

F. No. AB-14017/41/2013-Estt.RR  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training  
Estt. RR Section

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North Block, New Delhi  
dated 6.07.2020

**OFFICE MEMORANDUM**

Subject: - Review of Modified Flexible Complementing Scheme (MFCS) – reg.

The undersigned is directed to refer to this Department OM of even number dated 16.4.2020 (copy enclosed) on the above-mentioned subject conveying therein the following recommendations made by Committee of Secretaries (CoS), in its meeting held on 20<sup>th</sup> February 2020, while considering the proposal of review of Modified Flexible Complementing Scheme (MFCS):

- (i) Ministries / Departments may carefully rework the Output Indicators so as to simplify and streamline them. Qualitative dimensions may also be captured so that excellence of a Scientist is brought out and only the deserving Scientists get promoted.
- (ii) Ministries / Departments may ensure that all promotions under MFCS are held timely so that the issue of granting retrospective promotion does not arise.
- (iii) Number of posts required at HAG / HAG+ level may be worked out individually at the Ministry/ Department level looking at the organizational structure and their specific requirements. Cadre review exercise may accordingly be undertaken.

2. All Scientific Ministries/Departments were accordingly requested to take necessary action as per the above recommendations of the CoS and furnish an Action Taken Report to this Department by 31.05.2020.

3. However, Action Taken Report has not been received in this Department from any of the Scientific Ministry/Department. It is, therefore, requested that Action Taken Report on the recommendations made by CoS. may kindly be provided to this Department latest by 10.7.2020.

(Shukdeo Sah)

Under Secretary to the Government of India

Tel: 23092564

To.

All Scientific Ministries/Departments

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Ministry of Personnel, Public Grievances and Pensions  
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North Block, New Delhi  
dated 16.04.2020

**OFFICE MEMORANDUM**

Subject: - Review of Modified Flexible Complementing Scheme (MFCS) – reg.


As the Scientific Ministries/Departments are aware, a Committee under former Secretary, Department of Bio-Technology, Prof. K. Vijay Raghavan, was constituted to review the Modified Flexible Complimentary Scheme (MFCS). A proposal based on the recommendations of this Committee was considered by the Committee of Secretaries (CoS), constituted to frame comprehensive and uniform guidelines relating to promotion of scientists in Scientific Miniserries and Departments, in its meeting held on 20<sup>th</sup> February 2020.

2. The MFCS scheme issued, with the approval of ACC, by DoPT vide OM No. AB-14017/37/2008-Estt. RR dated 10.9.2010, *inter-alia* provides following educational qualifications to be possessed by Scientist/Engineers holding a scientific post in a scientific Ministry/Department for being considered for promotion under the scheme:

“Masters’ degree in Natural/Agricultural Sciences or Bachelors’ degree in Engineering Technology/Medicine”

3. The CoS has *inter-alia* recommended that it may not be desirable to enlist/specify educational qualifications in the scheme itself. Instead the educational qualifications and the specific subjects for the different scientific posts may be decided by the respective Miniserries/Departments.

4. Accordingly, all scientific Miniserries/Departments are advised to assess the adequacy of the above educational qualifications prescribed in MFCS, keeping in view the mandate and functional requirement of the Ministry/Departments and organizations working under them. If there is a requirement of inclusion of a subject, other than those provided in the MFCS scheme issued vide the aforesaid OM dated 10.9.2010, the concerned scientific Ministry/Department may submit a proposal for consideration/approval, as per the laid down procedure.

  
(Shukdeo Sah)

Under Secretary to the Government of India  
Tel: 23092564

To,

All Scientific Ministries/Departments