

Government of India
Department of Atomic Energy
Bhabha Atomic Research Centre

TC&TSC Section, 3rd floor
Central Complex, Trombay,
Mumbai-400085

Ref: TC/1794/2012/ 92009

October 19, 2012.

Sub.: Applicability of Table I/Table II of Norms book for Promotion beyond SO/SB upto SO/E.

Reference is invited to this office note no. TC/1794/2012/82848 dated September 17/20, 2012, forwarding therewith the guidelines for application of Table-I/Table II for promotions beyond SO(SB) upto SO/E. SO/C & above, who have acquired the higher qualification on or before 31/12/2008, while in the grade, will be governed by the guidelines indicated in the Annexure-I to the above referred note, those SO/C & above, who acquire the higher qualification in the approved disciplines on ^{BY} after 01/01/2009, with 60% and above, will be governed by para 4 of note no. TC/1(52)/89/2012/81088 dated 12/9/2011, issued by Secretary, TC&TSC. The notes referred to above are attached herewith for ready reference.



(R.P. Raju)
Secretary, TC&TSC

Director's Office, BARC
Directors of Groups/Controller, BARC
Associate Directors of Groups/IFA
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All Heads of Units, DAE

Government of India
BHABHA ATOMIC RESEARCH CENTRE
TC & TSC Section

3rd floor,
Central Complex
Trombay,
Mumbai -85.

Ref: TC/1794/2012/ 82848

September 17, 2012
20

Subject: **Applicability of Table I / Table II of Norms book for promotion beyond SO/SB upto SO/E.**

Trombay Council at its 1794th meeting held on August 28, 2012 discussed the above subject matter. The extract of minutes of TC 1794 for M.7 A.7 is produced below for necessary action:

In the Departmental Qualifying Examination held in July 2011, based on the approval granted by the Trombay Council, one time dispensation was granted to those employees, who were granted permission to acquire M.Sc / AMIE / BE or equivalent degree in the approved disciplines and AIC, before February 2003 and degree acquired on or before 31/12/2008, with percentage of marks between 50-60. Subsequent to this references are received from Units seeking clarification regarding application of the Tables in different type of cases. The points on which clarification was sought by the Units and the applicability of Tables, as per Annexure I, was placed by Secretary, TC before the Trombay Council, for approval.

**The Council approved the clarifications as at Annexure I.
Para 4 of Note No. TC/1(52)/89/2012/81088 dated 12/09/2011, issued by Secretary, TC&TSC, stands modified to this extent.**



(R.P. Raju)
Secretary, TC&TSC

Directors of Groups / Controller, BARC
Associate Directors of Groups, BARC
Heads of Divisions / Sections, BARC
All Heads of Units, DAE.

Copy to: DEO, R-IV, BARC

GUIDELINES FOR APPLICATION OF TABLE-I/TABLE-II FOR PROMOTIONS BEYOND SO(B) UPTO SO(E)

AQ acquired	% of marks in AQ acquired	Track changed through	Table to be referred
While in service in the SA grade	≥60%	Interview prior to 01.01.2009	Table - IA
		Normal Course prior to 01.01.2009	Table - IA
		DQE + Interview after 01.01.2009	Table - IB
While in service in the SA grade	≥50%, but <60%	Normal Course prior to 01.01.2009	Table - IA
		DQE + Interview on or after 01.01.2009	Table - IB
While in service in the SA grade	< 50%	Normal Course prior to 01.01.2009	Table - II
While in service in the SO/B grade	≥50%, but < 60%	Normal Course prior to 01.01.2009	Table - IA
		DQE + Interview on or after 01.01.2009	Table - IB
	<50%	Normal Course prior to 01.01.2009	Table - II
While in service in the SO/B grade under the One-Time Exemption category on or after 31.12.2008	≥50%, but < 60%	DQE (passed) / Interview cleared	Table - IB
	≥50%, but <60%	DQE (passed) / & Interview failed or DQE failed	Table - II
During SO/C and above	≥50%	-	Table - IA
	<50%	-	Table - II

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Trombay, Mumbai - 85.

Ref.: TC/1771/2012/ 66268

July 27, 2012.

Sub.: Guidelines for change of Track/Promotion from Auxiliary to Technical Category.

Trombay Council at its 1771st meeting held on March 20, 2012 discussed the above subject matter. The extract of minutes (M.17 A.17) are sent herewith for information/necessary action:

Trombay Council vide its note No. TC/1(52)/87/2011/53665 dated June 17, 2011 had issued the guidelines for screening of promotion proposals of personnel in auxiliary category (Work Assistants / Hospital Work Assistants) in DAE. Following criteria have been indicated for promotion / change of track from auxiliary to Technician category w.e.f. 01/07/2011.

- (a) Promotion / change of track on acquisition of additional qualification while in service.
- (b) Promotion / change of track on undergoing training.

In order to implement the above two criteria in all the DAE units, detailed guidelines have been prepared pertaining to Departmental Qualifying Examination on acquisition of additional qualification and implementing training scheme.

Controller, BARC has placed the proposal (Annexure-I) giving the guidelines for implementing the above two criteria in all DAE units, for the approval of TC.

TC discussed the proposal in detail and approved the detailed guidelines as given in Annexure-I.



(S. G. Markandeya)
Secretary, Trombay Council

Encl : as above

Directors of Groups/Controller, BARC
Associate Directors of Groups/IFA, BARC
Heads of Division/Sections, BARC
All Heads of Units, DAE.

Copy to : 1. DEO, R-I & II
2. File : TC/1(52)/89/2012

**Guidelines for Change of Track / Promotion from Auxiliary to Technical Category
on Acquisition of Additional Qualification or through Training Scheme
(Work Assistants / Hospital Work Assistants)**

1. Preamble

1.1 The entry grade in the auxiliary category is Work Assistant 'A' (PBI with GP 1800) with educational qualification as tenth pass. Similarly, Hospital Work Assistant 'A' (PBI with GP 1800) with educational qualification as tenth pass has been introduced for working in Hospitals / Dispensaries.

1.2 Guidelines for screening of promotion proposals of Personnel in Auxiliary Category (Work Assistants / Hospital Work Assistants) in DAE were issued vide note No.TC/1(52)/87/2011/53665 dated June 17, 2011. \

1.3 Promotion / change of track

1.3.1 Following criteria have been indicated for promotion / change of track from auxiliary to Technician category w.e.f. 01/07/2011.

(a) Promotion / Change of track on acquisition of additional qualification viz. HSC or ITI while in service from Work Assistant / Hospital Work Assistant to Technician category (i.e. Auxiliary to Technical category) has been introduced subject to certain conditions as mentioned in para 2 below.

(b) A training scheme has also been introduced as eligibility criteria for promotion / track change to technical category. Work Assistants / Hospital Work Assistants who were in service as on 01/01/2010 are eligible for promotion / track change to Technician category subject to certain conditions as mentioned in para 3 below.

1.3.2 Work Assistants / Hospital Work Assistants, subject to fulfillment of eligibility criteria are considered for promotion / track change as under:

(a) **Work Assistant A / Hospital Work Assistant A is considered for promotion to Technician A.**

(b) **Work Assistant B / Hospital Work Assistant B onwards is placed in the equivalent technician grade. Further promotion in the technical category will be based on cumulative service rendered in the same grade pay after two years residency in the technical grade.**

1.4 Vacancies in Technical Category

1.4.1 Promotion / change of track as above is considered on the basis of availability of vacancies. Every 5th vacancy in the Technician category may be earmarked for providing career growth opportunities to the Work Assistants / Hospital Work Assistants. The promotion / track change may be made in the ratio of 1:1 between the two categories i.e. (i) acquisition of additional qualification and (ii) completion of training, in accordance with their seniority. In case candidate in any one of the categories is not available, the vacancy will be diverted to other category where the candidate is available.

1.4.2 In case of candidates eligible for promotion / change of track on acquisition of AQ / completion of training are more than vacancies earmarked in a particular year, the promotion / change of track will be allowed in accordance with their seniority. The remaining eligible candidates will be adjusted first in the next year vacancies earmarked for the technical category.

1.5 The reservation for SC / ST candidates will be based on overall requirement of SC/ST candidates in technician grade through direct recruitment in the Unit concerned.

2. Acquisition of Additional Qualification

2.1 Guidelines for permission to acquire Additional Qualification, conducting Departmental Qualifying Examination (DQE), conducting Trade Test, Interview and orientation training are given below :

2.2 Permission to acquire Additional Qualification

2.2.1 In order to grant permission for acquiring additional qualification indicated in Tables I and II below, a candidate must have a minimum service of 5 years (including the probation period) with the performance of A3/VG and above for General candidates and 3A3/3VG and 2B+/2G gradings and above for SC/ST candidates.

Table I – Permissible additional qualification and criteria for eligibility

Sl. No.	Additional Qualification	Minimum marks to be obtained in AQ as required by the Board / Institute	To be considered for promotion / track change to grade
1.	HSC	HSC in Science stream with a minimum 50% marks in aggregate and should have Physics, Chemistry and Maths subjects	Technician A or equivalent grade
2.	ITI	SSC with a minimum 50% marks in aggregate and should have Science and Maths subjects PLUS ITI from Government recognised institute	Technician A or equivalent grade

Table II - List of disciplines in ITI permitted for acquiring additional qualification

Sl. No.	Disciplines
1.	Fitter
2.	Turner
3.	Miller
4.	Grinder
5.	Instrumentation
6.	Machinist
7.	Millwright
8.	Welder
9.	A/C Mechanic
10.	Sheet Metal Worker
11.	Diesel Mechanic
12.	Auto Mechanic
13.	Mason
14.	Plumber
15.	Painter
16.	Carpenter
17.	Glass Blower
18.	Ceramic Moulder
19.	Crane / Fork Lift Operator
20.	Tractor Operator
21.	Electrical
22.	Electronics
23.	Optics
24.	Laboratory
25.	Chemical Plant Operator
26.	Library
27.	Book Binding
28.	Printer
29.	ECG Technician
30.	X-ray Technician
31.	Dental Technician
32.	Theatre Assistant

In addition to above, Diploma in Agriculture/ Horticulture (2 years) will be allowed to change over to Technical category.

2.3 Departmental Qualifying Examination (DQE)

2.3.1 Work Assistants / Hospital Work Assistant who have acquired the additional qualification will have to appear for Departmental Qualifying Examination (DQE). Work Assistants / Hospital Work Assistants who already possessed and declared the qualification indicated as additional qualification in Tables I and II above at the time of their initial appointment, will also be eligible to appear for Departmental Qualifying Examination to be conducted for additional qualification cases.

2.3.2 The Departmental Qualifying Examination will be held during the month of March or April every year. The DQE may be conducted by the Units concerned. Candidates with percentage / marks above a threshold would be qualified for trade test. Candidates failing to qualify on the first attempt can avail one more chance within a period of 3 years from the date of acquiring additional qualification for the DQE. Those who have already acquired additional qualification before the issue of these guidelines will have to appear for DQE including availing the second chance within a period of 3 years from the date of issue of these guidelines. No further attempts shall be permitted.

2.4 Trade Test

2.4.1 On qualifying in the Departmental Qualifying Examination, a trade test will be conducted in the respective trade of the Work Assistant / Hospital Work Assistant and a minimum of 50% marks is required for qualifying in the Trade Test.

2.5 Interview

2.5.1 On successfully clearing the Departmental Qualifying Examination and the Trade Test, the Work Assistant / Hospital Work Assistant will have to appear for interview to be conducted by the Standing Selection Committee concerned. The date of promotion / change of track of successful candidates will be effective from 1st July of the year.

2.6 Orientation Training

2.6.1 On successfully clearing the DQE, Trade Test and subsequent interview, the Work Assistant / Hospital Work Assistant who has been allowed promotion / track change as Technician will have to undergo orientation training for 3 months which will consist of the following :

- (a) Classroom training would be for 4 hours duration each day for a period of one month. The details of classroom training are indicated in para 3.6 below.
- (b) On the job training / in-plant training would be for the entire working day for the period of 2 months. It would consist of practical training in the respective trade.

2.7 *The Auxiliary staff, who are allowed track change will be posted as under :*

(i) On acquiring HSC (Science) – As Plant Operator

(ii) On acquiring ITI – Any Division / Section where Technicians with ITI of specified trade are required.

3. Training Scheme

3.1 Work Assistants / Hospital Work Assistants can also be considered for promotion / track change on successful completion of prescribed training, skill test and interview as per the details given below :

3.2 Eligibility criteria for promotion / track change depends upon (i) the educational qualification (ii) number of years of regular service and (iii) ACR / APAR gradings during last 4 years, as indicated in Table III and IV below.

Table III – Duration of Training and Eligibility Criteria for Promotion / Tack Change

Sl. No.	Educational qualification Work Assistants / Hospital Work Assistants possess	No. of years of regular service	Duration of Training	Training consists of and will be conducted during
1.	Below 8 th Standard pass	25 years	9 months	(a) Classroom training – 3 months (September to November)* (b) On the job training – 6 months (December to May)*
2.	8 th Standard pass / 9 th Standard pass / 10 th Standard fail	20 years	6 months	(a) Classroom training – 2 months (December to January)* (b) On the job training – 4 months (February to May)*
3.	10 th Standard pass / matriculation and/or above	15 years	3 months	(a) Classroom training – 1 month (July)* (b) On the job training – 2 months (August to September)*

*The training duration is only indicative, subject to change based on exigencies in the Unit.

Table IV – ACR / APAR Gradings during last 4 years

General candidates	2A2/2A3 or above / 4VG or above
SC/ST candidates	4A3 or above / 2VG2G or above

3.3 The Technical Training Coordinator for Category II trainees will be responsible for training of Work Assistants / Hospital Work Assistants in BARC for track change/ promotion. A Committee with representatives from chemical plant, CDM and TSD/ESD may decide syllabus

and evaluation methodology for the classroom and on the job training, for different trades / disciplines. Units may constitute appropriate Committee for the above purpose. The batch size may be determined by the Unit concerned based on number of Work Assistants / Hospital Work Assistants eligible for training subject to a maximum of 50 candidates in each category indicated in Table III above.

3.4 Trades for the Training Scheme

Sl. No.	Educational qualification Work Assistants / Hospital Work Assistants possess	Trade / Discipline
1.	10 th Standard pass / matriculation and/or above	The candidate will have option of (a) Plant operation / Laboratory or (b) Multi Trades mentioned in Sl.No. 2 & 3 below
2.	8 th Standard pass / 9 th Standard pass / 10 th Standard fail	Multi trades, consisting of (a) Fitter
3.	Below 8 th Standard pass	(b) Turner (c) Instrumentation (d) Electrical (e) As per the requirement and vacancies available in the concerned Unit / Group / Division / Section

3.5 Modality of Training

3.5.1 The Training Scheme will be run once a year and will consist of the following:

- (a) Classroom training
- (b) On the job training / in-plant training
- (c) Skill Test
- (d) Interview by the Selection Committee

3.5.2 **Classroom Training** : The classroom training would be of 4 hours duration each day for the period indicated in para 3.2 above, consisting of

- (a) Theoretical training in the trades
- (b) Training in safety related aspects
- (c) Training in communication skills
- (d) Basic knowledge of English (reading and writing)
- (e) Basics of Computer operations - use of MS Office

3.5.3 **On the Job Training / In-plant Training** : On the job training / in-plant training would be for the entire working day for the period indicated in para 3.2 above. It would consist of practical training in the trades.

3.5.4 **Attendance** : During training period, minimum 85% attendance is must, otherwise the concerned Work Assistants / Hospital Work Assistants will not be allowed for appearing for the skill test.

3.5.5 **Skill Test** : The skill test will consist of (a) Written test and (b) Trade Test.

3.5.5.1 *Written test* : On completion of training, candidates will have to undertake written examination followed by trade test. The format of the written examination would be as follows:

- (a) A written test would be of 3 hours duration and objective in nature.
- (b) It would comprise 100 questions of 1 mark each
- (c) The written test will consist of (i) 60 questions in the multi trades, (ii) 20 questions on safety, (iii) 20 questions on general English and Communication Skills
- (d) A candidate would be declared to have qualified on scoring a minimum of 50% in the written test
- (e) Only one chance shall be given for appearing and qualifying in the written test.

3.5.5.2 *Trade Test* : On qualifying the written test, a trade test shall be conducted in the respective trade/ plant operation and candidates with minimum of 50% marks in the trade test would be declared to have qualified for the Selection interview.

3.6 **Interview**

Candidate shall be interviewed by the concerned Standing Selection Committee for promotion / track change to technician grade. The promotion / track change will be allowed in accordance with their seniority.

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Ref. TC/1(52)/89/2012/39848

April 14, 2012
May

Subject: Clarification regarding Promotion norms of Technical category

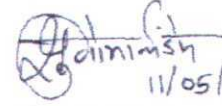
The relaxed norms for the following categories applicable during the period 2011 to 2015 have been issued vide TC/TSC Note No. 1(52)/89/2011/56035 dated 27/06/2011 and note No. TC/1(52)/89/2011/106175 dated 07/12/2011.

Sl. No.	From grade	To Grade	No. of years of service	Minimum eligibility period of years and APAR gradings			
				3	4	5	6
1.	Foreman C / D'man E / Sr. Tech. J (GP 5400)	Foreman D / Tech. Supervisor A (Drg.) / Tech. Supervisor A (GP 6600)	33	A1	A2	A3	--
2.	Foreman B / D'man D / Sr. Tech. H (GP 4800)	Foreman C / D'man E / Sr. Tech. J (GP 5400)	27	A1	A2	A3	--
3.	Foreman A / D'man C / Technician G (GP 4600)	Foreman B / D'man D / Sr. Tech. H (GP 4800)	27	A1	A2	A3	--
4.	Pharmacist D (GP 4600)	Pharmacist E (GP 4800)	24	--	A1	A2	A3

2. In response to certain queries raised, this is to clarify that technical employees who have completed 8 months service in the promoted post as on 01/07/2009 will be treated as having completed 1 year service for the purpose of consideration of promotion as indicated in this Section Note No. TC/1631/2009/41216 dated May 5, 2009. Further SC/ST employees will be eligible for relaxed norms as per table indicated at Annexure I of the promotion norms issued vide note No. TC/1(52)/89/2011/56035 dated June 27, 2011.

3. In accordance with item 1 under Annexure I of this Section note No. TC/1(52)/89/2011/106175 dated 07/12/2011, Category II trainees absorbed as T/B and promoted to T/C, with weightage of training period (as per the set norms), may be given additional one year relaxation for promotion to T/D, if they have A/A1 grading during the last four years (both as T/B and T/C). Officials will be considered for promotion to grade T/D w.e.f. 01/07/2011 onwards taking into account the APAR gradings for last four years in both grades i.e. T/B and T/C. Accordingly for promotion effective from 01/07/2011, against the requirement of 3A and 1A1 ACR / APAR gradings for the general candidates during the years 2007-2008 to 2010-2011 (4 years), in both T/B and T/C grades, officials belonging to SC/ST can be considered for promotion by relaxation of two ACR / APAR gradings to the next lower grading as A- or A2.

4. In item 2 under Annexure I of this Section note dated 07/12/2011, it has been indicated as "if they have been in this grade for three years with A1 grading or 4 years with A2 grading or 5 years with A3 grading during last three years". It may be corrected to read as "if they have been in this grade for three years with A1 grading or 4 years with A2 grading or 5 years with A3 grading during last **FOUR** years".


11/05/2012

(S.G. Markandeya)
Secretary, TC

Director's Office, BARC
Director of Groups / Controller
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Ref.: TC/1(52)/89/2012/ 37561

May 2, 2012

Subject: **Operation of functional posts of Nurses.**

Reference is invited to the note of even number dated 7.12.2011, conveying the approval of the Trombay Council for the additions to the norms of technical and auxiliary employees. The additions, inter alia, included introduction of one more additional grade of Nurse/E with Grade Pay of Rs. 6,600. Accordingly, it has been decided that, while the promotion of Nurses from Nurse A up to Nurse E will be as per the norms notified, the posts of Sister-in-Charge A, Sister-in-Charge B and Assistant Matron will only be functional posts, which will not independently carry any pay band and grade pay. Operation of the nursing posts will be as per the following guidelines:

- a) The present incumbents holding the posts of Sister-in-Charge A, Sister-in-Charge B and Assistant Matron shall be given the regular grade of Nurse, based on the GP being drawn, as under:

Sister-in-Charge A - Nurse D

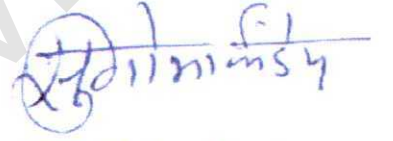
Sister-in-Charge B/ - Nurse E
Asst. Matron
- b) Nurse D will be considered for promotion to the next higher grade of Nurse E, subject to meeting the norms.
- c) The posts of Sister-in-Charge A and Sister-in-Charge B may be merged and operated as Sister-in-Charge in future.
- d) Functional designation of Sister-in-Charge may be given to the Nurse E/Nurse D, by selection, depending on their suitability. This will not entail any additional remuneration. Nursing staff holding the designation of Sister-in-Charge A / Sister-in-Charge B (to be re-designated as Sister-in-charge) and Asst. Matron will continue on functional grounds.

Contd. 2/-

: 2 :

- e) Assistant Matron may be operated at the level of Nurse E and only Sister-in-Charge with minimum 3 years' service can be considered for the post of Assistant Matron.
- f) Selection to the grade of Matron will be made from among the Assistant Matrons, as per the norms.

This is being issued with the approval of Trombay Council.



(S.G. Markandeya)
Secretary, TC&TSC

Directors of Group / Controller, BARC
Associate Directors of Group / IFA, BARC
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Heads of Units of DAE

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76/10520/89/2012

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TC/1(52)/89-2011 - 8999

January 27, 2012

Sub: Technical Posts – clarification

The promotion norms of the Department, inter-alia, provide the following norms for Promotion of technical employees

Sr.No.	From	To	
		Track Change	Normal
1	Tech.D – PB1 – GP 2800	Asstt. Foreman – PB 2 : GP 4200	Tech.F – PB 2 : GP 4200
2	Tech.F – PB 2 – GP 4200	Foreman A – PB 2 : GP 4600	Tech.G – PB 2 : GP 4600
3	Tech G – PB-2 : GP 4600	Foreman B – PB 2 – GP 4800	Sr.Tech.H – PB 2 : GP 4800
Track change from Sr.Tech.H to Foreman C, Sr.Tech. J to Foreman D and so on			

2. The track change to the above indicated posts is allowed as a normal course of promotion depending upon the performance and the APAR gradings and is not based on Additional Qualification (AQ). If the employees are not found fit for the recommended track change, they are promoted to the next higher grade such as Tech.F, Tech.G or Sr.Tech.H as the case may be.

3. Taking into account the equivalent grade pay, qualification and identical norms for career progression as well as the transferability from Technician to other grades, it has been decided to treat the posts of "Asstt. Foreman to Foreman E" and "Tech.F to Tech. Supervisor B" as forming part of same technical category for the purpose of processing cases of pay anomaly.



(S.G. Markandeya)
Secretary (IC/ISC)

All Directors/Associate Directors of Groups
All Heads of Divisions/Sections
All Heads of Units

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4. Chief Administrative Officer
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6. JC(F&A)

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Ref. PD/17(5)/2011-R-I/110098

December ¹⁹ 15, 2011

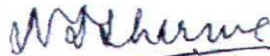
Subject: Counting of service for promotion

In accordance with the guidelines for screening of promotion proposals of scientific and technical personnel issued vide note No.TC/1(52)/89/2011/56035 dated 27/06/2011 and note No.TC/1(52)/89/2011/106175 dated 07/12/2011, the official in the following categories who have rendered continuous service of 24 / 27 / 33 years have been granted special dispensation in the norms for promotion to the Next Higher Grade during the period 2011-2015.

From Grade	To Grade	Total Service (Years)	Minimum Eligibility Period of Years and APAR gradings			
			3	4	5	6
Pharmacist D PB2 GP 4600	Pharmacist E PB2 GP 4800	24	-	A1	A2	A3
Foreman A / D'man C / Tech. G PB2 GP 4600	Foreman B / D'man D / Sr. Tech. H PB2 GP 4800	27	A1	A2	A3	-
Foreman B / D'man D / Sr. Tech. H PB2 GP 4800	Foreman C / D'man E / Sr. Tech. J PB3 GP 5400					
Foreman C / D'man E / Sr. Tech. J PB3 GP 5400	Foreman D / Tech. Supervisor A (Drg) / Tech. Supervisor A / PB3 GP 6600	33				

It has been decided that the service rendered as under in DAE units shall also be taken into account for computing total service for promotion as above:

- (i) Work charged service rendered in DAE followed by regular service and
- (ii) Duration of Fixed Term Appointment followed by regular service in DAE


 (N.D. Sharma) 15/12/2011
 Controller

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Government of India
BHABHA ATOMIC RESEARCH CENTRE
TC & TSC Section

Ref.: TC/1(52)/89/2011/106175

December 07, 2011.

Subject: Additions to the norms of technical and auxiliary employees

Reference is invited to the guidelines for screening of promotion proposals of personnel in Scientific and Technical Grades w.e.f. 01/07/2011, issued by Secretary TC & TSC bearing reference No. TC/1(52)/89/2011/56035 dated 27/6/2011. Subsequent to the issue of the above guidelines, some representations were received, which were considered by the norms committee at its meeting held on 21/09/2011 & the norms committee recommended some additions to the norms of Technical and Auxiliary employees. The recommendations of the norms committee were placed before the Trombay Council at its 1750th meeting held on October 18, 2011. The additions to the norms as approved by the Trombay Council in respect of Technical & Auxiliary Categories of employees are enclosed as per Annexure I and II respectively.

(S. G. Markandeya)
Secretary TC

Director of Groups/Controller, BARC
Associate Directors of Groups/IFA, BARC
Heads of Division/Sections, BARC
Heads of Units of DAE

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3. JS (R & D), DAE
4. DEO, R-I/R-II

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1. Cat II Trainees (Table VI)

Cat. II trainees absorbed as T/B and promoted to T/C, with weightage of training period (as per the set norms), may be given additional one year relaxation for promotion to T/D, if they have A/A1 grading during the last four years (both as T/B & T/C).

2. Foreman A/ Draftsman C/ Technician/G (Table IV, V, VI)

Officials in the grade of Foreman/A, Draftsman/C and Technician/G who have completed 27 years of service and drawing the grade pay of ₹ 4600, may be considered for promotion to the next higher grade, if they have been in this grade for three years with A1 grading or 4 years with A2 grading or 5 years with A3 grading during the last three years.

3. Fireman (Table F1(A)):

50% of the posts of Leading Fireman will be earmarked for direct recruitment and 50% for departmental candidates. The departmental candidates on selection to the post of Leading Fireman will be placed in the appropriate Grade Pay of Leading Fireman and they will be given the cumulative service benefits for the purpose of promotion in the next higher grade of Leading Fireman. The resultant vacancy of Fireman will be filled at the entry level of Fireman/A.

4. Nurse (Table IX):

One more additional grade of Nurse/E in PB3 with Grade Pay of ₹ 6,600 is introduced. The norms for promotion of Nurse/D to Nurse/E shall be as indicated in the table below:-

From	To	MEP and APAR gradings				
		5	6	7	8	9
Nurse 'D' PB3 GP 5400	Nurse 'E' PB 3 GP 6600	-	-	A1	A2	A3

5. Pharmacists/D (Table X):

Pharmacists/D, who have progressed from Pharm 'A/B' with 24 years' service may be considered for promotion to the next higher grade of Pharmacist/E, if they have been in this grade for four years with A1 grading or five years with A2 grading or six years with A3 grading during the last four years.

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6. AUXILIARY: Service rendered by Work Assistants who joined during 2002-2005 may be considered for promotion to next higher grade based on their APAR gradings applicable from 01/07/2011 onwards.

7. Every 5th vacancy in the Technician category may be earmarked for providing career growth opportunities to the Work Assistants.

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Government of India
BHABHA ATOMIC RESEARCH CENTRE
 TC & TSC Section

Central Complex,
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Ref. TC/1(52)/89/2011/ 81088

September 12, 2011

Subject: Consideration of cases of employees allowed track change in the same GP on acquisition of additional qualification for promotion to the next higher grade

Guidelines for screening of promotion proposals of personnel in Scientific & Technical grades effective from 01/07/2011 have been issued. For the consideration of promotion cases of officers / officials track changed from (a) Scientific Assistants to Scientific Officers / Technical Officers and (b) Technicians / C'hand / AFM / FMA / Draftsman to Scientific Assistants in the same grade pay by virtue of acquisition of additional qualification, the total cumulative period in the same Grade Pay will be accounted in the manner specified herein for promotion to the next higher grade if they possess required APAR / CR grading during preceding 4 years in both the posts.

Table 1 : Officers rendered combined service in the grade of SA(E) and SO(C) / TO(C) (GP 5400) as a result of track change on acquisition of AQ

Promotion		No. of years in grade SA(E)	Minimum number of years in grade SO(C) / TO(C) and required APAR gradings					
From grade	To grade		1	2	3	4	5	6
SO(C) / TO(C)	SO(D) / TO(D)	4	A1	A2	A2A3	A3	--	--
		3	--	A1	A2	A2A3	A3	--
		2	--	A1	A2	A2A3	A3	--
		1	--	--	A1	A2	A2A3	A3

In case of combination of grading for the pre and post track change period, the lowest grade during the preceding 4 years will govern the eligibility.

Table 2 : Officials rendered combined service in the grade of (i) FMA / D'man C / Tech. G & SA(C) (GP 4600), (ii) AFM / D'man B / Tech. F & SA(B) (GP 4200) and (iii) C'hand / D'man A / Tech. E & SA(B) (GP 4200) as a result of track change on acquisition of AQ

Promotion		No. of years in grade (i) FMA / D'man C / Tech. G or (ii) AFM* / D'man B* / Tech. F* or (iii) C'hand / D'man A / Tech. E	Minimum number of years in grade SA(C) / SA(B) and required APAR gradings					
From grade	To grade		1	2	3	4	5	6
SA(C) / SA(B)	SA(D) / SA(C)	3	A1	A2	A2A3	A3	--	--
		2	--	A1	A2	A2A3	A3	--
		1	--	--	A1	A2	A2A3	A3

*In case of AFM / D'man B / Tech. F, the cumulative service rendered in C'hand / D'man A / Tech. E and AFM / D'man B / Tech. F will be taken into account while determining their eligibility.

In case of combination of grading for the pre and post track change period, the lowest grade during the preceding 4 years will govern the eligibility

2. Minimum eligibility period of years as indicated in the Tables 1 and 2 above, is based on the relative weightage of each grade, worked out by dividing 100 grade points by MEP

applicable to each grade. Eligibility for promotion to the next higher grade is minimum 100 grade points, calculated on the basis of governing APAR gradings (lowest grading during the last four APARs) in the pre and post track change grades.

3. With regard to cases of track change allowed on acquisition of AQ from the grade SA(D) to SO(SB) / TO(B), for promotion to SO(C) / TO(C) the minimum eligibility period of years and APAR gradings as given in the Table II of the guidelines will be applicable, taking into account the combined service of SA(D) and SO(SB)/TO(B).

4. Further, officers who have been promoted to SO(C) through normal promotion route and have subsequently acquired additional qualification, their higher qualification will be taken into account for further promotion as per the following table:

Sl. No.	Acquisition of Additional Qualification as AMIE / AMIA / BE / B.Tech. or M.Sc.	From grade	To grade	No. of years after AQ and APAR Grading				
				2	3	4	5	6
1.	Within ≤ 6 m from promotion as SO(C)	SO(C)	SO(D)	As per 2A of Table IA				
2.	Within > 6 m to $\leq 1\frac{1}{2}$ y from promotion as SO(C)			--	A1	A2	A2A3	A3
3.	Within $> 1\frac{1}{2}$ y to $\leq 2\frac{1}{2}$ y from promotion as SO(C)			A1	A2	A2A3	A3	--
4.	After $2\frac{1}{2}$ years from promotion as SO(C)			As per Table II				

The date of intimation of acquisition of AQ in writing to the concerned competent authority will be taken as the date of acquisition of AQ.

5. Further promotion from SO(D) to SO(E) will be regulated as per 2B of Table IA.



(S.G. Markandeya)
Secretary, TC/TSC

Director's Office, BARC
Director of Groups / Controller
Associate Directors of Groups / IFA
Heads of Divisions / Sections

- cc: 1. Chairman's Office, DAE
2. Additional Secretary, DAE
3. Joint Secretary (R&D), DAE
4. All Heads of Units, DAE

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Government of India
Bhabha Atomic Research Centre
Personnel Division

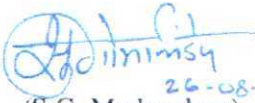
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Trombay,
Mumbai - 400 085.

Ref:TC/1(52)/89/2011/ 78318

August 26, 2011.

Sub : Review procedure for promotion cases.

In terms of the guidelines for screening of promotion proposals of personnel in Scientific & Technical grades effective from 1.7.2011, as per Para 2.4, the cases which do not fulfill the prescribed guidelines but are still considered deserving for being put up for promotion shall be treated as special cases, which should be cleared by the respective Group Boards and the Trombay Council/Apex Body of the Institute/Centre/Unit. It has been decided that all Scientific & Technical employees who have completed 10 years or more residency period in the current grade, but have not been promoted to the next higher grade for various reasons may be reviewed by the Group Boards as mentioned above and the deserving cases may be put up for the approval of the Trombay Council/Apex Body of the Institute/Centre/Unit. The criteria for this purpose would be minimum grading of B+ for promotions to the grades carrying Grade Pay of Rs.6600/- and A3 for promotions to the grades with Grade Pay of Rs.7600/- and above.


26-08-11
(S.G. Markandeya)
Secretary, TC/TSC

Director's Office, BARC
Director of Groups/Controller
Associate Directors of Groups/IFA
Heads of Divisions/Sections

- cc: (1) Chairman's Office, DAE
(2) Additional Secretary, DAE
(3) Joint Secretary(R&D), DAE
(4) All Heads of Units, DAE

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Ref:TC/1731/2011/774.05


August 25, 2011.

CIRCULAR

Sub : **Induction of Category-I Trainees.**

In terms of revised guidelines for screening of promotion proposal of personnel in Scientific and Technical grades, issued by Secretary, TC & TSC vide Ref.No.TC/1(52)/89/2011/56035 dated June 27, 2011, the Category-I Trainees will undergo two years training and will be absorbed as SA/C in the Pay Band of Rs.9300-34800 with Grade Pay of Rs.4600/-. This is effective from 1.7.2011. It has been decided to follow the procedure given below for processing advertisements already issued for recruiting Category-I Trainees during 2011.

- (1) Wherever selection for the Category-I Trainees has already been completed, the trainees will undergo one year training and will be considered for upgradation to the grade of SA/C after two years service, subject to possessing B+ APAR grading.
- (2) In DAE Units where advertisements for the Category-I Trainees has already been issued, but the last date is not over, the Units may issue a corrigendum to the advertisement that the training period will be for two years and the trainees, on successful completion of the training will be absorbed as Scientific Assistant/C.
- (3) If the selection for Category-I Trainees has not been made, the Units may scrap the advertisements and refund the application fee received, if any and issue a fresh advertisement.


(S.G. Markandeya)
Secretary, TC & TSC

Directors of Groups/Controller, BARC
Associate Directors of Groups/IFA, BARC
Heads of Divisions/Sections, BARC
All Heads of Units, DAE.

Copy to : Additional Secretary, DAE

Government of India
BHABHA ATOMIC RESEARCH CENTRE
 TC & TSC Section

Ref. TC/1(52)/89/2011/68760

August 1, 2011

Subject: Promotion norms for Scientific and Technical grades

Pursuant to the promotion norms for scientific and technical grades upto and including grade SO(E) and equivalent issued vide note No.TC/1(52)/89/2011/56035 dated June 27, 2011, the following decisions may please be noted.

Promotion from SA(B) to SA(C) – Category I Trainees

All the employees, appointed in the grade of SA(B) after completing one year Category I training who have completed two years or more service and consistently secured grading of B+ or higher will be screened-in for promotion to the grade of SA(C) w.e.f. 01/07/2011. Such screened-in candidates will be interviewed by the appropriate Standing Selection Committee. As per para 2.5 of revised promotion norms, shortfall in the length of their service upto 6 months can be condoned for the above screening.

Promotion from grade Tech. D upto Tech. G

As per note 9 under Table VI and note 7 under Table V of the promotion norms, in case of Tech. F / D'man B who have been promoted from Tech. D / Tech. D (Drg) to Tech. F / D'man B during 2009 and 2010, the total time period in the grade Tech. D / Tech. D (Drg.) and Tech. F / D'man B will be taken into account while considering their cases for promotion to Tech. G / D'man C. The above benefit will be applicable to the Tech. D / Tech. D (Drg) promoted to Tech. F / AFM / D'man B during 2011 also.



(S.G. Markandeya)
 Secretary, TC/TSC

Director's Office, BARC
 Director of Groups / Controller
 Associate Directors of Groups / IFA
 Heads of Divisions / Sections
 Chairman / Convener, Screening Committees

- Copy to :
1. Chairman's Office, DAE
 2. Additional Secretary, DAE
 3. Joint Secretary (R&D), DAE
 4. All Heads of Units, DAE