

# **Guidelines governing the Emeritus Scientist (ES)** **Scheme of ICAR**

(Revised and Approved in ICAR 237<sup>th</sup> GB Meeting on 29<sup>th</sup> June, 2016)

## **1. Objective of the Scheme**

The ICAR Emeritus Scientist Scheme is a structural method of tapping Brain and Skill Bank of the outstanding superannuated professionals of NARS by allowing them to complete the work in hand for its fruitful conclusion, utilize their talent in teaching specialized courses and use their experience in addressing nationally important policy issues. Retired scientists may often be in a position to work and teach in economically and ecologically underprivileged regions. Hence, their expertise should also be mobilized for launching a movement in science for remedying regional imbalances in agricultural development. The Emeritus Scientist scheme aims at:

- To utilize the services of outstanding superannuated scientists from NARS by allowing them to complete the nationally important research already underway **and also for initiating a new programme in nationally important priority areas.**
- To use the talent of outstanding retired teachers in teaching specialized courses and developing instructional material especially multi-media for use in national agricultural education programme including distance education.

## **2. Scope of the Scheme**

The benefit of scheme shall be open only to the scientists of repute of the level of Principal Scientist/Professor and above from National Agriculture Research System that includes State Agricultural Universities, Deemed Universities, Central Agricultural University, Central Universities having agriculture facility, Centre and State funded institutions/organizations engaged in Agricultural Research, Education, Human Resource Development and Extension. The benefit of the scheme will be available only to complete the work in hand for its fruitful conclusion and it will not be extended for starting altogether a new project. The project proposal shall be of national importance and it is to be given only when other equally competent regular scientists are not available in the institute to carry out the proposed work in the field of agriculture, veterinary science & animal husbandry, fisheries, home science, dairy technology and allied sciences.

## **3. How to apply**

The eligible scientist / faculty who is to retire in the next 12 month time, may send 15 copies of the application in the prescribed Proforma (Annexure A, B, & C) to the Deputy Director General (Education), ICAR. The application should be submitted through the executive authority where the Emeritus Scientist

proposes to carry out the research, teaching, human resource development and extension duly recommended with justification.

The applications will be invited twice a year i.e. in the month of June and December for which a specific circular will be issued depending upon the vacancies. The applicants having one year of service left or have superannuated before one year from the last working day of the month of notification (i.e. June or December) will be eligible for consideration under this scheme.

#### **4. Procedure of Selection**

The applications received will be referred to the concerned Subject Matter Division of ICAR and to a specialist in the discipline of the applicant for comments. The applications along with these comments will be placed before the Selection cum Standing Committee.

Following criteria will be taken into consideration for selection of Emeritus Scientist:

- The scientist should have minimum of 5 research papers in refereed journals in the last five years or should have received a national/ international level award/recognition or in case of teachers must have received national/university level award for excellence in teaching or have received letter of appreciation for excellence in teaching based on alumni feedback.
- The project proposal is of national importance and other equally competent regular scientists are not available in the institute to carry out the proposed work.
- The project proposal is in continuation of his/her work.

#### **5. Selection -cum Standing Committee**

**5.1** The Selection -cum-Standing Committee will comprise of the following:

A Scientist/Educationist of eminence	- Chairman
Dy. Director General (Education)	- Member
2 Vice Chancellors of State Agricultural Universities	- Member
1 Vice Chancellor from Deemed Universities	- Member
Director, NAARM	- Member
A Scientist/Educationist of repute	- Member
Asstt. Director General In-charge of the Scheme	- Member Secretary

The Selection-cum-Standing Committee will be constituted with the approval of the President, ICAR Society.

**5.2** The tenure of the Selection-cum-Standing Committee members shall be of three years.

**5.3** The non-official Members of the Selection-cum-Standing will be paid TA/DA and honorarium for attending the meetings of the Committee as per the Council's rules.

**5.4** The functions of the Committee will be:-

- To consider and recommend the cases of scientists for initial award as Emeritus Scientist.
- To recommend the duration for which Emeritus Scientist position is given.
- To consider and recommend the contingent and travel grant required for the project.
- To review/monitor existing projects under Emeritus Scientist Scheme
- To advise the Director General/President of the ICAR on all matters concerning the scheme.

**5.5** The recommendations of the committee will be put up to the President, ICAR through the DG, ICAR for his approval.

The DG, ICAR will be competent to perform all ancillary work including grant of interim extension to the Emeritus Scientists pending the recommendations of the Committee.

## **6. Terms and Condition Governing the Grant**

### **6.1 General terms and conditions:**

The schedule of terms and conditions governing grant-in-aid from the Council will *mutatis mutandis* apply to the grants to the Emeritus Scientists.

### **6.2 Special Terms & Conditions**

- a) Emeritus Scientists will be entitled to an honorarium of **Rs.50,000/-** per month in addition to pension that he may draw **w.e.f. 1.1.2016**. The honorarium paid to the Emeritus Scientist shall be subject to the Income Tax Act.
- b) A contingent grant of **Rs. 2,00,000/-** per annum per scientist, depending upon the nature of the project to cover expenditure on purchase of essential items of stores such as chemicals, glasswares etc., books and stationery and part-time laboratory/ministerial help will be given to the Emeritus Scientist. While sanctioning a project the amount of contingent grant could be enhanced with the concurrence of the FA (DARE) keeping in view the nature of research work. The expenditure on travel may be used to cover the tours within the country for the purpose of collection of research data and also to attend a scientific meeting / conference within the country including the review meetings called by ICAR from the contingencies. Airfare in the economy class, eligible DA, and road mileage from the residence or from the headquarters to the airport and vice-versa

will be admissible for such tours. No separate grant for TA/DA will be given and the Emeritus Scientist is to meet the expenditure on TA/DA from contingencies. The contingent grant will be released only on the basis of requisition and actual utilization in the previous year.

- c) Grant for engagement of one Junior Research Fellow/Senior Research Fellow/Research Associates on such rates and allowances as approved by the Council from time to time. Their appointment will be coterminous with the termination of the project under the Emeritus Scientists Scheme.
- d) The Emeritus Scientist will devote his whole time to the project for which financial assistance is provided and he will not accept any other regular or part time remunerative job during his tenure as Emeritus Scientist.
- e) The Emeritus Scientist shall not receive any assistance for the same work from any other source so long as he receives assistance from the Council.
- f) The Emeritus Scientist shall normally remain attached to an Agricultural University / ICAR Institute from where he / she retired, or to any other institution concerned with agriculture and allied sciences where he / she is assured in writing of the necessary facilities. The concerned University / Institution shall make necessary arrangements for the smooth running of the project and shall make available office accommodation and provide laboratory and library facilities and other supporting help to the Emeritus Scientist. The Emeritus Scientist shall himself / herself make the necessary arrangements with the concerned University / Institution.
- g) The Emeritus Scientist will participate in the teaching programmes in the field of his / her specialization of the university or institute to which he / she is attached.

The Emeritus Scientist shall be subject to the discipline of the Institute where he / she is permitted to work. His / her annual report would be submitted through Dean/Head of the Institution/Director of the Institute. In case of teachers, he / she will be answerable to the Director (Instructions) / Dean/Head of the Department.

- h) The Emeritus Scientist shall be entitled for residential accommodation in the institute where he / she had worked earlier. In case the Emeritus Scientist comes from outside, he shall be considered for accommodation on priority as per entitlement and existing rules.

The Emeritus Scientist will be entitled to occupy ICAR / SAU Rest House, wherever available, on tours at the rates applicable to ICAR / SAU employees.

- i) The appointment shall start only after the Scientist has actually retired, after availing of leave preparatory to retirement, if any, or when the basic facilities for the work have been made available.

- j) The Emeritus Scientist will be eligible to avail one-month leave with honorarium for each completed year of his / her tenure or on pro rata basis for any fraction of a year. He / she may plan his leave as convenient to him / her. In exceptional cases, an Emeritus Scientist may avail of leave up to three months without honorarium on health ground supported by medical certificate. He /she will be treated on duty while accepting assignments within NARS. The Head of the Department / Dean / Director of the Institute will sanction the leave and the office to which he is attached will maintain record.
- k) The duration of appointment of the Emeritus Scientist **shall be strictly for three years**. No further extension will be considered. However, duration of the project in the case of existing Emeritus Scientist will remain as two years only. A standing committee specifically constituted with the approval of DG will review the work of Emeritus Scientist on completion of one year. The salient findings will be published in the form of research papers in scientific journals and ICAR/DARE Annual Report. A copy of the final report will be sent to the Libraries of the concerned Institutes.

7.1 The Emeritus Scientist on completion of his/her project is required to submit final report in the prescribed Proforma.

7.2 The honorarium for last two months to the Emeritus Scientist and fellowship for last month to Junior Research Fellow/Senior Research Fellow/Research Associates will be released only after the receipt of 6 copies of the final report within three months of completion of the project.

## 8. Obligations of the Emeritus Scientist

8.1 The sanctioned project may normally commence within 6 months from the date of sanction of the project or the date of retirement of the scientist, failing which the project may be withdrawn.

8.2 The project will stand terminated from the date an Emeritus Scientist accepts another position or takes up any other employment.

## 9. Operation of the funds

9.1 On receipt of the joining report of the Emeritus Scientist through the Head of the Institution where he / she is working, the grants towards honorarium, contingent grant and TA for a period of one year will be released. Subsequent releases will be made on the receipt of claim and expenditure / adjustment account.

9.2 Grants towards the appointment of the Junior Research Fellow/Senior Research Fellow / Research Associates will be released for a period of one year after receipt of the joining report.

- 9.3** The bank drafts of the grants will be in the name of the Associate Dean of the College / Comptroller / Head of the Institution, who in turn will arrange-to further release the grant on approved items to the Emeritus Scientist without causing any inconvenience to him. A copy of release order will also be sent to concerned Emeritus Scientist.
- 9.4** The Emeritus Scientist should submit claim for second / subsequent installment of grant in the prescribed Proforma and send through the Executive Authority of the College / University/ Institute who is responsible for maintaining such accounts. The Executive Authority should certify that the expenditure claimed under different heads has actually been incurred and utilized properly during the period for which payment was made and further that the grant has been exclusively utilized for the purpose for which it was sanctioned.
- 9.5** The statement of accounts should also include an adjustment account in the prescribed Proforma countersigned by the appropriate authority as mentioned above.
- 9.6** Any unspent balance from earlier payment lying with the Institution / Emeritus Scientist should be adjusted to the current year's budget.
- 9.7** All equipments, books etc. purchased out of the grants will have to be entered in a stock register maintained by the Scientist and the same should be checked by the Auditor of the Host Institution.

Any movable properties acquired by the Scientist with the grant may be handed over to the Host Institution on completion of the tenure of the Emeritus Scientist / project.

- 9.8** The Education Division of ICAR will be responsible for monitoring the performance of the Emeritus Scientist scheme. **For this purpose, the projects will be reviewed at the end of every year by peer review, the report of which will be placed before the Selection cum Standing Committee for consideration of its further continuation till three years.**

- 10.** The total number of the Emeritus Scientist positions is **hundred.**

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