THE BUREAU OF INDIAN STANDARDS
(RECRUITMENT TO SCIENTIFIC CADRE)
REGULATIONS, 2002
(Incorporating the Amendments up to Apr 2015)

New Delhi, 3rd May 2002

G.S.R. 326(E). - In exercise of the powers conferred by section 38 of the Bureau of Indian Standards Act, 1986 (63 of 1986) and in supersession of the Bureau of Indian Standards (Recruitment to Scientific Cadre) Regulations, 1988, except as respects things done or omitted to be done before such supersession, the Executive Committee of the Bureau of Indian Standards, with the previous approval of the Central Government, hereby makes the following regulations, namely:

1. Short Title and Commencement - (1) These regulations may be called the Bureau of Indian Standards (Recruitment to Scientific Cadre) Regulations, 2002.

(2) Save as otherwise provided in these regulations, they shall come into force on the date of their publication in the Official Gazette.

2. Definitions - In these regulations, unless the context otherwise requires –

(a) "Act" means the Bureau of Indian Standards Act, 1986 (63 of 1986);

(b) "Assessment Committee" means the Assessment Committee appointed by the Director General under clause (i) of sub-regulation (1) of regulation 9;

(c) "rules" means the Bureau of Indian Standards Rules, 1987;

(d) "Schedule" means a Schedule appended to these regulations;

(e) "Scheduled Castes" and "Scheduled Tribes" shall have the same meanings as are respectively assigned to them in clauses (24) and (25) of article 366 of the Constitution of India;

(f) "Scientific Cadre" means the Cadre of Group `A' officers appointed to posts specified in the First Schedule;

(g) "Screening Committee" means the Committee constituted under regulation 8;

(h) Omitted;

(i) Omitted; and

(j) words and expressions used in these regulations and not defined but defined in the Act or the rules shall have the meanings respectively assigned to them in the Act and the rules.

3. Constitution of the Scientific Cadre - There shall be constituted a Scientific Cadre to be called the `Bureau of Indian Standards Scientific Cadre’ consisting of persons appointed to the posts specified in column (2) of the First Schedule and in the disciplines as given in the Second Schedule of these regulations.

4. Members of the Scientific Cadre - The following persons shall be the members of the Scientific Cadre, namely:

(a) persons from the erstwhile Indian Standards Institution Service Cadre shall be deemed to be members of the Scientific Cadre. The service rendered in Indian Standards Institution Service Cadre shall be counted as service under the Scientific Cadre in the equivalent post; and

(b) persons appointed under these regulations.
5. Method of Recruitments - The method of recruitment to the post of Scientist-B in the Scientific Cadre, scale of pay, age limit, qualifications and other matters relating thereto shall be as specified in the First Schedule.

6. Direct Recruitment of Scientist-B - (1) Direct recruitment to the post of Scientist-B shall be made by competitive online examination in the manner laid down in sub-regulation (2).

*(1A) The discipline-wise requirement of Scientists for appointment by competitive online examination and by selection shall be determined with the approval of the Director General on an annual basis.

*(1B) Based on the requirement determined as per clause (1A) and the existing strength of Scientists, the discipline-wise vacancies shall be determined.

(2)(a) *Vacancies as determined shall be advertised on All-India basis in the leading newspapers giving, among others, full information regarding discipline-wise number of posts, reservation for Scheduled Castes, Scheduled Tribe and Other Backward Classes, prescribed qualifications and age requirement.

(b) *Candidates possessing a minimum qualification of Bachelor’s Degree in Engineering or Technology or Medicine or a Master’s Degree in Natural Sciences or equivalent with not less than sixty per cent marks [fifty per cent, for Scheduled Castes and Scheduled Tribe] and between twenty-one and thirty years’ of age shall be eligible for the post:

Provided that the upper age limit may be relaxed in case of officers and the employees of the Bureau and in respect of such categories of persons as may, from time to time, be notified in this behalf by the Central Government to the extent and subject to the conditions notified in respect of each category.

(c) A competitive online examination shall be conducted by the Bureau through a professional institution or agency on dates and at places to be decided by the Director General.

(d) The number of candidates to be called for interview shall be not more than four times the number of vacancies advertised in the respective disciplines in order of merit from among those who have secured at least fifty percent marks in the competitive online examination.

*(e) Candidates shall be selected discipline-wise by one or more Selection Committees on the basis of merit as determined by the aggregate marks obtained by giving equal weightage to examination process prescribed in clause (c) and interview under clause (d).

(f) The candidates belonging to any of the Scheduled Castes or the Scheduled Tribes or Other Backward Classes may, to the extent the number of vacancies reserved for the Scheduled Castes, the Scheduled Tribes and Other Backward Classes cannot be filled on the basis of the criteria laid down in clauses (c), (d) and (e) of sub-regulation (2), be selected by giving relaxation to make up the deficiency in the reserved quota, subject to suitability of these candidates for selection.

*(g) It shall be permissible to draw a reserved list of successful candidates for filling the vacancies as determined in accordance with clause (1B) and it shall remain valid for a period of one year from the date such list is drawn.

(3)(a) Notwithstanding anything contained in sub-regulation (1), the Executive Committee may decide to fill by selection such number of existing vacancies in the post of Scientist-B, as considered necessary, to meet any exigency of work.

(b) These vacancies shall be advertised discipline-wise on All-India basis in the leading newspapers giving, among others, full information about number of posts, reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes, prescribed qualifications, experience and the age requirement.

(c) Candidates possessing a Bachelor’s Degree in Engineering or Technology or Medicine or a Master’s Degree in Natural Sciences or equivalent with not less than sixty per cent, marks (fifty per cent, for
Scheduled Castes and Scheduled Tribe candidates) and practical experience of at least five years with maximum age of thirty two years shall be eligible for the post:

Provided that the upper age limit and the experience may be relaxed in case of the departmental candidates and in respect of such categories of persons as may, from time to time, be notified in this behalf by the Central Government to the extent and subject to the conditions notified in respect of each category.

(d) Candidates who fulfill the prescribed requirements and are approved by the Screening Committee under regulation 8 shall be called for selection which shall include interview or written test and interview.

(e) Candidates shall be selected discipline-wise by the Selection Committee on the basis of merit as determined by the selection referred to in clause (d).

(f) The candidates belonging to any of the Scheduled Castes or the Scheduled Tribes or Other Backward Classes, may to the extent the number of vacancies reserved for the Scheduled Castes, the Schedule Tribes and Other Backward Classes cannot be filled on the basis of the criteria laid down in clause (e), be selected by giving relaxation to make up the deficiency in the reserved quota, subject to suitability of these candidates for selection.

*#(fa) It shall be permissible to draw a reserved list of successful candidates for filling the vacancies as determined in accordance with clause (1B) and it shall remain valid for a period of one year from the date such list is dawn.

(4) The candidates appointed under this regulation shall be on probation for a period of two years during which the Director General shall arrange to give them such training and responsibilities as deemed necessary and prescribe departmental examination or examinations to be passed for successful completion of probation. Other conditions of probation as given in Bureau of Indian Standards (Terms and Conditions of Service of Employees) Regulations, #2007 shall apply.

*#(5) A candidate, on appointment to the post of Scientist-B as per the methods prescribed in clause (c) of sub-regulation (2) and clause (a) of sub-regulation (3), shall furnish a surety bond in the form specified by the Bureau, for serving the Bureau for a minimum period of three years.

*#(6) If a person referred to in sub-regulation (4) decides to leave the service either by resignation or absence from service without permission earlier than three years from the date of employment, he shall be required to reimburse the Bureau six months’ emoluments at the rate last drawn by him unless he has worked for a shorter period in which case he shall be required to reimburse the full amount drawn by him.

7. Direct Recruitment by Selection to Other Posts –

(1) Any recruitments by lateral entry through deputation/direct recruitment at the level of Scientist-C and above, upto Scientist-G, shall be done after ascertaining that the total sanctioned strength of the cadre is not exceeded and after prescribing the age, qualification and experience, as appropriate.

(2) Vacancies shall be advertised discipline-wise in the leading newspapers giving, among others, full information regarding number of posts, reservation for the Scheduled Castes, the Scheduled Tribes and Other Backward Classes, prescribed qualifications, age-limit and experience.

(3) Candidates possessing the prescribed qualifications, experience and age limit shall be eligible for the post:

Provided that upper age limit may be relaxed in case of the officers and employees of the Bureau and in respect of such categories of persons as may, from time to time, be notified in this behalf by the Central Government to the extent and subject to the conditions notified in respect of each category:

Provided further that the upper age limit shall be relaxed for Departmental candidates upto 50 years for the posts for which the prescribed age limit is less than 50 years, and by five years for posts for which the prescribed age limit is 50 years or more.
(4) Candidates who fulfill the prescribed requirements and are approved by the Screening Committee under regulation 8 shall be called for selection.

(5) The candidates belonging to any of the Scheduled Castes or the Scheduled Tribes or Other Backward Classes may, to the extent the number of vacancies reserved for the Scheduled Castes, the Scheduled Tribes and Other Backward Classes, cannot be filled on the basis of the criteria laid down in sub-regulation (4), be selected by giving relaxation to make up the deficiency in the reserved quota, subject to suitability of these candidates for selection.

(6) It shall be permissible to draw a reserved list of successful candidates for filling vacancies which shall remain valid for a period of one year from the date such list is drawn.

(7) The probation and other terms and conditions of probation of candidates so appointed shall be in accordance with the Bureau of Indian Standards (Terms and Conditions of Service of Employees) Regulations, #2007.

**#8. Screening Committee.** – (1) Applications received in response to the advertisement for posts to be filled by direct recruitment by selection shall be screened by a Screening Committee consisting of not less than three officers of the Bureau not below the rank of Scientist-D and the senior most amongst them shall be the Chairman of the committee, to be nominated by the Director General.

(2) The candidates as approved by the Screening Committee shall be called for selection.

**#8A (1) Selection Committee for selection for the posts from Scientist-B to Scientist-E shall comprise of following members:

a) Officer not below the level of Scientist-F - Chairperson
b) Three experts from outside not below the rank of Scientist-F, of whom one shall belong to the Scheduled Castes or Scheduled Tribe category, in case of selection of person from these categories; and
c) One Officer of Bureau not below the rank of Scientist-F

The Selection Committee for selection for the posts from Scientist-F to Scientist-G shall comprise of following members:

a) Secretary, Department of Consumer Affairs; - Chairperson
b) Secretary, Department of Science and Technology; - Member
c) Director General, Bureau of Indian Standards; - Member
d) Director, Central Food Technological Research Institute; - Member
e) Director, National Physical Laboratory; - Member
f) A Special Secretary or Additional Secretary for considering the selection to the level of Scientist-G and Joint Secretary for selection to the level of Scientist-F to be nominated by Secretary, Department of Personnel and Training.

(2) One of the members shall belong to the Scheduled Castes or Scheduled Tribe category in the case of selection of persons from these categories.

**#8B. Appointing Authority.** - Appointments to all posts shall be made by the appointing authority on the recommendations of the Selection Committee:

Provided that no appointment to the posts of Scientist-F and Scientist-G shall be made without the prior approval of the Central Government:

Provided further that the officiating appointments may be made by the appointing authority without recommendations of the Selection Committee subject to the condition that in case such appointments are for a period exceeding three months, approval of the Central Government shall be obtained.
The selections for promotions shall be made from amongst the officers serving in the next lower grade in the manner as laid down in the Modified Flexible Complementing Scheme for Scientists based on the recommendations of the 6th Central Pay Commission and amended from time to time by the Central Government.

For promotion up to the level of Scientist-E, an Internal Screening Committee shall be constituted by the Director General, which shall consists of three officers of the Bureau not below the rank of Scientist-F and the seniormost among them shall be the Chairperson of the committee.

For promotion of Scientist-E to Scientist-F and Scientist-F to Scientist-G an Internal Screening Committee shall be constituted which shall consist of the following members, namely:

(a) Additional Secretary, Department of Consumer Affairs - Chairperson;
(b) One external member not below the level of Scientist-F or G, as the case may be, to be nominated by the Director General;
(c) One officer from the Bureau not below the level of Scientist-F or G, as the case may be, to be nominated by the Director General;

For promotions to the posts of Scientist-C, D and E, the following Assessment Committee appointed by the Director-General shall make assessment:

(a) Officer not below the level of Scientist-F - Chairperson
(b) three experts from outside not below the rank of Scientist-F, of whom one shall belong to the Scheduled Castes or Scheduled Tribe category, in case of selection of person from these categories.; and
(c) One Officer from the Bureau not below the rank of Scientist-F,

For promotions to the posts of Scientist-F and G, the following shall be the Assessment Committee:

(a) Secretary, Department of Consumer Affairs; - Chairperson
(b) Secretary, Department of Science and Technology; - Member
(c) Director General, Bureau of Indian Standards; - Member
(d) Director, Central Food Technological Research Institute; - Member
(e) Director, National Physical Laboratory; - Member
(f) A Special Secretary or Additional Secretary for considering the promotions to the level of Scientist-G and Joint Secretary for promotion to the level of Scientist-F to be nominated by Secretary, Department of Personnel and Training.

The recommendations of the Assessment Committee in respect of officers of Scientific Cadre of the Bureau for promotion of Scientist B to Scientist C, Scientist C to Scientist D and Scientist D to Scientist E under the said scheme shall be referred to the Director General for approval;

The recommendations of the Assessment Committee in respect of officers of Scientific Cadre of the Bureau for promotion of Scientist E to Scientist F and Scientist F to Scientist G under the said scheme shall be referred to the Central Government for approval;

Promotions of the officers considered under the said scheme shall be effective from the date of such approval which shall not be the date prior to the date of eligibility of the officer for promotion;

Authorized Strength - Authorized strength shall be such as may be determined from time to time by the Executive Committee with the approval of the Central Government. The cadre strength shall specify the number of posts to be covered under Scientist B, C, D, E, F and G as a whole and is 579 as on 30th September, 1987 and is given in the First Schedule.
11. **Power to Relax** - Where the Executive Committee is of the opinion that it is necessary or expedient so to do, it may, with the approval of the Central Government for reasons to be recorded in writing, relax any of the provisions of these regulations in respect of any class or category of persons.

12. **Saving** - Nothing in these regulations shall affect reservations, relaxations of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

13. **Interpretation** - If any question relating to interpretation of these regulations arises, it shall be decided by the Executive Committee with the approval of the Central Government.

# Inserted vide notification No. GSR 869 (E) dated 9 Dec 2009.
## Inserted vide notification No. GSR 103(E) dated 26 Feb 2010.
*# Inserted vide notification No. GSR 306(E) dated 21 Apr 2015.
## FIRST SCHEDULE
(See Regulation 3, 5 and 10)

<table>
<thead>
<tr>
<th>SI No.</th>
<th>Name of Post and Scale of pay @</th>
<th>Number of Posts</th>
<th>Method of Filling the Post</th>
<th>Maximum Age Limit for Direct Recruitment</th>
<th>Educational Qualifications for Direct Recruitment</th>
<th>Experience for Direct Recruitment</th>
<th>Promotion Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>#Scientist-B Rs.15,600-39,100 PB 3+ Grade Pay of Rs.5,400 **</td>
<td>**</td>
<td>(i) 90% of posts by direct recruitment</td>
<td>-</td>
<td>Essential - A Bachelor’s Degree in Engineering or #Technology or Medicine or Master’s Degree in Natural Sciences or equivalent with 60% marks in the aggregate in discipline specified in the Second Schedule.</td>
<td>NIL</td>
<td>Not applicable</td>
</tr>
<tr>
<td></td>
<td>**By competitive online examination</td>
<td>**#21-30 years</td>
<td></td>
<td>Essential - A Bachelor’s Degree in Engineering or #Technology or Medicine or Master’s Degree in Natural Sciences or equivalent with 60% marks in the aggregate in discipline specified in the Second Schedule.</td>
<td></td>
<td>Not applicable</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(b) By selection</td>
<td>#32 years</td>
<td></td>
<td>Essential - A Bachelor’s Degree in Engineering or #Technology or Medicine or Master’s Degree in Natural Sciences or equivalent with 60% marks in the aggregate in discipline specified in the Second Schedule.</td>
<td></td>
<td>Not applicable</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(ii) 10% of posts by promotion from Group ‘B’ Posts in accordance with the procedure to be prescribed by the Executive Committee.</td>
<td>50 years</td>
<td>Not applicable</td>
<td>Not applicable</td>
<td>a) A Bachelor’s Degree in Engineering or #Technology or Medicine or Master’s Degree in Natural Sciences or equivalent with 50% marks in aggregate in discipline specified in the Second Schedule.</td>
<td></td>
<td>b) Ten years’ experience as Technical Assistant or ten years’ combined experience as Technical Assistant/ Laboratory Officer (B) or Laboratory Officer (A) in the Laboratory Technical Posts Cadre or ten years’ experience as Senior Technical Assistant (Drawing) or Supervisor (Drawing).</td>
</tr>
</tbody>
</table>
2. **Scientist-C**
   - Rs.15,600 – 39,100 PB 3 + Grade Pay Rs.6,600
   - Promotion/Deputation
   - As per Flexible Complementing Scheme for Scientific organizations formulated by Central Government.

3. **Scientist-D**
   - Rs.15,600 - 39,100 PB 3 + Grade Pay Rs.7600
   - Promotion/Deputation
   - As per Flexible Complementing Scheme for Scientific organizations formulated by Central Government.

4. **Scientist-E**
   - Rs.37,400 - 67,000 PB 4 + Grade Pay Rs.8,700
   - Promotion/Deputation
   - As per Flexible Complementing Scheme for Scientific organizations formulated by Central Government.

5. **Scientist-F**
   - Rs.37,400 - 67,000 PB 4 + Grade Pay Rs.8,900
   - Promotion/Deputation
   - As per Flexible Complementing Scheme for Scientific organizations formulated by Central Government.

6. **Scientist-G**
   - Rs.37,400 - 67,000 PB 4 + Grade Pay Rs.10,000
   - Promotion/Deputation
   - As per Flexible Complementing Scheme for Scientific organizations formulated by Central Government.

**Total number of posts under Sl No. 1 to 6 is 579.**

@ The scale of pay to be effective from 1*st* January, **2006 i.e. the date of implementation of **Sixth Pay Commission.**

**SECOND SCHEDULE**

(See regulation 3)

List of disciplines for the purposes of recruitment to the Bureau of Indian Standards Scientific Cadre:

**SCIENCE COURSES**
1. Agriculture
2. Chemistry
3. Bio-Chemistry
4. Micro Biology
5. Physics
6. Computer Sciences and Information Technology
7. Medicine (M.B.B.S)

**ENGINEERING OR TECHNOLOGY COURSES**
1. Food Technology
2. Agriculture
3. Bio-Technology
4. Dairy Technology
5. Chemical
6. Petro-Chemical
7. Environment
8. Leather
9. Textile Engineering and Fibre Science
10. Electrical
11. Instrumentation
12. Electronics and Telecommunications
13. Computer
14. Civil
15. Architecture and Planning
16. Transport
17. Mechanical
18. Production and Industrial
19. Automobile
20. Mining
22. Metallurgical

Note.- Where two disciplines have been combined, qualification in either or both is acceptable.

**EXPLANATORY MEMORANDUM**

The Bureau of Indian Standards (Recruitment to Scientific Cadre) Regulations, 2002 came into force on the 3rd May, 2002. Vide Regulation 9 of the aforesaid regulations, the Bureau of Indian Standards adopted the Scheme of Flexible Complementing formulated by the Central Government. As per the aforesaid scheme benefits were to be given to the Central Government employees with effect from 9th November, 1998. However, it has been observed that the Bureau of Indian Standards has no power to implement the scheme retrospectively as the Bureau of Indian Standards Act, 1986 does not permit retrospective regulation making. It is the policy of the Central Government to apply the Flexible Complementing Scheme to the Scientific Cadre Officers of the Bureau of Indian Standards only prospectively. Inadvertently, by implication, the Flexible Complementing Scheme was applied to the Scientific Cadre Officers of the Bureau. It is proposed to rectify the above mistake by suitably amending Regulations 9 of the aforesaid regulations.

----------------

@@ Inserted vide notification No. GSR 278(E) dated 2 Apr 2012 substituting the entry
inserted vide notification No. GSR 346(E) dated 26 Apr 2011.
*#Inserted vide notification No. GSR 306(E) dated 21 Apr 2015.