

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

UNSTARRED QUESTION NO.3497
TO BE ANSWERED ON THE 2ND JANUARY, 2019

PRIS IN DRDO

3497 DR. P.K. BIJU:

Will the Minister of DEFENCE j{k k ea=h
be pleased to state:

- (a) whether Performance Related Incentive Scheme (PRIS) Group, PRIS (organizational) is not implemented in DRDO as have already been implemented in Department of Space and Atomic Energy;
- (b) if so, the details thereof and the reasons therefor; and
- (c) the incentive schemes proposed by the Government to further motivate DRDO Scientists and boost the morale of Defence scientific community in their efforts to realize indigenous Defence Technologies?

MINISTER OF DEFENCE j{k k ea=h
A N S W E R
(SMT. NIRMALA SITHARAMAN)
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(a) & (b): Yes, Madam. Performance Related Incentive Scheme (PRIS), has not been recommended in 7th Central Pay Commission for Defence Research and Development Organisation (DRDO).

(c) Government has always incentivized DRDO scientists to motivate them and boost their morale. The present incentive scheme for DRDO scientists are as follows:

1. Financial Incentives:

Up to maximum of six increments are granted to deserving Scientists at the time of promotion under Flexible Complementing Scheme (FCS) depending upon merit. Recently, the value of this variable increments has been revised, applying the fitment factor, as suggested by 7th Central Pay Commission for Basic Pay.

2. Growth related Incentives:

To give better growth and promotional avenues to the Scientists in DRDO, Merit based FCS is in place, where promotions are based on assessment and not on available vacancies.

Further, incentivizing is a regular phenomenon on need basis.
