



भारतीय कृषि अनुसंधान परिषद्
Indian Council of Agricultural Research

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F. No. 1 (2) / 2023 – Per – IV (Pt. 1)

Dated: 4th August, 2026

OFFICE MEMORANDUM

Subject: Consolidated guidelines regarding grant of Non-Practicing Allowance (NPA) to the eligible Scientific and Technical Personnel of ICAR – reg.

The undersigned is directed to refer to the existing instructions regarding the grant of Non-Practicing Allowance (NPA) to eligible Scientific and Technical Personnel of the Indian Council of Agricultural Research (ICAR). With a view to consolidate all existing instructions and streamlining the procedure for grant of NPA, the Competent Authority constituted a Committee under the Chairmanship of Shri Sandeep Sarkar, Additional Secretary, DARE and Financial Advisor, DARE/ICAR, to examine the matter.

Based on the recommendations of the Committee and after due consideration thereof, the Council, with the approval of the Governing Body of ICAR in its 266th meeting, hereby issues the following comprehensive guidelines and clarifications for grant of NPA to eligible Scientific and Technical Personnel of ICAR. These guidelines shall be followed uniformly by all ICAR Institutes/Units.

2. Definition of '**Clinical Posts**': In accordance with the existing guidelines of the Department of Expenditure, Ministry of Finance; the Department of Agriculture & Cooperation, Ministry of Agriculture and the ICAR, a 'Clinical Post' is defined as under:

(a) **Essential Qualification:** All such posts for which a B.V.Sc. or a B.V.Sc. & AH or a recognized equivalent degree or higher degree in Veterinary Sciences (essentially preceded by a B.V.Sc. & AH or equivalent degree at the Graduation level) is prescribed as an essential qualification.

(b) **Scope of Duties:** The post(s) must involve duties related to Technical, Technical Management, Field Service, Education, Research and Research Management in the general area of Veterinary Science in ICAR and its Institutes, regardless of alternative essential qualifications defined vide OM No. 44011 / 45 / 88 – E.V dated 12th February, 1993 issued by the Department of Agriculture & Cooperation (Ministry of Agriculture).

(c) Pay Level & Eligibility Criteria:

- All such posts must be in the pay scale of Pay Level – 10 or above.
- Technical Personnel: Grant of NPA shall be permissible only when they are either directly recruited as Senior Technical Officer / SMS (T-6) in Pay Level – 10 or have been recruited in lower posts after fulfilling conditions (a) and (b) above and subsequently promoted through merit promotion to Senior Technical Officer / SMS (T-6) in Pay Level – 10.
- The date of eligibility shall be the date of placement in Pay Level – 10, subject to mandatory fulfillment of conditions (a) and (b).

(d) Mandatory VCI / SVC Registration: All eligible Scientific and Technical personnel occupying 'Clinical Posts' as defined under Para 2 (a), (b) and (c) above, must possess a valid Registration Certificate at all times during their service period with either the Veterinary Council of India (VCI) or the concerned State Veterinary Council (SVC). NPA shall be granted to eligible personnel only upon submission of a copy of valid registration certificate.

3. Annual Certificate / Undertaking: Every year during the month of March, an undertaking / certificate must be submitted by each eligible Scientific / Technical personnel containing:

- (i) Proof of a valid registration certificate issued by the VCI or the concerned SVC.
- (ii) A formal declaration / undertaking stating that the concerned veterinarian shall not engage in any form of private practice (paid or honorary) during their tenure of service while occupying a clinical post.
- (iii) The Establishment Section and Drawing & Disbursing Officer (DDO) of the respective Institute / Unit shall be responsible for verifying supporting documents and ensuring compliance prior to the disbursement of NPA.

4. Overarching Eligibility Conditions: To be eligible for the grant of NPA, incumbents must simultaneously fulfill the criteria under Paras 2 and 3 (that is the post must be a clinical one) and further subject to the fulfillment of the following three standard conditions:

- (i) The post must be a whole-time post.
- (ii) There must be ample scope for private practice.
- (iii) It is necessary to prohibit private practice in the public interest.



5. **Effect of Transfers and Higher Appointments**

- (i) **Transfers in Public Interest:** If an eligible Veterinary Scientist or Technical Personnel is transferred "Public Interest" from an Animal Science based Institute to an Institute with no scope / mandate to deal with animals, NPA shall continue to be admissible (subject to Paras 2-4) as their initial selection was made against a "Clinical Post".
- (ii) **Transfers on Personal Request:** If such transfers (as per 5(i) above) are effected on "Personal Requests", eligibility for NPA shall cease with effect from the date of relieving from the "Clinical Post".
- (iii) **Selection to Higher Non-Clinical Posts:** Selection to higher posts not falling within the definition of "Clinical Posts" (Para 2) is primarily driven by personal career advancement. Therefore, incumbents shall not be eligible for NPA in such higher posts, irrespective of whether they drew NPA in their earlier clinical assignments.

6. **Institutional & Policy Directives**

- a) **Policy Matters:** All future policy-related issues pertaining to grant of NPA shall be jointly examined by the Personnel Division and Technical Division of ICAR in consultation with each other.
- b) **Revision for Retired Technical Personnel:** The matter regarding revision of NPA for retired Pensioners of the Technical cadre shall be processed separately by the Technical Services Division.

This issues with the approval of the Competent Authority.

Sushil Kumar Singh
04/08/2026

(SUSHIL KUMAR SINGH)
DIRECTOR (PERSONNEL)

Copy for information and / or further needful to:

1. The Directors / Project Directors of all ICAR Institutes / NRCs / National Bureaux / Project Directorates for information and compliance (through eOffice).
2. The Heads of Administration, Heads of Finance and Drawing & Disbursing Officers (DDOs) of all ICAR Institutes / Units (through eOffice).
3. PPS to the Secretary, DARE & DG, ICAR, Krishi Bhawan, New Delhi.
4. PPS to the AS, DARE & Secretary, ICAR, Krishi Bhawan, New Delhi.
5. PPS to the AS&FA, DARE / ICAR, Krishi Bhawan, New Delhi.
6. The JS (Pers. & TS) / JS (Finance) / Director (Admn) / Director (GAC), ICAR.
7. Information Systems Officer, DKMA, Pusa, ND for uploading on ICAR website.
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Note: Copies of this OM may be downloaded as per need, as it is not being circulated separately.

***** (Hindi Version will follow) *****