

TATA INSTITUTE OF FUNDAMENTAL RESEARCH

APOLLO PIER ROAD, BOMBAY 1

Dr. H. J. BHABHA, F. R. S.  
DIRECTOR

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REF:BG-51-62.

July 9, 1962.

Dear Dr. Siddiqi,

I am sorry for the delay in sending this letter, partly because I have been away from Bombay, and partly because some of the people I wished to consult were away.

2. We could offer you a post of Fellow in the Tata Institute of Fundamental Research carrying a pay scale of Rs.750-60-1,050 or a post of Scientific Officer (Grade SD) in the Biology Division of the Atomic Energy Establishment Trombay carrying a pay scale of Rs.700-40-1,100-50-1,250. The latter is what we call a standard scientific scale in the Establishment, and the Institute does not have it. The former also exists in the Establishment, and is known as a special scientific scale, and is only given to the specially good research workers, who may otherwise be on the latter scale. As you will see, the rate of increment in the former scale is faster. I would strongly advise you to accept the former, as the fact that it ends at Rs.1,050 is not of much significance, since we do not expect any really good scientist to stop at Rs.1,050. When you reach the top of the scale, or possibly even before that, depending upon the quality of your work, you will be offered the post of a Reader in the Institute, which carries a pay scale of Rs.1,100-60-1,400.

3. The attached sheets give the pay scales in the Establishment

2...



and those in the Institute, from which you will see that there are very considerable opportunities for advancement for really outstanding scientists. I should also add that both in the Institute and the Establishment, promotion to a higher grade does not depend on the existence of a vacancy, but on the merit and performance of the individual, and we have always followed the practice of creating a post whenever we felt that a person merited it. Both the Institute and the Establishment scales carry the same set of allowances, which are as shown on the attached sheet.

4. There is at present no biology in the Institute, but from the very time the Institute was founded some 17 years ago, I have always had the intention of starting biophysics and molecular biology should a really good person to start work in this field be available. I would, therefore, prefer your joining the Institute. You will have to start building up your equipment and group of workers to work with you from scratch, but all the necessary financial assistance will be given. Will you please send me a list of the equipment that you would like to have for your work, and I will see how much of it is available here or can be got in India? I might then advise you to purchase some of it in England or on the Continent and bring it out with you.

5. It may well be that in order not to delay commencement of your work, we might post you to work in the Biology Division of the Trombay Establishment as an interim measure, even though you are appointed in the Institute. The Institute and the Trombay Establishment cooperate very closely together and the workers of one institution are quite often posted for work in the other. There are even some who are members of both institutions.



6. Will you please let me have an early reply, so that a formal letter of appointment can be issued to you? I am looking forward to having this new line of work started here, and you will be given every opportunity to build up a group.

Yours sincerely,

*H. J. Shulka*

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