

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE
DEFENCE RESEARCH & DEVELOPMENT ORGANISATION
LOK SABHA

UNSTARRED QUESTION NO.4205
TO BE ANSWERED ON THE 11TH AUGUST, 2017
SCIENTISTS OF DRDO

4205. DR. SWAMI SAKSHIJI MAHARAJ:

Will the Minister of DEFENCE ज़कक ea=h
be pleased to state:

- (a) whether the number of scientists leaving the Defence Research and Development Organisation (DRDO) is increasing;
- (b) if so, the details of the scientists who have left DRDO during the last three years and the current year along with the reasons for their leaving the organisation; and
- (c) the corrective measures taken by the Government in this regard?

A N S W E R

MINISTER OF DEFENCE

ज़कक ea=h

(SHRI ARUN JAITLEY)

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(a) & (b): No, Madam. There is no noteworthy increase in number of scientists leaving DRDO. The details of the scientists (excluding superannuation) who have left DRDO during the last three years is given below:

Year	No. of Scientists left DRDO	%age
2014	41	0.544
2015	42	0.557
2016	45	0.602
2017 (till July 2017)	15	0.202

The reason for leaving DRDO is primarily cited as “Personal Grounds” which is less than the 1%.

(c) Government has introduced a comprehensive ‘Incentive Scheme for DRDO Scientists’, details are given in the Appendix ‘A’.

APPENDIX 'A' REFERRED IN THE REPLY GIVEN IN PART (c) OF LOK SABHA UNSTARRED QUESTION NO. 4205 FOR ANSWER ON 11.8.2017

Incentive Scheme for DRDO Scientists'

I. Financial Incentives:

- **Additional Increments:** Two additional increments are given to Scientists C, D, E & F.
- **Professional Update Allowance:** Scientist -Bø -Cø & -Dø are granted Rs. 15, 000 p.a., Scientists -Eø & -Fø Rs. 30,000 p.a. and Scientists -Gø & above Rs. 45, 000 p.a. as Professional Update Allowance.
- **Variable Increments:** Up to maximum of six increments are granted to deserving Scientists at the time of promotion under FCS depending upon merit.

II. Growth related Incentives:

To give better growth and promotional avenues to the Scientists in DRDO, Merit based Flexible Complementing Scheme (FCS) is in place, where promotions are based on assessment and not on available vacancies. Under the FCS, Scientist recruited at the level of Sc -Bø in the lowest rung of Gp -Aø can move up to the level of Scientist -Hø in Level 15 Higher Administrative Grade (HAG) scale and thereafter, the level of Distinguished Scientist in the Level 16 (HAG+ scale) achievable on personal up-gradation basis.

III. Proposed Incentives:

As regards Performance Related Incentive Scheme (PRIS) it may be mentioned that 7th CPC has not recommended PRIS for DRDO although the same is in operation in Department of Space & Department of Atomic Energy.

IV. Qualification/Skill Improvement:

Scientists in DRDO are being sponsored for M.E./M.Tech programmes at Indian Institute of Technologies (IITs), Indian Institute of Science (IISc) and other reputed institutes under the Research & Training Scheme at Government expense so that they can up-grade their knowledge and skills. Further, scientists are also encouraged to complete Ph.D. in their respective field, for which necessary assistance is provided.
