

Chapter 19

Extension and Re-Employment

19.1 The age of retirement of scientific personnel in the service of the council shall be 62 years. The age of retirement of technical personnel is 60 years. No extension of service shall be given but where absolutely essential in the interest of research, the Council may re-employ outstanding Scientists on suitable terms with the prior approval of the President.

19.1.1 The staff other than scientific and technical shall retire on attaining the age prescribed by the Government of India for similar categories of staff from time to time.

Bye-Law 33(a) & b) of the Rules and Bye laws of ICAR

19.1.2 The provision of the above mentioned bye-law implies that extension in service is not admissible to be staff of the ICAR. However, where absolutely essential in the interest of research, the council may re-employ outstanding scientist on suitable terms with the prior approval of the President.

19.2 Distinction between the terms ‘extension’ and ‘re-employment’ is given below:

19.2.1 Where the services of a government servant beyond the age of his superannuation are required in the same cadre post which he is holding at the time of superannuation, then such retention shall be treated as “extension of service”

19.2.2 Any proposal for retaining the services of a government servant in the parent cadre beyond the normal age of superannuation in a post different from the one which he was holding at the time of superannuation and should be strongly discouraged. If, however, such retention is for very exceptional reasons considered to be unavoidable, the same shall be treated as “re-employment”

19.2.3 Where the services of a government servant on deputation to an ex cadre post or holding an ex cadre post are required by the competent authority beyond the date of his superannuation in his parent service, then such retention, be it on the post he was holding at the time of superannuation or in any other post shall for all purposes be treated as “re-employment”. In cases where the services of a government servant are to be retained beyond the age of superannuation for reasons other than in public interest or where such proposals do not satisfy the criteria/conditions as laid down in the Office Memorandum cited above, the matter shall be referred to the Department of personnel and Training for seeking specific clarification about the manner in which such retention is to be regulated.

[G.I. Dept. of Per. & Trg. O.M. No. 26012/6/87-Estt. (A), dated the 13th April, 1988.]

Detailed guidelines relating to Extension and Re-employment are at **Appendix-XXIV**.