Registrar-Master Degree with at least 55 <i>per cent</i> marks, 15 years of administrative experience of which 8 years as Dy. Registrar.</p> <p>Dy. Registrar- Master Degree with at least 55 <i>per cent</i> marks, 5 years of administrative experience as Asstt. Registrar.</p>	<p>No upper age limit for scientific/technical posts was prescribed. Prescribed required experience was less than that of central government RR in respect of the post Scientist B, Scientist C and Scientist D.</p> <p>In the post of Registrar, no prescribed essential educational qualification.</p>
ARCI	<p>Age limit:</p> <p>Scientist C-35 years Scientist D-40 years Scientist E-45 years Scientist F-50 years Scientist G-50 years</p> <p>Qualifications:</p> <p>Registrar-Master Degree with at least 55 <i>per cent</i> marks, 15 years of administrative experience of which 8 years as Dy. Registrar.</p> <p>Dy. Registrar- Master Degree with at least 55 <i>per cent</i> marks, 5 years of administrative experience as Asstt. Registrar.</p>	<p>No educational and other qualification were prescribed for the scale of pay of ₹ 18400-22400. Minimum age limit relaxed by 5 years.</p>
IAS	<p>Age limit:</p> <p>Scientist C-35 years Scientist D-40 years Scientist E-45 years Scientist F-50 years Scientist G-50 years</p> <p>Qualifications:</p> <p>Registrar-Master Degree with at least 55 <i>per cent</i> marks, 15 years of administrative experience of which 8 years as Dy. Registrar.</p>	<p>No age criteria, No prescribed essential/desirable qualification available. Application for appointment also considered on recommendation of the Fellows of the Academy.</p>

AB	Provision in Central Government Recruitment Rules	Deviations in recruitment rules by the ABs
	Dy. Registrar- Master Degree with at least 55 <i>per cent</i> marks, 5 years of administrative experience as Asstt. Registrar.	
IIG	According to UGC pay scales, the scales of different posts were Professor [₹ 4,500-7,300], Lecturer (Sr.)/Reader [₹ 3,700-5,700], Lecturer (Sr.) [₹ 3,000-5,000] and Lecturer [₹ 2,200-4,000].	The scales of pay as per recruitment rules were Professor (G) [₹ 5,900-6,700], Professor (F) [₹ 5,100-6,300], Professor (E) [₹ 4,500-5,700], Associate Professor [₹ 3,700-5,000], Reader [₹ 3,000-4,500] and Fellow [₹ 2,200-4,000].

**Annexure VII (Refer to paragraph 3.4.4 (a))****Deficiencies in the process of recruitments at Indian Academy of Science**

Year	Post	Audit observation
2013-14	Accounts Assistant	The sheet containing details of applications received was not signed. Criteria adopted to screen the applications were not on record. No marks were awarded by the selection committee to the applicants.
	Assistant Executive Editor	Information such as the total number of applications received and the criteria adopted to shortlist the candidates etc. was not on record. As per the advertisement, the applicant was required to have over 15 years of relevant experience. Out of 12 shortlisted applicants only two candidates fulfilled the criterion but neither attended interview. The candidate finally selected for the post had only 12 years of experience and thus was not eligible for the post.
2012-13	Assistant Executive Secretary	The number of posts was not mentioned in the advertisement. The sheet containing details of applications was not signed. As per the advertisement, age of the applicant should be not more than 52 years. One applicant who was an internal candidate was over aged therefore not eligible for the post. However, the application was not rejected either at screening stage or at interview stage.
	Executive Editor	The number of posts was not mentioned in the advertisement. The sheet containing details of applications received was not signed. As per the advertisement, the age of applicant should have been not more than 52 years. It was observed that age of one of the ineligible candidates was shown as 52 years while actual age on closing date was 52 years one month and 11 days. Thus, correct figure was misrepresented.
	Administrative Assistant	The number of posts was not mentioned in the advertisement. The sheet containing details of applications received was not signed. As per the advertisement, the candidates should have typing speed of 30 words per minute. There was no record pertaining to typing test if any, undertaken by the Academy. Further, three applications were rejected on ground of less experience although all had more than three years of experience as prescribed in the advertisement to the post.
	Deputy Executive Secretary	As per the advertisement, the candidate should have over 20 years of experience in administration in a Government/ Semi-Government/ autonomous organization/ educational institutions of higher learning of which at least 10 years should have been in a supervisory position. None of the nine candidates who applied had requisite experience as per the advertisement. However, Academy short listed three candidates and selected a person for the post in spite of not fulfilling the eligibility criterion.
2010-11	Accounts Officer, Copy Editor and Administrative Assistant	Academy received 135 applications for the post of Accounts Officer and short listed 12 applications. Similarly, in case of Copy Editors Academy received 122 applications out of which 13 applications were shortlisted and for the post of Administrative Assistant 148 applications were received and 13 applications were shortlisted. There was no criterion on record based on which such a large number of applications were rejected by the Academy.
	Executive Secretary	Academy invited application to the post of Executive Secretary by open advertisement. The advertisement did not contain any information about the maximum age of the applicant. The President of the Academy constituted a Selection Committee of seven members to interview the candidates. However, criteria adopted by the committee to screen the applications was not on record.
2009-10	Publication personnel	The Academy issued advertisement (March 2007) for experienced publication personnel for editing, proof reading and general production of its journal. However, details of the position to be filled, number of posts, whether temporary or permanent, age limit etc. was not mentioned. Against the advertisement 14 applications were received. There was no record available in respect of screening of the applications, recommended candidates, details of the interview by selection committee, etc.

## Annexure VIII (Refer to paragraph 3.4.4 (b))

### Issues in recruitments at Indian Institute of Astrophysics, Bengaluru

Issue	Audit observation
Recruitment made without open Advertisement	Recruitment of one Associate Professor and six Readers was done during the period 2009-10 to 2013-14, however in none of the cases advertisement indicating the eligibility criteria, age, education qualifications number of vacancies etc. for inviting applications for the academic positions was released. As a result, only one person applied to the post of Associate Professor and was selected. IIA received 11 applications towards the recruitment of readers, of which four candidates were recommended by Screening Committee. However, the Selection Committee considered a candidate for the post of Reader who was at fourth position and was appointed in spite of not having requisite five years of experience.
Recruitment of ineligible candidates	<p>Institute invited applications for filling up one post of Driver (Unreserved) at Leh and issued advertisement in April 2013. 23 applications were received. As per the advertisement qualification for the post was SSLC (10<sup>th</sup>) and age prescribed was below 28 years. Minimum qualification could be relaxed in cases where the candidates had more than five years of experience in driving at high altitude and hilly areas. Screening Committee recommended eight candidates for interview of which one candidate was given relaxation in age. We observed that three out of eight recommended candidates did not have the minimum qualification. Subsequently, Selection Committee of the Institute interviewed six candidates and recommended one candidate for the post and two candidates in waiting list. However, the appointment was offered to the person in the waiting list instead of the person recommended by the Selection Committee, which was irregular.</p> <p>Further, the person initially recommended for selection was also offered appointment subsequently, by stating that the post advertised was for General quota and the post had been filled in by appointing ST candidate on urgent basis. Further scrutiny of the summary of roster for the posts revealed that there was no vacancy in any category other than OBC category. Thus appointment of ST candidate against the vacancy of OBC category was also irregular.</p>
Recruitment of top management without following due process	DST appointed Director of the Institute with the approval of ACC in January 2006 without constituting Search-cum-selection committee (which were to be constituted with the approval of DoPT). Subsequently, Acting Director was appointed for one year (from 01 July 2012 to 30 June 2013). However, approval of ACC was not obtained for appointing Acting Director also.

**Annexure IX (Refer to paragraph 3.5.1 i)****Deviation in minimum residency period for promotion at Indian Association for the Cultivation of Science, Kolkata**

Category of Academic Staff	Minimum residency period	Scale of pay (₹)	Minimum residency period	Scale of pay (₹)	Minimum residency period	Scale of pay (₹)	Minimum residency period	Scale of pay (₹)
	UGC norms 1998-2004		Practice in IACS 1998-2004		UGC norms 2004 onwards		Practice in IACS 2004 onwards	
Director	Not defined	Not defined	Not defined	Not defined	Not defined	Not defined	-	26,000 (fixed)
Chair Professor	Not defined	Not defined	Not defined	Not defined	Not defined	Not defined	-	22,400-24,500
Sr. Professor	Not defined	Not defined	Not defined	Not defined	Not defined	Not defined	5 years. In case of extraordinary performance after 4 years.	18,400-22,400
Professor	8 years of service as Reader	16,400-22,400	7 years. In case of extraordinary performance 5 years.	16,400-22,400	8 years of service as Reader	16,400-22,400	5 years. In case of extraordinary performance after 4 years.	16,400-20,000
Reader/ Lecturer	5 years of service in the Sr. Scale	12,000-18,300	7 years. In case of extraordinary performance 5 years.	12,000-18,300	5 years of service in the Sr. Scale	12,000-18,300	5 years. In case of extraordinary performance after 4 years.	14,300-18,300 (as Associate Professor)
Sr. Lecturer	6 years with relaxation of one year and two years for those with M.Phil and Ph.D.	10,000-15,200	5 years. In case of at least 2 years of Post-doctoral experience then on completion of 3 years.	10,000-15,200	6 years with relaxation of one year and two years, for those with M.Phil and Ph.D.	10,000-15,200	4 years. In case of extraordinary performance after 3 years.	12,000-18,000 (as Assistant Professor)
Lecturer	-	8,000-13,500	-	8,000-13,500	-	8,000-13,500	-	10,000-15,200 (as Faculty Fellow)



**Annexure X (Refer to paragraph 3.7.1)****Existence of provisions of retirement in the Bye-laws of Autonomous Bodies**

AB	Incorporation of provisions in the Bye Laws as per extant Central Government Rules	Provisions different from extant Government Rules made by GB/GC for which approval of DST and MoF was not found on record	Provisions not incorporated
ARCI	Superannuation, Voluntary retirement, extension, Gratuity, EPF	Retirement on medical ground, Termination	Nil
ARI	age of superannuation, termination of service, retirement on medical ground, voluntary/compulsory retirement, Gratuity, GPF/CPF, Extension	Nil	Nil
ARIES	Superannuation, extension, GPF, Pension, Gratuity, Voluntary/compulsory retirement	Retirement on medical ground	Termination of service
BI	Nil	Superannuation, extension, termination and Provident Fund	Pension, Gratuity, Voluntary/compulsory retirement, retirement on medical ground
BSIP	Superannuation, Voluntary retirement, Pension, Gratuity, Extension	Termination, Retirement on medical ground, Compulsory retirement, GPF	Nil
CNSMS	Superannuation, gratuity/CPF, voluntary/compulsory retirement, extension beyond superannuation	Termination of service	Retirement on medical ground
IACS	Extension	Pension, Provident Fund, Retiring benefits, Voluntary retirement	Superannuation, termination, retirement on medical ground, compulsory retirement, Gratuity
IAS	Nil	Extension, GPF, Pension, Age of Superannuation	Voluntary retirement, Retirement on medical ground
IIA	Pension, Provident Fund, Superannuation	Extension	Termination, Retirement on medical ground, Compulsory retirement, Voluntary retirement
IIG	age of superannuation, termination of service, retirement on medical ground, voluntary/compulsory retirement, Gratuity, GPF/CPF, Extension	Nil	Nil
INSA	age of superannuation, termination of service, retirement on medical ground, voluntary/compulsory retirement, Gratuity, GPF/CPF	Nil	Nil
JNCASR	Nil	Retirement benefit, extension, termination of service, retirement on medical ground and voluntary retirement	Superannuation, GPF/CPF
NASI	Superannuation, termination, premature retirement, retirement benefits	Extension of service	GPF/CPF
RRI	Nil	Superannuation, Extension, GPF/CPF, termination, retirement benefits, Gratuity	Retirement on medical ground, voluntary/compulsory retirement
SNBNCBS	Superannuation	Compulsory retirement, provident fund, Gratuity	Extension, voluntary retirement, retirement on medical ground, GPF/CPF, Termination of service

AB	Incorporation of provisions in the Bye Laws as per extant Central Government Rules	Provisions different from extant Government Rules made by GB/GC for which approval of DST and MoF was not found on record	Provisions not incorporated
TIFAC	Age of Superannuation	Extension, Termination	Retirement on medical ground, voluntary/compulsory retirement, Gratuity, GPF/CPF.
WIHG	Pension, Gratuity and GPF	Retirement including Superannuation, Compulsory and Voluntary retirement	Extension, termination, retirement on medical ground.

## Glossary of terms

Abbreviation	Full form
AB	Autonomous Body
ACP	Assured Career Progression
AGP	Academic Grade Pay
AIIMS	All India Institute of Medical Sciences
ARCI	International Advanced Research Centre for Powder Metallurgy and New Materials, Hyderabad
ARI	Agharkar Research Institute, Pune
ARIES	Aryabhata Research Institute of Observational Sciences, Nainital
BI	Bose Institute, Kolkata
BSIP	Birbal Sahni Institute of Palaeobotany, Lucknow
CNSMS	Centre for Nano and Soft Matter Sciences, Bengaluru
DFPR	Delegation of Financial Powers Rules
DoPT	Department of Personnel and Training
DST	Department of Science and Technology
EFC	Expenditure Finance Committee
EPF	Employees Provident Fund
ES	Executive Secretary
FCS	Flexible Complementing Scheme
FRSR	Fundamental Rules and Supplementary Rules
GB	Governing Body
GC	Governing Council
GFR	General Financial Rules
GoI	Government of India
GP	Grade Pay
HBA	House Building Advance
HPCA	Hospital Patient Care Allowance
HRA	House Rent Allowance
IACS	Indian Association for the Cultivation of Science, Kolkata

Abbreviation	Full form
IAS	Indian Academy of Sciences, Bengaluru
IIA	Indian Institute of Astrophysics, Bengaluru
IIG	Indian Institute of Geomagnetism, Mumbai
INSA	Indian National Science Academy, New Delhi
JNCASR	Jawaharlal Nehru Centre for Advanced Scientific Research, Bengaluru
LC	Letter of Credit
LRA	Learning Research Allowance
LTC	Leave Travel Concession
MACP	Modified Assured Career Progression
MHFW	Ministry of Health and Family Welfare
MHRD	Ministry of Human Resources Development
MoA	Memorandum of Association
MoF	Ministry of Finance
MST	Ministry of Science and Technology
NASI	National Academy of Sciences-India, Allahabad
NGO	Non-Government Organisation
NPA	Non-Practicing Allowance
OM	Office Memorandum
R&D	Research and Development
RMC	Resource Management Committee
RRI	Raman Research Institute, Bengaluru
RR	Recruitment Rules
S&T	Science and Technology
SCTIMST	Sree Chitra Tirunal Institute for Medical Science and Technology, Thiruvanthapuram
SNBNCBS	Satyendra Nath Bose National Centre for Basic Sciences, Kolkata
SRC	Structural Reforms Committee
SR	Supplementary Rules
SSC	Search-cum-Selection Committee
TA	Travelling Allowance

<b>Abbreviation</b>	<b>Full form</b>
TDB	Technology Development Board, Delhi
TIFAC	Technology Information, Forecasting and Assessment Council, Delhi
UC	Utilisation Certificate
UGC	University Grants Commission
USSR	Union of Soviet Socialist Republics
WIHG	Wadia Institute of Himalayan Geology, Dehradun