

Special orders for DRDO

Incentives for Scientific and Technical Personnel – Grant of variable increments on promotion based meritorious performance

Salient features of the scheme are as under :-

In respect of Defence Research Technical Cadre (DRTC) in DRDO

Scheme is effective from 1st January,2009

Variable increments upto a maximum of three to be granted at the time of promotion to DRTC personnel

Variable increments are to be granted at the time of promotion only. Therefore, at entry level ie.Tech-‘A’ and STA-‘B’, variable increments are not to be granted

Value of one increment is prescribed as per promotion grade

These increments will not count for any other purpose such as DA, HRA, transport allowance, pay fixation on promotion, pension, etc

These increments are specific to the grade of promotion and will be determined again at the next promotion, while earlier increment granted shall stand withdrawn

Tapering off of the increments in case of non-promotion :

- (i) for the first unsuccessful attempt, no increment will be withdrawn
- (ii) for second unsuccessful attempt, one increment will be withdrawn
- (iii) for third unsuccessful attempt, one increment will continue to remain withdrawn
- (iv) for fourth and fifth unsuccessful attempts, the second (if awarded) increment will be withdrawn
- (v) for sixth unsuccessful attempt, all variable increments awarded will be withdrawn

Authority : DHRD/16342/6th CPC/DRTC/ C/M/01 dated 31.08.2009

In respect of Defence Research and Development Service (DRDS) in DRDO

Scheme is effective from 1st January,2009

Variable increments upto a maximum of six to be granted to deserving Scientist at the time of promotion

Value of one increment is prescribed as per promotion grade. Monetary ceiling is Rs.10,000

These increments will not count for any other purpose such as DA, HRA, transport allowance, pay fixation on promotion, pension, etc

These increments are in addition to existing incentive of two increments in the grade of Sc-‘C’ to Sc-‘F’ and special pay of Rs.4000 to Sc-‘G’

Promotion from Sc-‘G’ to Sc-‘H’/Outstanding Scientist, a fixed amount of Rs.10,000 per month to be awarded irrespective of the number of years of residency period

Promotion from Sc-‘G’/ Sc-‘H’ to Distinguished Scientist, a fixed amount of Rs.10,000 per month to be awarded to Distinguished Scientist

Assessment Board/Peer Committee will decide the number of variable increments to be granted at the time of promotion. The number of increments so granted will not exceed six

Tapering off of the increments in case of non-promotion :

In case, a Scientist fails to qualify for promotion to the next higher grade, the variable increments granted based on past performance in the previous position will be withdrawn in a tapered manner for every unsuccessful assessment and the incentive increment will be brought down by one increment from the current level in accordance with residency period. The starting date/year for tapering of advance increments granted to a Scientist will be the completion of the residency period taken into account by the DRDS Assessment Board for promotion to the present grade.

Authority : DHRD/16342/VI CPC/I/C/M/01 dated 20.04.2009