

**Semi-Conductor Laboratory
S.A.S. Nagar**

15.05.2026

Extract of the 21st meeting of the Management Council of Semi-Conductor Laboratory (SCL) held on 14th July 2025 at MeitY, New Delhi.

Agenda Item No MC 21.3 - Ratification of Recruitment Rules for the post of Controller

MC was informed that in order to start the recruitment process to the post of Controller, SCL, the Recruitment Rules (RRs) were framed and submitted to MeitY for examination and approval MeitY vide letter No 7(14)/2023-ABCD dated 18.12.2024 communicated the approval of Chairman MC/Secretary, Meity (**Annexure MC 21.3.2**). The advertisement for the post of Controller was released and the last date for application was 30.05.2025. A total of 15 applications were received and only three candidates are eligible.

As DoPT approval for search-cum-selection committee is received recently, so to provide a wider pool of candidates for selection, it was proposed to extend the final date for submitting the applications to 25.08.2025.

The Management Council ratified the Recruitment Rules (RRs) for the post of Controller as per Annexure MC 21.3.2. In view of RRs ratification and approval of DoPT for search-cum-selection committee, MC resolved that the last date of submission of application may be extended up to 25.08.25.

Agenda Item No MC 21.4 - Ratification of bifurcation of sanctioned strength of Technical Assistants and Technicians:

SCL MC in its 18th meeting held on 24th April 2024 pursued the agenda item (**MC 18.4**) regarding Restructuring of Technical Manpower and resolved that while the Library service should be out sourced, SCL will review the proposal regarding restructuring of Technical Assistants and Technicians roles and submit the revised proposal to Meity for approval Accordingly, while the Library service has been outsourced, a detailed and updated proposal for bifurcation of combined sanctioned strength of Technical Assistants & Technicians was submitted to MeitY vide letter dated 03.07.2024 & 25.09.2024. A revised proposal incorporating the response to the comments sought by MeitY vide letter dated 16.10.2024 was sent on 09.01.2025 as per below table:

Designation	Present Sanctioned Strength	Proposed Sanctioned Strength	Remarks
Scientists/Engineers	278	278	No change
Technical Assistant	204	41	
Technicians		163	Incl. one post of Pharmacist already in position. The post will be converted to technician once it becomes vacant.
Total	482	482	No change

MeitY vide letter No. 7(13)/2024-ABCD dated 23.04 2025 communicated the approval of Chairman Management Council/Secretary, MeitY regarding the proposed restructuring of Technical Manpower.

The Management Council ratified the restructuring of Technical Manpower as above.

Agenda Item No MC 21.5 - Approval of Recruitment Rules (RRs) for Scientists /Engineer 'SC', Technical Assistants and Technicians:

It was informed to MC that the SCL proposal is currently under active consideration/examination in MeitY the agenda is proposed to be taken up For ratification in the next MC meeting.

The management Council took note of the above.

Agenda Item No MC 21.6 - Approval for Implementation of Merit Based Promotion Scheme (MBPS) for new recruitment of Scientists/Engineers In SCL.

It was informed to MC that theSCL proposal is currently under active consideration/examination in MeitY, the agenda is proposed to be taken up for ratification in the next MC meeting.

The management Council took note of the above.

Agenda Item No MC 21.8 - Approval for Posting of Scientist/Engineer at SCL in the level of 13, 13A and 14 on deputation basis:

It was informed to MC that the SCL proposal is currently under active consideration/examination in MeitY. the agenda is proposed to be taken up for ratification in the next MC meeting.

The management Council took note of the above.

Agenda item No. MC 21.7- Engagement of Junior Research Fellow (JRF), Standing Operating Procedure (SOP).

The Management Council perused the SOP for engagement of JRF. Chairman MC/Secretary, Meity suggested that SCL to also explore the possibility of engaging researches through Anusandhan National Research Foundation (ANRF).

Agenda Item No MC 21.9 - Status of Employees transferred/deputed at SCL through various modes by DOS/ISRO

SCL MC in its 19th meeting held on 23rd August 2024 pursued the status of employees transferred to SCL through various modes by DOS/ISRO. The option forms for competency mapping of the concerned employees were sent to DOS vide letter No. SCL/P&GA/Estt./2024 dated 30.09.2024. DOS has informed that mapping is in process.

MC in its 19th meeting also resolved that DOS may consider giving one-time option to DOS employees willing to transfer to SCL on a permanent absorption basis. DOS was requested to forward these applications to SCL, which are yet to be received from DOS.

Moreover, the employees deputed from DOS/ISRO are requesting for opting OPS under Rule 10 of CCS (implementation of NPS) Rule 10 allows the employee covered under NPS to give one-time option at the time of joining for opting OPS in case of death. This rule is applicable to Central Government employees and for autonomous bodies, the approval of MoF is required. MoF has not approved the implementation of this rule in SCL.

As per the notification, Central Govt. employees covered under NPS can opt for UPS. This option is not available to employees of ABs. Employees deputed from DOS/ISRO are requesting for opting UPS.

As Scientific Secretary, ISRO could not attend the MC meeting. Chairman MeitY advised that a separate meeting with Chairman ISRO/Secretary, DOS may be convened to discuss the agenda item.

Chairman MC/Secretary, MeitY also advised SCL to send the proposal to MeitY for taking up with MoF the issue of opting OPS under Rule 10 of CCS (implementation of NPS) and option for opting UPS, by SCL employees including employees deputed by DOS/ISRO, covered under NPS.

Agenda Item No. MC 21.10 - Approval for Payment of PRIS & Professional Enhancement Allowance:

Finance Committee (FC) meeting was held on July 01, 2025 to discuss PEA and key performance parameters for the PRIS.

Payment of Professional Enhancement Allowance (PEA): It was informed to FC that DOS has now notified vide OM no. A 22013/1/2005-I dated Dec 06, 2024 about the revision in the rate of PUA consequent on the hike in Dearness allowance (DA) from 46% to 50%. STA and LCA rates, however, have been maintained the same.

Category	Level in the Pay Matrix	PEA disbursed Earlier (Rs)	Revised PEA FY 2024-25 (Rs)
Scientists/Engineer	10, 11 & 12	22,500/-	28,125/-
	13 & 13A	45,000/-	56,250/-
	14 & above	67,500/-	84,375/-
Scientific & Technical Staff	All	11,250/-	11,250/- (No Change)
Administrative Staff	All	11,250/-	11,250/- (No Change)

FC upon deliberations, accepted the proposed Professional Enhancement Allowance (PEA).

Payment of Performance Related Incentive Scheme (PRIS): The Finance Committee (FC) reviewed the performance of SCL vis-à-vis Key Performance Indicators (KPIs) for FY 2024-25 and recommended the award of Organization Incentive & Group Incentive for FY 2024-25 as under:

Organisation Incentive/PRIS (OI): 12% of the Basic Pay to eligible employees of SCL

Group Incentive / PRIS (GI): In the variable range (6% to 9%, group wise).

Agenda Item No. MC 21.11 -Approval of Purchase manual:

Meity vide letter no. 11(2)/2024-ABCD dated 26.09.2024, forwarded O.M. No. 1/4/2023-PPD dated 16.08.2024 from Deputy Secretary, Department of Expenditure, Ministry of Finance regarding Revised Manual of procurement of Goods, 2024 and requested all autonomous Bodies under Meity to adopt and implement the guidelines in its true spirit.

The internal committee carefully reviewed the Revised Manual of Procurement of Goods-2024 and submitted the following recommendation.

Semi-Conductor Laboratory (SCL) has adopted "The Manual for procurement of Goods (Second Edition, 2024)" in place of DOS Purchase Manual 2015. Henceforth, the Manual for procurement of Goods (Second Edition, 2024) shall be followed in its entirety as the foundational framework for procurement activities at SCL.

The Manual brings out some working guidelines in line with the existing procurement practices at SCL and also lays down schedule of powers for administrative and budgetary approvals.

A few deviations have been brought out to overcome the procurement challenges being faced in the absence of semiconductor manufacturing eco-system in India, at present.

The proposal for adopting the Manual for Procurement of Goods (Second Edition, 2024) was sent to MeitY vide letter No. SCL/P&S/2025 dated 20.06.2025.

Upon deliberations, MC resolved the following:

- SCL to adopt "The Manual for Procurement of Goods (Second Edition, 2024)" in place of DOS Purchase manual 2015 in its entirety along with working guidelines in line with the existing procurement practices at SCL including schedule of powers for administrative and budgetary approvals as per Annexure MC 21.11.2.
- The deviations sought by SCL may be examined and expedited in Meity.