

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE
DEFENCE RESEARCH & DEVELOPMENT ORGANISATION
LOK SABHA
UNSTARRED QUESTION NO.2782
TO BE ANSWERED ON 11th March, 2020
SCIENTISTS LEAVING DRDO

2782. SHRI VISHNU DAYAL RAM:

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

- (a) the statistics of the number of scientists who have quit their jobs in DRDO during the last five years, year-wise;
- (b) the reasons for which the scientists are quitting jobs from DRDO; and
- (c) the steps being taken by the Ministry to retain talent in DRDO?

A N S W E R

MINISTER OF STATE
IN THE MINISTRY OF DEFENCE

रक्षा राज्य मंत्री

(SHRI SHRIPAD NAIK)

(श्री श्रीपाद नाईक)

(a) & (b): In total 132 number of scientists left DRDO during last five years on personal grounds. The year-wise details are as follows:

Year	Nos.
2015	37
2016	38
2017	22
2018	17
2019	18
Total	132

(c) In order to arrest the brain drain and make the career of Scientists in DRDO more lucrative, the following incentives are given to Scientists in DRDO:-

Financial Incentives:

- **Professional Update Allowance:** Scientist 'B', 'C' & 'D' are granted Rs. 22,500 p.a., Scientists 'E' & 'F' Rs.45,000/- p.a. and Scientists 'G' and above Rs.67,500 p.a. as Professional Update Allowance.
- **Additional Increments:** There was a provision of two additional increments for the Scientists C, D, E & F at Level 11, 12, 13 & 13A respectively in the Pay Matrix in 7th Central Pay Commission (CPC) terms. However, as of now the same have been stopped by PCDA. A case has been taken up by this HQ with CGDA to resume the payment of two additional increments.
- **Variable Increments:** Up to six increments are granted to deserving Scientists at the time of promotion under Flexible Complementing Scheme (FCS) based promotion scheme on the basis of the performance of the Scientists in Assessment Board.
- **Special Pay:** A special pay of Rs.2000 (5th CPC)/Rs.4000 (6th CPC) was granted to Scientists 'G' in lieu of higher pay scale through Cabinet sanction. The grant of special pay has been discontinued in 7th CPC as part of list of allowances recommended for abolition.

Career Growth related incentives:

- DRDO follows the Merit based Flexible Complementing Scheme (FCS) for Defence Research Development Services (DRDS) Cadre, where promotions are based purely on merit without any linkage to availability of vacancies or seniority. The merit is assessed by the duly constituted Assessment Board for the purpose. Under the FCS, Scientist recruited at the level of Sc 'B' in the feeder grade of Gp 'A' can move up to the level of scientist 'H' in Level 15 Higher Administrative Grade (HAG) scale and thereafter, the level of Distinguished Scientist in the Level 16 (HAG + scale), which is achievable on personal up-gradation basis.

DRDO has conventional parity with Deptt. of Atomic Energy (DAE) & Deptt. of Space (DOS). The Incentives upto 06 Variable increments to Scientists, Professional Update Allowance are applicable to all the three organizations and derive their authority from the common letters issued by Ministry of Finance for three strategic departments.

DRDO has been requesting for PRIS (O)-Organizational (20%) and PRIS (G)-Group (10%) two components of Performance Related Incentive Scheme (PRIS) available to other strategic scientific organizations namely DAE and DOS, but not to DRDO.
