



Sher-i-Kashmir
University of Agricultural Sciences & Technology of Kashmir
Main Campus Shalimar Srinagar - 190025

**Subject: Recommendations of the designated Committee for implementation of
Technical Policy in respect of Field-cum-Laboratory Assistants (FCLAs)-reg.**

C I R C U L A R

- Whereas the University notified the Technical Scheme, among others, in favour of FCLAs, vide Notification No. 01 of 2025, with effect from 31.07.2025; and
- Whereas pursuant to the notification of the said Scheme, options were invited from the concerned FCLAs to choose between the New Technical Scheme and the Old Scheme; and
- Whereas certain issues came up with regard to the implementation of New Technical Scheme and treatment of employees opting for the Old Scheme, requiring detailed examinations;
- Whereas, a Committee was constituted vide University Order No.188(Est.) of 2026 dated 16.03.2026, to examine the feasibility of granting Selection grade to the FCLAs, who have opted for the Old Scheme & decide modus operandi for smooth implementation of Technical Scheme for those FCLAs who have opted for the new scheme and submit its report/recommendations to Competent Authority;
- Whereas the said Committee submitted its report/recommendations, which have been accepted by the Competent Authority;
- Whereas, in pursuance of the recommendations of the Committee, duly approved by the Competent Authority, the following is hereby ordered and brought to the notice of all concerned for information.

It is hereby stated that the existing FCLA cadre shall stand formally and irrevocably bifurcated into two distinct streams with effect from 30.07.2025, namely Stream-A "(FCLAs)" for employees under the Old Scheme, and Stream-B "(Technicians/Sr. Technicians, etc.)" for employees under the New Technical Scheme. The date of issuance of the New Technical Policy, i.e., 30.07.2025 (date of Notification), has been fixed as the absolute and non-negotiable cut-off date for this bifurcation, and all employees, regardless of their current option status, shall be deemed to belong to one of these two cadres based on the decisions made or defaults applied during the finalization of the option process.

Accordingly, the following is brought to the notice of all incumbents for strict compliance:

- i) Those officials who have already submitted their option forms are hereby granted a final opportunity to review their choice and to submit a request for change of option between the New (Technical) Scheme and the Old Scheme, if so desired.
- ii) Those officials who have not yet submitted their option forms are hereby informed that this Circular serves as the final and last opportunity to exercise their choice between the two schemes. No further opportunity shall be provided thereafter, and, any employee who fails to submit a valid, written option within the stipulated period shall be deemed to have defaulted/automatically opted for the New Technical Scheme (Technicians/Sr. Technician, etc.) with effect from 30.07.2025. Such defaulted employees shall be estopped from making any future claim, grievance, or representation regarding this placement, and their service conditions shall be governed solely by the New Technical Scheme from the cut-off date onwards. No further extension of time shall be granted under any circumstances, and no claim for alteration of option shall be entertained thereafter.

All concerned officials are accordingly directed to submit their final option, or request for change of option, as the case may be, in writing, to the Office of Registrar, SKUAST-Kashmir within a period of seven (07) days from the date of issuance of this Circular. The last date for receipt of such submissions is 16th of August, 2026.

The list of consolidated options already received, along with the current option status of each employee (Old Scheme, New Scheme, or None) together with Comparative Statement of "Old vs New Scheme" & the original recommendations of the Committee, are Annexed herewith this Circular for reference.

By order.

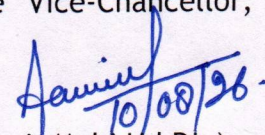
Sd/-
(Prof. Azmat Alam Khan)
Registrar

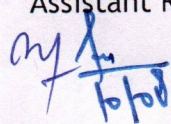
No.AU/Adm/Mas/Comp-66/22/10028-98

Dated: 10.08.2026

Copy to:

- All Officers of the University.
- All Heads of Divisions/Faculties/Stations/Institutes/KVKs/Units of the SKUAST-Kashmir with the request that the concerned employees under your administrative control be informed accordingly.
- Professor Incharge, ARIS for placing the Memo on University website for information of all concerned.
- All Deputy/Assistant Registrars of SKUAST-Kashmir.
- All Deputy/Assistant Comptrollers/DDOs of SKUAST-Kashmir.
- Secretary to Vice-Chancellor for kind information of Hon'ble Vice-Chancellor, SKUAST-K, Shalimar.
- University Memo File (w.3.s.c.).


(Aamir Mohi Ud Din)
Assistant Registrar(Est.)


10/08

List of FCLA's who have opted for Old Scheme

S. No	Name of the Employees	D.O.B	Date of appointment	Present place of posting
1.	Mohammad Shafi Sheikh	03.02.1968	02.01.1989	Div. of Food Science & Technology, FoH, Shalimar
2.	Ms. Irfan Nazir	24.08.1967	11.07.1995	Division of Fruit Science, FoH, Shalimar
3.	Ms. Abida Aziz	24.05.1967	01.04.1998	MRCFC Khudwani
4.	Farooq Ah. Rather	10.12.1968	01.04.1998	Division of Vegetable Science, FoH, Shalimar
5.	Shabir Ahmad Bhat	02.06.1971	01.04.1998	Division of Vety. Biochemistry, FVSc & AH, Shuhama
6.	Zahid Zaman Dar	31.08.1973	28.06.2001	Dean's Office, Faculty of Horticulture, Shalimar
7.	Firdous Ahmad Wani	17.05.1977	07.08.2003	MLRI, Mansbal
8.	Shafat Ahmad Wani	07.06.1966	10.03.1986	Division of Entomology, FoH Shalimar
9.	Mr. Aijaz Ahmad Bhat	04.02.1987	16.08.2013	Division of Vety. Biochemistry, FVSc & AH, Shuhama
10.	Mr. Umar Shafi Beigh	05.05.1985	16.08.2013	Division of Vety. Clinical Medicine, FVSc & AH, Shuhama
11.	Mr. Sameer Ahmad	15.11.1983	16.08.2013	Division of Plant Pathology, FoH, Shalimar deployed at Registrar's Office, Shalimar
12.	Mr. Shafaqath Azim	02.10.1982	16.08.2013	Faculty of Forestry, Benhama
13.	Mr. Ashaq Hussain Lone	01.12.1971	16.08.2013	Faculty of Agriculture, Wadura
14.	Ms. Shazia Wani	15.08.1986	16.08.2013	Division of Entomology, FoH Shalimar & deployed at CoTS, Mirgund
15.	Ms. Ishrat Akhter	01.05.1971	16.08.2013	Division of Animal Nutrition F.V.Sc & AH, Shuhama
16.	Ab. Rashid Mir	28.03.1967	23.08.1990	Division of Fruit Science, FoH, Shalimar
17.	Javid Ahmad Gujree	07.06.1967	28.08.1990	Division of Fruit Science, FoH, Shalimar
18.	Ashiq Hussain Zargar	30.11.1974	06.08.2015	Division of Animal Breeding & Genetics, FVSc & AH, Shuhama
19.	Iftikhar Ali	28.10.1975	06.08.2015	Division of Vegetable Science, Shalimar
20.	Bharat Bhushan	20.10.1990	28.06.2017	AICRP on Vegetable Crops, Div. of Vegetable Science, FoH, FoH, Shalimar
21.	Fayaz Ahmad Bhat	15.04.1982	21.08.2018	Faculty of Fisheries, Rangil
22.	Murtaza Khalil	15.11.1983	11.03.2019	MLRI, Mansbal
23.	Raman Kumar	10.03.1996	06.11.2019	Division of Vety. Extension, FVSc & AH, Shuhama
24.	Sanjay Kumar Koul	10.09.1999	05.01.1991	CoTS, Mirgund deployed at KVK/ETC Malangpora

25.	Mohd Yasin Bhat	02.10.1971	06.05.1991	Division of Biochemistry, Shalimar
26.	Fayaz Ahmad Bhat	04.04.1969	13.12.1991	Div. of Food Science & Technology, FoH, Shalimar
27.	Aijaz Ahmad Shah	27.01.1970	09.01.1992	KVK/ETC Malangpora
28.	Gh. Hassan Mir	05.01.1972	01.05.1992	MFCFC, Khudwani
29.	Mohd Amin Wani	15.04.1969	01.11.1992	MLRI, Mansbal
30.	Abdul Majid Bhat	13.04.1970	01.11.1992	Division of Entomology, FoH Shalimar
31.	Ghulam Mohd Bhat	15.04.1966	01.11.1992	Faculty of Forestry, Benhama
32.	Ghulam Mohd Sofi	01.01.1970	01.07.1994	SRS Pampore
33.	Gh. Rasool Reshi	14.04.1968	08.09.1994	Division of Fruit Science, FoH, Shalimar deployed at Extension and Research Station, Sallar
34.	Abdul Rashid Bhat	05.11.1969	27.09.1994	KVK/ETC, Malangpora
35.	Mushtaq Ahmad Bhat	01.03.1969	01.04.1995	Division of Vegetable Science, FoH, Shalimar
36.	Abdul Kareem Bhat	08.01.1967	01.04.1995	Division of Floriculture & Landscape Architecture, FoH, Shalimar
37.	Gh. Rasool Bhat	10.12.1970	01.04.1995	Division of Fruit Science, FoH, Shalimar
38.	Bashir Ahmad Mir	14.10.1972	01.04.1995	Division of Fruit Science, FoH, Shalimar
39.	Hamidullah Bhat	06.05.1970	01.04.1995	Division of Fruit Science, FoH, Shalimar
40.	Mushtaq Ahmad Naik	03.11.1973	01.04.1995	KVK/ETC, Malangpora
41.	Fayaz Ahmad Malik	01.04.1970	01.04.1995	Faculty of Forestry, Benhama
42.	Mushtaq Ahmad Mir	01.12.1972	01.04.1995	MLRI, Mansbal
43.	Mohd Ashraf Shah	02.04.1966	05.06.1995	Ambri Apple Research Centre, Pahnnoo
44.	Firdous Ahmad Naik	15.04.1983	01.01.2025	Division of Agro- Meteorology, Shalimar
45.	Nazir Ahmad Ganai	04.10.1966	10.03.1986	Division of Environmental Science, FoH, Shalimar

List of FCLA's who have opted for New Career Advancement Scheme (Technical Scheme)

	Name of the Employees	D.O.B	Date of appointment	Present place of posting
1.	Showkat Ahmad Baba	08.03.1970	01.04.1998	Faculty of Fisheries, Rangil
2.	Manzoor Ahmad Lone	14.05.1969	01.04.1998	Division of Vety. Pharmacology & Toxicology, FVSc & AH, Shuhama
3.	Ms. Saba Tak	04.01.1968	01.04.1998	Division of Plant Pathology, FoH, Shalimar
4.	Mrs. Qurat-ul Ain	05.11.1968	01.04.1998	CoTs, Mirgund
5.	Sheikh Manzoor Ahmad	08.03.1972	23.05.2012	Division of Animal Nutrition F.V.Sc & AH, Shuhama
6.	Ab. Rashid Dar	24.04.1966	15.12.1990	Faculty of Fisheries, Rangil
7.	Manzoor Ahmad Ganai	15.11.1969	06.08.2015	Directorate of Extension, Shalimar
8.	Tariq Ahmad Lone	09.03.1990	28.06.2017	Faculty of Agriculture, Wadura
9.	Shakeel Ahmad Wani	10.02.1985	28.06.2017	Faculty of Forestry, Benhama
10.	Tanzeela Bilal	21.10.1993	28.06.2017	Division of Soil Science, FoH, Shalimar
11.	Sheikh Firdous Ahmad	15.03.1990	28.06.2017	Faculty of Agriculture, Wadura
12.	Reyaz Ahmad Bhat	05.03.1991	28.06.2017	Faculty of Forestry, Benhama
13.	Rajinder Singh	26.02.1993	28.06.2017	CoTs, Mirgund
14.	Jagjivan Ram	13.12.1981	28.06.2017	CoTs, Mirgund
15.	Muzamil Ahmad Sheikh	20.10.1987	19.12.2017	Division of Vegetable Science, FoH, Shalimar
16.	Nida Zahoor	15.05.1992	21.08.2018	Division of Plant Pathology, FoH, Shalimar
17.	Danish Mohi Ud Din Dar	03.04.1987	21.08.2018	AICRP on Wheat, MRCFC, Khudwani
18.	Tabasum Mir	18.04.1992	11.03.2019	Division of Plant Pathology, FoH, Shalimar
19.	Wani Barkat Ul Islam	19.06.1996	31.12.2022	Division of Floriculture & Landscape Architecture, FoH, Shalimar
20.	Himayoo Sheeraz	04.09.1994	04.01.2023	Directorate of Extension, Shalimar
21.	Aabid yousuf	11.03.1992	12.01.2023	Faculty of Agriculture, Wadura
22.	Idrees Mohammad	03.06.1998	04.01.2023	Division of Vegetable Science, FoH, Shalimar
23.	Peerzada Tabish Fayaz	03.03.1996	03.01.2023	Faculty of Forestry, Benhama
24.	Shayeeb Ahmad Bhat	25.03.1991	04.01.2023	Division of Floriculture & Landscape Architecture, FoH, Shalimar

25.	Tasavor Farooq	05.04.1998	09.01.2023	CoTs, Mirgund, deployed at Health Centre, Shalimar
26.	Sameer Ullah Khan	03.01.1992	03.01.2023	Division of Veterinary Anatomy & Histology, FVSc & AH, Shuhama
27.	Aasifa Akhter	20.10.1996	07.01.2023	Faculty of Agriculture, Wadura
28.	Bazilla Khursheed	01.06.1998	04.01.2023	AICPR on Rice, MRCFC, Khudwani
29.	Hilal Ahmad Shah	11.06.1997	03.01.2023	Faculty of Agriculture, Wadura
30.	Mohammad Abas Ganaie	03.01.1998	03.01.2023	KVK/ETC, Malangpora, Pulwama
31.	Akib Ahmad Wani	10.09.1993	03.01.2023	Division of Veterinary Anatomy & Histology, FVSc & AH, Shuhama
32.	Salik Ahmad	30.06.1998	03.01.2023	Division of Plant Pathology, FoH, Shalimar
33.	Musadiq Hussain Bhat	04.10.1989	03.01.2023	Division of Fruit Science, FoH, Shalimar
34.	Shahid Mushtaq	01.05.1998	04.01.2023	Faculty of Agriculture, Wadura
35.	Hafshana Bano	07.04.1998	05.01.2023	Faculty of Agriculture, Wadura
36.	Subreena Akhter	11.12.1991	12.01.2023	AICPR on Rice, MRCFC, Khudwani
37.	Nahida Ahad	10.11.1993	04.01.2023	Faculty of Agriculture, Wadura
38.	Qadsiya Mohi Ud Din	03.03.1991	04.01.2023	Division of Fruit Science, FoH, Shalimar
39.	Mudasir Rashid	01.01.1997	02.01.2023	DARS, Budgam
40.	Mohd Tuib Jugwal	15.11.1994	04.01.2023	Faculty of Agriculture, Wadura
41.	Shahid Manzoor Mandu	08.03.1996	04.01.2023	Faculty of Fisheries, Rangil
42.	Murtaza Yaqoob Rather	15.06.1995	07.01.2023	Division of Soil Science, FoH, Shalimar
43.	Noor Ul Nisa	23.10.1994	06.01.2023	Division of Fruit Science, FoH, Shalimar
44.	Ashok Kumar	05.03.1992	09.01.2023	Division of Animal Reproduction, Gynaecology & Obstetrics, F.V.Sc & AH Shuhama
45.	Akshay Kumar Zajua	30.03.1995	09.01.2023	Livestock Production & Management, F.V.Sc & AH, Shuhama
46.	Khursheed Hussain	07.10.1991	02.01.2023	Division of Entomology, FoH Shalimar
47.	Sunil Kumar	01.03.1996	09.01.2023	Dean's Office, Faculty of Horticulture, Shalimar
48.	Raksha Rani	05.04.1993	05.01.2023	CoTs , Mirgund

49.	Afshan Tabassum	13.03.1996	09.01.2023	Division of Agro-Meteorology, Shalimar
50.	Nazir Ahmad Lone	03.03.1995	07.01.2023	Division of Environmental Science, FoH, Shalimar
51.	Mohd Akbar Jan	17.03.1970	01.04.1995	Division of Plant Pathology, FoH, Shalimar
52.	Hamidullah Dar	08.02.1968	01.04.1995	Division of Plant Pathology, FoH, Shalimar
53.	Mohd Ashraf Jhon	15.03.1969	01.04.1995	Div. of Food Science & Technology, FoH, Shalimar
54.	Gh. Mohamad Wani	04.08.1970	01.04.1995	Div. of Food Science & Technology, FoH, Shalimar
55.	Sachin Kumar	08.10.1999	15.01.2024	MRC&G, Shuhama
56.	Ms. Anisa Bano	25.01.1997	15.01.2024	Division of Entomology, FoH, Shalimar & deployed at Division of Agro-Meteorology, Shalimar
57.	Nawaz Ahmad Sheikh	10.02.1989	15.01.2024	Division of Animal Biotechnology FVSc. & AH, Shuhama
58.	Ms. Pooja Devi	18.02.1996	15.01.2024	Faculty of Fisheries, Rangil
59.	Mohd Irfan	01.02.1999	15.01.2024	Dean's Office, Faculty of Forestry, Benhama
60.	Zahid Yousuf Wani	15.07.1992	01.01.2025	Division of Animal Biotechnology FVSc. & AH, Shuhama
61.	Gulshan Akhter	04.11.1988	01.01.2025	MRCFC, Khudwani
62.	Mohammad Yousuf Bhat	15.08.1970	01.04.1998	SKIEE, Centre, Shalimar
63.	Basit subhan	02.01.1998	24.04.2023	Division of Veterinary Physiology, F.V.Sc & AH Shuhama
64.	Bharat Bhushan	20.10.1990	28.06.2017	AICRP on Vegetable Crops, Div. of Vegetable Science, FoH, Shalimar
65.	Moniem Benti Ahad	03.06.1998	13.04.2023	Division of Plant Pathology, FoH, Shalimar
66.	Shahid Rashid Dar	18.12.2003	01.01.2025	Faculty of Fisheries, Rangil
67.	Rifat Nazir	05.12.2000	01.01.2025	Faculty of Agriculture, Wadura

List of FCLA's who didn't opted for any Scheme

S. No	Name of the Employees	Date of Birth	Date of 1st appointment	Present place of posting
1.	Naseer Ahmad Bhat	01.03.1971	01.04.1998	Division of Vety. Surgery, FVSc & AH, Shuhama
2.	Mukhtar Ahmad Wani	07.04.1969	01.04.1998	Division of Vety. Public Health, FVSc & AH, Shuhama
3.	Zahoor Ahmad Baba	27.02.1966	23.08.1990	DARS, Budgam
4.	Shabir Ahmad Bhat	01.08.1968	23.08.1990	Division of Vety. Biochemistry, FVSc & AH, Shuhama
5.	Khursheed Ahmad Mir	05.02.1985	06.08.2015	Faculty of Fisheries, Rangil
6.	Nusrat Aziz	13.12.1983	06.08.2015	Faculty of Fisheries, Rangil
7.	Owais Nisar Bhat	03.01.1992	21.08.2017	Livestock Production & Management, F.V.Sc & AH, Shuhama
8.	Inayatullah Wani	02.03.1983	28.06.2017	Division of Vegetable Science, FoH, Shalimar
9.	Suheel Ahmad Bhat	01.06.1989	28.06.2017	Div. of Food Science & Technology, FoH, Shalimar
10.	Basharat Bashir	01.01.1993	28.06.2017	SRS, Pampore
11.	Mir Zahid	01.04.1991	14.08.2017	MFCFC, Khudwani
12.	Bashir Ahmad Sofi	07.09.1987	28.06.2017	Faculty of Fisheries, Rangil
13.	Sujat Ahmad Lone	20.01.1989	28.06.2017	Division of Fruit Science, FoH, Shalimar
14.	Zubair Ahmad Najar	09.06.1993	14.08.2017	Division of Fruit Science, FoH, Shalimar
15.	Waseem Ahmad	01.01.1986	28.06.2017	Ambri Apple Research Centre, Pahnoo
16.	Mohammad Ishaq Bhat	22.03.1982	28.06.2017	AICPR on Rice, MRCFC, Khudwani
17.	Munaza Khalil	20.12.1986	28.06.2017	MAR&ES Gurez
18.	Zafar Iqbal	25.03.1980	28.07.2011	Ambri Apple Research Centre, Pahnoo
19.	Dawood Ahmad Bhat	18.12.1994	21.08.2018	DARS, Budgam
20.	Suhail Hassan Bhat	01.06.1989	21.08.2018	Faculty of Fisheries Division Fishery Engineering, Rangil
21.	Mohammad Rafique Mir	07.05.1996	09.02.2021	Division of Clinical Veterinary Medicine, F.V.Sc & AH Shuhama
22.	Asif Ahmad Tantary	01.04.1996	12.01.2023	Faculty of Agriculture, Wadura
23.	Nisar Ahmad Mir	19.03.1996	04.01.2023	MCRS, Sagam
24.	Aamir Rashid Bhat	15.07.1996	02.01.2023	Comptroller's Office, Shalimar
25.	Raqib Majeed Wani	27.03.1995	04.01.2023	MCRS, Sagam

26.	Dr. Shabir Ahmad Rather	05.03.1987	02.01.2023	DARS, Budgam
27.	Sofi Abdul Waheed	18.06.1999	31.12.2022	Division of Vety. Parasitology, FVSc & AH, Shuhama deployed at Estates Wing, Shalimar
28.	Rizwan Hamid Dar	04.06.1997	05.01.2023	Dean's Office, Faculty of Agriculture, Wadura
29.	Dr. Akhtar Gul	14.03.1991	07.01.2023	Faculty of Agriculture, Wadura & deployed at Dean Students Welfare, Shalimar
30.	Ummer Mushtaq Ganie	30.12.1994	03.01.2023	CoTS, Mirgund & deployed at Vehicle pool, Shalimar
31.	Shakir Riyaz	01.09.1994	05.01.2023	Ambri Apple Research Centre, Pahnoo
32.	Rayees Yousuf	10.09.1999	31.12.2022	MRCFC, Khudwani
33.	Arif Bashir	03.09.1996	02.01.2023	Faculty of Agriculture, Wadura deployed at Comptroller's Office, Shalimar
34.	Mohd Akram Dar	05.02.1971	02.04.1991	AICRP on Maize, MRCFC, Khudwani
35.	Mohd Afzal Rather	01.04.1968	01.11.1992	Division of Vety. Parasitology, FVSc & AH, Shuhama
36.	Noor Mohd Bhat	30.12.1969	01.04.1995	MRC&G, Shuhama
37.	Ms. Uzma Farooq	03.03.1999	15.01.2024	Faculty of Fisheries, Rangil
38.	Ms. Rafia Hussain	05.12.1995	15.01.2024	MAR&ES, Gurez

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Old Scheme in comparison with New Career Adv. Scheme(Technical Scheme) for Field-cum-Lab. Assistants:

Stage	Old Scheme		New Technical Scheme	
	Designation & Pay	Qualification required	Designation & Pay	Qualification required
Entry	Field-cum-Laboratory Assistant (Level-2: Rs. 19,900 - 63,200)	Direct Recruitment: 10+2 Science (50% / 40% reserved) OR B.Sc. Preference: 1-year training. Apprenticeship: 2 years (1 year if B.Sc./training) + pass test.	Technician (Farms/Lab) - T-1 (Rs. 5,200 - 20,200, GP 2,000)	Direct Recruitment: 10+2 Science (50% / 40% reserved) OR B.Sc. Preference: 1-year training. Apprenticeship: 2 years (1 year if B.Sc./training) + pass test.
1 st Promotion	Senior (Level-4: Rs. 25,500 - 81,100) Scale	Qualification: None required beyond entry qualification. Criteria: After 5 years in Level-2. Subject to satisfactory work & conduct.	Senior Technician (Farms/Lab) - T-2 (Rs. 5,200 - 20,200, GP 2,400)	Qualification: Must possess minimum qualification for T-1 (10+2 Science). Criteria: After 5 years in T-1.
2 nd Promotion	Selection Grade I (Level-6: Rs. 35,400 - 1,12,400)	Qualification: None required. Criteria: After 7 years in Senior Scale (Level-4). Based on seniority + suitability. Quota: Only 40% of staff in Senior Scale get this.	Technical Assistant (Farms/Lab) - T-3 (Rs. 5,200 - 20,200, GP 2,800)	Qualification: Must possess minimum qualification for T-1 (10+2 Science). Criteria: After 5 years in T-2.
3 rd Promotion	Selection Grade II (Level-6: Rs. 35,400 - 1,12,400)	Qualification: None required. Criteria: After 7 years in Selection Grade I. Based on seniority + suitability. Quota: Only 30% of staff in Selection Grade I get this.	Senior Technical Assistant (Farms/Lab) - T-4 (Rs. 9,300 - 34,800, GP 4,200)	Qualification: Must possess a Bachelor's Degree (B.Sc. in Agriculture / Social Science). Criteria: 5 years in T-3 if you have bachelor's degree. 10 years in T-3 if you do not have bachelor's degree.

4 th Promotion	Career Ceiling (No further progression), however, TTCAS is applicable.	-	Technical Officer (Farms/Lab) - T-5 (Rs. 9,300 - 34,800, GP 4,600)	Qualification: Must possess the same Bachelor's Degree as T-4. Criteria: After 5 years in T-4. Note: TTCAS not applicable.
5 th Promotion	-	-	Senior Technical Officer (Farms/Lab) T-6 (Rs. 15,600 - 39,100, GP 5,400)	Qualification: Must possess the same Bachelor's Degree as T-4. Criteria: After 5 years in T-5.
6 th Promotion	-	-	Assistant Chief Technical Officer - T-7/8 (Rs. 15,600 - 39,100, GP 6,600)	Qualification: Must possess a Master's Degree in Agriculture/Allied Sciences. Criteria: 5 years in T-6 if you have master's degree. 10 years in T-6 if you do not have master's degree.
7 th Promotion	-	-	Chief Technical Officer - T-9 (Rs. 15,600 - 39,100, GP 7,600)	Qualification: Must possess the same Master's Degree as T-7/8. Criteria: After 7 years in T-7/8.

Subject: Implementation of Technical Policy in respect of Field-cum-Laboratory Assistants - recommendation of the Committee thereof.

Meeting of the Committee constituted vide University Order No.188(Est.) of 2026 dated 16.03.2026 issued under endorsement No.Au/Adm/Plac./FCLA/16/2025/22805-08 dated 16.03.2026 met several times to discuss/examine the feasibility of granting Selection Grade to FCLAs under the Old Scheme and also to decide the future course of action for those employees who have opted for the New Technical Scheme. The Committee in this regard has also taken the advice of the Office of Registrar into consideration, and after detailed examination in light of the Notification issued in this regard, the applicable rules, extant precedents, and practical alternatives, the Committee has arrived at the following conclusions:

1. Redefinition of Cadre Strength for Selection Grade Eligibility:

In the Old Scheme, the provision for granting Selection Grade was fixed at 40% of the total strength of the FCLA cadre, however, with the introduction of the New Technical Scheme and the subsequent exercise of options by employees, the number of personnel remaining under the Old Scheme has reduced, and if the 40% were still calculated on the overall (pre-bifurcation) strength, it would artificially inflate the number of eligible positions within the shrinking Old Scheme cadre, leading to a higher percentage of promotions than originally intended and therefore violation of relevant provision of Statutes. To preserve the original intent and proportionality of the Old Scheme, the total strength for this purpose must mean only those employees who have explicitly opted to remain in the Old Scheme, thereby ensuring that the benefit is distributed fairly among those who remain in that stream without diluting the criteria.

The Selection Grade under the Old Scheme shall continue to be regulated at 40% of the existing strength of employees borne on the Old Scheme cadre and not to the combined or total strength cadre. Since the Old Scheme constitutes a diminishing cadre, the cadre strength shall be reviewed whenever it changes on account of retirement, death, resignation, or any other cause. Consequently, the number of Selection Grade posts shall be revised correspondingly so as to maintain the prescribed 40% ratio. However, no employee who has already been granted Selection Grade shall be reverted on account of such revision, and any adjustment required to maintain the prescribed quota shall be effected prospectively by regulating future placements against vacancies arising in the Selection Grade. The calculation of the 40% selection grade quota shall henceforth be applied exclusively to the strength of the Old Scheme (FCLA) cadre, and not to the combined or total cadre strength, and this calculation shall be final and shall not be revised based on future opt-ins or opt-outs, as the option window is time-bound.

2. Bifurcation of the Cadre and Cut-off Date for Placement:

The New Technical Scheme having come into force with effect from 30.07.2025, the existing FCLA cadre shall stand formally and irrevocably bifurcated into two distinct streams, namely the Old Scheme (FCLA Cadre) and the New Technical Scheme Cadre, with effect from the said date. The date of issuance of the new technical policy, i.e., 30.07.2025, has been fixed as the absolute and non-negotiable cut-off date for this bifurcation, and this date is pivotal for all subsequent actions regarding placement and designation. The bifurcation is not prospective from the current/future date but is retroactively effective from the date the new policy was issued, and all employees, regardless of their current option status, shall be deemed to belong to one of these two cadres based on the decisions made or defaults applied during the finalization of the option process.

All employees, regardless of their current option status, will be deemed to belong to one of these two cadres based on the decisions made or defaults applied. Upon finalization of the option process, every employee shall be allocated to the respective cadre in accordance with the option exercised or the applicable provisions governing default cases, and the two distinct streams shall be designated as Stream A - "FCLAs" for employees under the Old Scheme, and Stream B - "Technicians/Sr. Technicians, etc." for employees under the New Scheme.

Upon bifurcation of the cadre, the inter se seniority of employees within each stream shall be preserved in the same order as existed in the common FCLA seniority list immediately prior to 30.07.2025, and separate seniority lists shall thereafter be maintained for each cadre, while future promotions and placements shall be regulated independently in accordance with the applicable rules of the respective stream. All service records, seniority lists, and promotional effects shall be

maintained separately for each stream from this date, and the committee recommends this formal and irrevocable bifurcation to avoid future conflicts, overlapping claims, or administrative confusion that may arise from the coexistence of the two schemes.

3. Placement of Existing FCLAs into the New Technical Scheme:

The Committee observed that the introduction of the New Technical Scheme necessitates the placement of existing FCLAs into the corresponding posts under the revised technical hierarchy, and since the New Technical Scheme substantially retains the existing pay structure, with corresponding posts carrying identical Grade Pays/Pay Levels (except at the entry level), the Committee considers it appropriate that the transition be effected through a one-time mapping of employees based on the Grade Pay/Pay Level held by them as on 30.07.2025, thereby ensuring a smooth, equitable and uniform transition. Accordingly, the Committee recommends that all employees opting for the New Technical Scheme shall be placed against the corresponding posts carrying the same Grade Pay/Pay Level under the New Technical Scheme with effect from 30.07.2025.

Notwithstanding the corresponding Pay Level mapping adopted for other posts, a critical concern was raised regarding the placement of employees from the Old Scheme's 1900 Grade Pay into the New Scheme, which commences at 2000 Grade Pay, and to ensure a smooth, equitable, and non-punitive transition, a complex formula for matching pay levels has been avoided in favour of a straightforward "as-is, where-is" mapping. The Committee explicitly rules that employees holding the post of FCLA in the Pay Scale of ₹5200-20200 with Grade Pay of ₹1900 (Pay Level-02) shall, as a one-time transitional measure, be placed in the post of Technician carrying the Pay Scale of ₹5200-20200 with Grade Pay of ₹2000 (Pay Level-03), being the entry-level post prescribed under the New Technical Scheme, and their designation on that date (e.g., FCLA) shall be changed to the corresponding entry-level designation in the New Scheme (e.g., Technician), effective from the same date, subject to possessing the minimum qualification required for the post.

Provided that, in case:

- the minimum of the upgraded Pay Scale is higher than the pay drawn in the existing pay scales, the pay be fixed at that minimum;
- the pay drawn in the existing pay scale coincides with the stage of pay in the upgraded pay scale, the pay be fixed at the same stage;
- the pay in the existing scale is drawn at a stage falling between the two stages of the pay in the upgraded pay scale, the pay be fixed at the next higher stage.

The above arrangement shall ensure that no employee suffers a loss of grade or status as a result of the transition, while simultaneously integrating them into the new hierarchy from its base level, and the committee recommends that all employees transitioning to the New Technical Scheme shall be placed strictly according to the Grade Pay and designation they held on the cut-off date of 30.07.2025.

Further to clarify, it is hereby provided that if the concerned employee working in a particular Grade Pay/Pay Level does not possess the minimum educational qualification prescribed for the corresponding designation under the New Technical Scheme, such employee shall not suffer any reduction in his Grade Pay or Pay Level on account of such non-possession; however, he shall be designated in the next lower grade strictly in accordance with his acquired qualification, and such designation shall be applicable with effect from 30.07.2025. The Grade Pay/Pay Level already held by the employee on the cut-off date shall remain protected and shall not be reduced, and the designation so assigned shall be the only modification effected in such cases, ensuring that the employee's pay and status are safeguarded while maintaining the integrity of the qualification requirements prescribed under the New Technical Scheme.

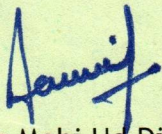
4. Procedure for Employees Who Have Not Exercised Their Option:

A significant number of employees have not yet exercised their option between the Old and New Schemes. This uncertainty hampers the finalization of cadre strength, seniority, and promotion calculations. To resolve this, the administration must publish this recommendation, if approved by the Competent Authority & the complete list of all personnel on the official website and provide a final, time-bound opportunity for option exercise. This is necessary to bring finality to the process and to enable the administration to proceed with cadre management, promotions, and other service matters without further delay. Any employee who does not respond

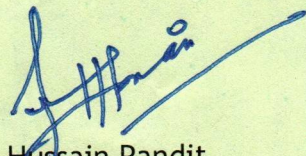
within this period must be deemed to have accepted the default placement, and such a decision must be made irrevocable to prevent future litigation or grievances.

The committee strongly recommends the following time-bound procedure:

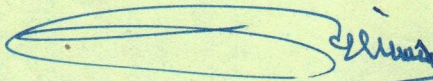
- The administration shall publish the complete list of all FCLAs on the Official website within 7 days of the approval of these recommendations, clearly indicating each employee's current option status (Old Scheme, New Scheme, or None).
- A one-week objection window shall be opened from the date of publication, during which any employee may submit or change their option in writing. This is the final and absolute opportunity.
- Any employee who does not submit a valid, written option within this one-week period shall be deemed to have automatically opted for the New Technical Scheme (Technicians/Sr. Technician, etc.) as of 30.07.2025.
- Such defaulted employees shall be estopped from making any future claim, grievance, or representation regarding this placement, and their service conditions will be governed solely by the New Scheme (Technical Scheme) from the cut-off date onwards. No further extension of time shall be granted under any circumstances.



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