

**National Institute of Science
Education and Research
Bhubaneswar**

**Recruitment Rules
of NISER for
Scientific & Technical Personnel**

2014

PREFACE

The National Institute of Science Education and Research (NISER) is a unique institution of its kind in India, as a Centre of Excellence in science education and research in basic sciences (e.g. Biology, Chemistry, Mathematics and Physics) and in related areas. The aim of this special institute is to nurture world class scientists for the country who will take up challenging research and teaching assignments in universities, R & D laboratories and various industries. The exemplary teaching and research attributes of its faculty helps for creating strongly motivated bright young students to dedicate their lives for scientific research.

NISER conducts the following programmes in science education for bright and meritorious students selected on all-India basis:

- An integrated 5-year M.Sc. programme in the core and emerging branches of Basic Sciences to students after their 10+2 Higher Secondary schooling. This in turn will be integrated with Ph.D. programme on the one hand and employment in various R & D organizations and industry in the country on the other.
- Ph.D. programme after M.Sc.

The academic programme of NISER is designed to provide strong foundations to students, through core courses, before they embark at the threshold of research in the field of their choice. However, NISER's curriculum ensures that every student is introduced to excitements in the frontiers of knowledge in other branches of fundamental sciences. Therefore, NISER creates an environment of scientific culture where every member excels in any field he desires to pursue. Although there are four main schools, disciplines like computer science, engineering sciences and earth and planetary sciences will also be included at appropriate stages.

NISER recognizes that modern scientific research is carried out in a domain without any boundaries. The undergraduate students and research scholars will flourish in the ambiance of this scientific culture. In this perspective, the faculty members from different schools try to establish centers of research in inter-disciplinary areas while discharging their teaching duties of core courses of the respective schools.

The academic curriculum, including the structure of courses, laboratory hours, emphasis to study interdisciplinary subjects etc. are framed with a vision that NISER will provide strong foundations in subjects of specialization with a broad perspective in fundamental sciences. The courses are designed on a credit-system and emphasis is on earning the credit rather than only attending lectures.

The facilities like modern library with books, journals, vast reading areas and electronic means to access various sources, computer centre with wireless network all over the campus, modern laboratories to acquire skills to perform experiments, to innovate, to fabricate and to conceive new experimental techniques etc. are mended with those themes. The students learn through their course works, through seminars, through mutual discussions and by informal interactions with faculty members. In other words, NISER represent an integrated system to acquire knowledge and explore the uncharted frontiers.

Role of scientific and technical staff is a crucial importance for success of NISER academic programme and making it a centre of excellence. Among other things these staffs are expected to maintain and function and teaching laboratories in all schools, develop and maintain high ended state of art research lab with specialized equipments, cater to the needs of libraries as central facilities and in the departments, computing facilities and medical facilities.

For effectively carrying out the above activities, the NISER has given due attention to the development of human resources. Accordingly, recruitment rules and promotion systems are formulated for its personnel in Scientific and Technical categories. The recruitment rules and promotion (merit based promotion scheme) systems described in this document are as per the DAE Guidelines issued from time to time, however, these are liable to change as and when revisions in those guidelines are undertaken.

RECRUITMENT RULES OF NISER
FOR SCIENTIFIC & TECHNICAL STAFF UP TO THE LEVEL OF SO-G

Annexure-I

1. INTRODUCTION

- 1.1 Initial constitution Clause:** Officials already holding different positions are to be included in the service on a regular / long term basis, and the services rendered by them on regular basis in different grades/pay bands/ grade pays shall be counted before the date of notification/adoption of this Recruitment Rules 2014 of NISER. Their designation shall be suitably modified and they will be placed suitably depending on their PB and GP (as required), as on the date of notification/adoption of this Recruitment Rules 2014 of NISER,

The Scientific and Technical personnel of NISER are broadly categorized as per the following table:

Scientific	Technical
Scientific Officers	Scientific Assistant Technician (Tradesman) Lab. Attendant Para-medical staff Library Staffs Computer Professional

2. SCIENTIFIC AND TECHNICAL PERSONNEL

- 2.1.1 The present Scientific and Technical manpower position sanctioned for direct recruitment (approved by cabinet) for NISER and the hierarchy in which they have been created along with the proposal to re-designate them and the placement scale as per the 6th CPC recommendation, in accordance with DAE recruitment rules for scientific and technical personnel, are as under

Sl. No.	Designation	Sanctioned	Pay Scale (as per 5 th CPC)	Placement Scale (as per 6 th CPC recommendation)
1	Scientific Officer – G	1	16400-20000	PB-4: 37,400-67,000 GP-8900
2	Scientific Officer – F	2	14300-18300	PB-4: 37,400-67,000 GP-8700
3	Scientific Officer – E	6	12000-16500	PB-3: 15,600-39,100 GP-7600
4	Scientific Officer – D	26	10000-15200	PB-3: 15,600-39,100 GP-6600

5	Scientific Officer – C	27	8000-13500	PB-3: 15,600-39,100 GP-5400
6	Scientific Officer – SB	46	7450-11500	PB-2: 9,300-34,800 GP-4800
7	Scientific Assistant – C	51	6500-10500	PB-2: 9,300-34,800; GP-4600
8	Scientific Assistant – B	93	5500-9000	PB-2: 9,300-34,800 GP-4200
9	Technician-C (the sanctioned post of Technician as per DPR is re-designated)	23	4000-6000	PB-1: 5,200-20,200 GP-2400
10	Technician-B (the sanctioned post of Operator as per DPR is re-designated)	38	3200-4900	PB-1: 5,200-20,200 GP-2000
11	Technician-A (the sanctioned post of Tradesman as per DPR is re-designated)	89	3000-4900	PB-1: 5,200-20,200 GP-1900
12	Attendant	13	2790-4400	PB-1: 5,200-20,200 GP-1800
Total sanctioned strength under Scientific and Technical category: 417*				

Since, the project period of 7 years from the date of inception of NISER has been completed, the sanctioned position of Project Director and Project Engineer, as per DPR, has not been considered.

2.1.2 *The sanctioned posts under para 2.1.1 above includes the following manpower required for Hospital/ Dispensary:

Sl. No.	Designation	Level	No. of Sanctioned Posts	Pay Scale (as per 5th CPC)	Placement Scale (as per 6 th CPC recommendation)
1	Medical Superintendent	Scientific Officer-F	1	14300-18300	PB-4: 37,400-67,000; GP-8700
2	Medical Officer	Scientific Officer-D	5	10000-15200	PB-3: 15,600-39,100; GP-6600
3	Medical Officer	Scientific Officer-C	5	8000-13500	PB-3: 15,600-39,100; GP-5400
4	Nurse-A	Scientific Assistant-C	10	5500-9000	PB-2: 9,300-34,800; GP-4600
5	Lab-Technician	Scientific Assistant –B	4	5500-9000	PB-2: 9,300-34,800 GP-4200
6	X-Ray Technician	Scientific Assistant-B	2	5500-9000	PB-2: 9,300-34,800; GP-4200
7	Pharmacist	Scientific Assistant-B	2	5500-9000	PB-2: 9,300-34,800; GP-4200
8	Medical Social Worker	Scientific Assistant-B	1	5500-9000	PB-2: 9,300-34,800; GP-4200

9	Physiotherapist	Scientific Assistant-B	1	5500-9000	PB-2: 9,300-34,800; GP-4200
10	Technician-A (the sanctioned post of Tradesman as per DPR is re-designated)	Technician-A	8	3000-4900	PB-1: 5,200-20,200; GP-1900
11	Helper/A	Attendant	9	2790-4400	PB-1: 5,200-20,200; GP-1800
Total number of posts approved in DPR for Hospital/Dispensary: 48** (within the sanctioned strength under para 2.1.1)					
** Suitable positions under different levels, other than the designations mentioned above can also be considered for appointment within the total number of sanctioned posts for hospital/dispensary without any change in PB & GP, depending upon the need of the Institute					

2.2 Recruitment

2.2.1 The Recruitment Rule of Scientific and Technical Staffs are framed with an aim to maintain a sustainable growth in terms of human resource development and retaining the existing manpower with emphasis on the following issues,

- a) The objective/vision/growth potential of NISER;
- b) The need for sufficient, qualitative scientific and technical manpower to match the vision and growth potential of NISER;
- c) The unique status of NISER, which is an educational institution under DAE, envisioned to be a Centre of Excellence;
- d) The existing sanctioned strength as per the DPR of NISER
- e) The manpower in position;
- f) The need for retention of qualified manpower

2.2.2 Recruitment has to be carried out through open advertisements in NISER website, Employment News, local and / or national newspapers as applicable.

A post to be advertised should specify the following:

- (a) Designation, Pay, Pay band and Grade Pay
- (b) Minimum Educational Qualification
- (c) Minimum Experience
- (d) Desirable Qualification and/or Experience, if any
- (e) Job Description
- (f) Age
- (g) Other conditions,

2.2.3 To cater to the need of scientific and technical personnel, the procedure involving initial screening followed by interview is adopted for the selection of these categories of staff. Selection is based on the assessment by the appropriate Screening and Selection Committee.

- 2.2.4 Recruitment to all the posts for scientific and technical grades are to be carried out as per the stipulated guidelines for recruitment as indicated in the annexure/schedules given below. Educational qualification and relevant experience prescribed in the recruitment rules are treated as an integral part. The recruitment to any position will be done through direct recruitment.
- 2.2.5 The stipulated experience should be obtained after acquiring the prescribed educational qualifications. Relaxation in duration of experience may be considered in case of candidates having exceptionally brilliant track record or for recruitment in specialized areas where candidates with stipulated experience are not normally available.
- 2.2.6 In respect of direct recruitment to the post of Scientific and Technical staff, up to five increments may be recommended by the Selection Committee in the relevant grade for the advertised post, as considered appropriate based on performance during the interview.
3. **CONSIDERATION OF SENIORITY:** In accordance with provisions of DOPT OM No.AB-14-17/12/88-Estt. (RR) dated 25.03.1996)
4. **RETENTION OF EXISTING ELIGIBILITY SERVICE:** Regarding the eligibility service for promotion prescribed in this rule and the change likely to affect or may affect some persons, holding other than the feeder grade posts on regular basis, in such cases the eligibility service shall continue to be the same as for persons holding the feeder posts on regular basis on the date of notification/adoption of the Recruitment Rules 2014 of NISER.
- 4.1 *On adoption of this Recruitment Rule 2014, the persons already holding the positions of System Administrator, System Manager, Library Technician, Lab. Operator, Operator (laboratory) shall suitably be re-designated in accordance with the grade pay they are now drawing. They shall retain their eligibility of service in the grade pay they are drawing, irrespective of their previous designations, while considering the eligibility service for promotion prescribed in the rule.*
5. **CONSIDERATION OF THE INCUMBENTS WHILE UPGRADATION:** Where all posts in a particular grade are to be granted a higher replacement pay scale/grade pay, if any, upgradation is to be considered, suitability of the existing need not be assessed for granting them higher replacement scale/grade pay. There is no need for the incumbents to complete any minimum eligibility service in the earlier scale.
- 5.1 However, the assessment of suitability shall continue to be necessary in the following situations arising out of cadre reviews, restructuring etc.
- 5.1(i) where the upgradation involves higher responsibilities and higher eligibility service;

- 5.1(ii) where the upgradation or merger is part; where the upgraded post will be the promotion grade for the posts left in the lower grade and the normal DPC procedure will apply.

(DOPT OM No.AB 14017/66/2008-Estt (RR) dated 9.3.2009)

6. REVIEW OF RECRUITMENT RULES

The Recruitment Rules should be reviewed once in 5 years with a view to effect such change as are necessary to bring them in conformity with the changed position, including additions to or reductions in the strength of the lower and higher level posts.

7. SAVING CLAUSE

Nothing in those rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special categories of persons, in accordance with the orders issued by the Department of Atomic energy and Central Government from time to time in this regard.

**Recruitment Rules 2014
for Scientific and Technical Personnel**

SCHEDULE – I

1	Name of the Post	Attendant
2	Number of Posts (2014)	13
3	Classification	Group – C
4	Pay Band and Grade Pay / Pay Scale	PB – I : 5,200-20,200: Rs.1800
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 25 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	1. <u>Essential</u> : SSC/10th Standard pass with any Science Subject or Equivalent 2. <u>Desirable</u> : Knowledge of Computer
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment

SCHEDULE -- II

1	Name of the Post	Technician-A
2	Number of Posts (2014)	89
3	Classification	Group - C
4	Pay Band and Grade Pay / Pay Scale	PB - I : 5,200-20,200: Rs.1900
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 25 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	<p>1. H.S.C (12th standard) with Science and Maths OR S.S.C (10th standard) + Trade Certificate of 1 year duration WITH min. 50% marks in HSC or SSC</p> <p align="center">OR</p> <p>2. H.S.C. (12th standard) in Science + 1 year Medical Radiography / X-Ray Technique Trade Certificate WITH min. 50% marks</p> <p align="center">OR</p> <p>3. H.S.C (12th standard) + 1 year Certificate Course of Operation Theatre Assistance WITH 50% marks AND experience in a reputed hospital with more than 50 beds after obtaining requisite qualification</p> <p align="center">OR</p> <p>4. H.S.C. (12th standard) + 2 years Diploma in Dental Technician</p>

		<p>(Hygienist / Mechanics) recognized by Dental Council of India WITH 50% marks AND 1 year experience in reputed hospital with more than 50 beds after obtaining requisite qualification</p> <p>OR</p> <p>5. H.S.C (12th standard)/ S.S.C. (10th standard) + one year Certificate Course in Receptionist / Hospitality Management / Sanitary Inspection WITH 50% marks in HSC/SSC AND good communication skills</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER.
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment

- NB:**
1. List of Trades for appointment to the post of Technician is given at Annexure-III.
 2. Relevant trade certificate shall not be of less than 1 year duration.
 3. Trade test is required for all recruitments.
 4. The experience shall be after obtaining requisite qualification.

SCHEDULE -- III

1	Name of the Post	Technician-B
2	Number of Posts (2014)	38
3	Classification	Group – C
4	Pay Band and Grade Pay / Pay Scale	PB – I : 5,200-20,200: Rs.2000
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 25 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	<p>1. H.S.C (12th standard) with Science and Maths OR S.S.C (10th standard) + Trade Certificate of 1 year duration WITH min. 60% marks in HSC or SSC: <i>for Lab. Technicians</i></p> <p align="center">OR</p> <p>2. H.S.C. (12th standard) in Science + 1 year Medical Radiography / X-Ray Technique Trade Certificate WITH min. 60% marks : <i>for X-Ray Technicians</i></p> <p align="center">OR</p> <p>3. H.S.C (12th standard) + 1 year Certificate Course of Operation Theatre Assistance WITH 60% marks AND 1 year experience in a reputed hospital with more than 50 beds after obtaining requisite qualification : <i>for specialized positions in hospital/dispensary</i></p> <p align="center">OR</p> <p>4. H.S.C. (12th standard) + 2</p>

		<p>years Diploma in Dental Technician (Hygienist / Mechanics) recognized by Dental Council of India WITH 60% marks AND 2 year experience in a reputed hospital with more than 50 beds after obtaining requisite qualification: <i>for specialized positions in hospital/dispensary</i></p> <p>OR</p> <p>5. H.S.C. (12th standard)/ S.S.C. (10th standard) + one year Certificate Course in Receptionist / Hospitality Management / Sanitary Inspection WITH 60% marks in HSC/SSC AND good communication skills</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment

- NB:**
1. List of Trades for appointment to the post of Technician is given at Annexure-III.
 2. Relevant trade certificate shall not be of less than 1 year duration.
 3. Trade test is required for all recruitments.
 4. The experience shall be after obtaining requisite qualification.

SCHEDULE – IV

1	Name of the Post	Technician-C
2	Number of Posts (2014)	23
3	Classification	Group – C
4	Pay Band and Grade Pay / Pay Scale	PB – I : 5,200-20,200: Rs.2400
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 30 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	<p>1. H.S.C (12th standard) with Science and Maths OR S.S.C (10th standard) + Trade Certificate of 1 year duration WITH min. 60% marks in HSC or SSC AND 4 year experience in relevant trade after obtaining requisite qualification</p> <p style="text-align: center;">OR</p> <p>2. H.S.C. (12th standard) in Science + 1 year Medical Radiography / X-Ray Technique Trade Certificate WITH min. 60% marks AND 2 year experience in relevant trade after obtaining requisite qualification: <i>for X-Ray Technicians</i></p> <p style="text-align: center;">OR</p> <p>3. H.S.C (12th standard) + 1 year Certificate Course of Operation Theatre Assistance WITH 60% marks AND 2 year experience in a reputed hospital with more than 50 beds after obtaining requisite qualification : <i>for specialized positions in</i></p>

		<p><i>hospital/dispensary</i></p> <p>OR</p> <p>4. H.S.C. (12th standard) + 2 years Diploma in Dental Technician (Hygienist / Mechanics) recognized by Dental Council of India WITH 60% marks AND 3 year experience in a reputed hospital with more than 50 beds after obtaining requisite qualification ; <i>for specialized positions in hospital/dispensary</i></p> <p>OR</p> <p>5. H.S.C (12th standard)/ S.S.C. (10th standard) + one year Certificate Course in Receptionist / Hospitality Management / Sanitary Inspection WITH 60% marks in HSC/SSC AND good communication skills HAVING 4 year experience in relevant trade after obtaining requisite qualification</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment

- NB:**
1. List of Trades for appointment to the post of Technician is given at Annexure-III.
 2. Relevant trade certificate shall not be of less than 1 year duration.
 3. Trade test is required for all recruitments.
 4. The experience shall be after obtaining requisite qualification.

SCHEDULE -- V

1	Name of the Post	Scientific Assistant-B
2	Number of Posts (2014)	93
3	Classification	Group - B
4	Pay Band and Grade Pay / Pay Scale	PB - 2 : 9,300-34,800: Rs.4200
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 30 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	<p>1. B.Sc WITH min. 60% marks in relevant trade</p> <p style="text-align: center;">OR</p> <p>2. Diploma in Engg. (3 years after S.S.C.-10th standard) WITH min. 60% marks in Diploma</p> <p style="text-align: center;">OR</p> <p>3. BE/ B.Tech/ B.Sc.(Computer Science) WITH min.60% marks in B.Sc</p> <p style="text-align: center;">OR</p> <p>4. B.Sc.+ 1 year diploma in Computer Science WITH min.60% marks in B.Sc.& 60% marks in Diploma</p> <p style="text-align: center;">OR</p> <p>5. B.Sc (Statistics) + 1 year Diploma in Computer Science WITH min. 60% marks in B.Sc. and 60% marks in Diploma</p> <p style="text-align: center;">OR</p>

6. B.Sc. + 1 year Diploma in Medical Lab. Tech. (D.M.L.T.) Or B.Sc. in Med.Lab.Tech WITH min. 50% marks in B.Sc. + 60% marks in D.M.L.T./ M.L.T.: *for Medical Lab Technicians*

OR

7. Degree or equivalent Diploma in Physiotherapy WITH min. 50% marks in Degree or Diploma: *for Physiotherapist*

OR

8. B.Sc. + 1 year Diploma in Radiography or B.Sc.(Radiography) WITH min. 50% marks in B.Sc (with Diploma) or min 60% marks in B.Sc. (Radiography) : *for X-Ray Technicians*

OR

9. B.Sc. + 1 year Diploma/Certificate in Industrial Safety WITH min. 50% marks in B.Sc (with Diploma): *for specialized positions in hospital/ dispensary*

OR

10. B.Sc. + Diploma in Medical Radio-Isotope Techniques (DMRIT) WITH min. 50% marks in B.Sc. + minimum 50% marks in DMRIT: *for specialized positions in hospital/ dispensary*

OR

11. B. Lib Sc. Or equivalent diploma WITH min. 50%

		marks.
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment

NB:

1. The subject or the combination of subjects covered for the B.Sc./Diploma should be specified depending upon the requirement of the trade by the institute.
2. For recruitment to Paramedical posts, the disciplines such as Refractionist, Occupational Therapist, Audiologist, Dialysis Assistant, Dietician, Clinical Psychologist, should also be considered as and when vacancies arise. The candidates should have a degree and/or diploma in the respective disciplines with minimum 50% marks in qualifying examination.
3. Relevant trade certificate shall not be of less than 1 year duration.
4. Trade test is required for all recruitments.
5. The experience shall be after obtaining requisite qualification.

ANNEXURE-A TO SCHEDULE -- V

In addition to Schedule-V, the norms for special recruitment to the position/level of SA (B) for Pharmacist are also laid down as follows:

1	Name of the Post	Scientific Assistant – B (Pharmacist) (for Hospital/ Dispensary)
2	Number of Posts (2014)	2 (Within the sanctioned strength as specified in Schedule-V, as per requirement of the Institute)
3	Classification	Group – B
4	Pay Band and Grade Pay / Pay Scale	PB – 2 : 9,300-34,800: Rs.4200
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 30 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	HSC (10+2) + 2 years Diploma in Pharmacy + 6 months Training in Pharmacy + Registration as a Pharmacist with Central or State Pharmacy Council
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	100% Direct Recruitment

Note: Entry level post for recruitment of Pharmacists is Scientific Assistant-B (Pharmacist)

ANNEXURE-B TO SCHEDULE – V

In addition to Schedule-V, the norms for special recruitment to the position/level of SA (B) for Medical Social Worker are also laid down as follows:

1	Name of the Post	Scientific Assistant – B (Medical Social Worker) (for Hospital/ Dispensary)
2	Number of Posts (2014)	1 (Within the sanctioned strength as specified in Schedule-V, as per requirement of the Institute)
3	Classification	Group – B
4	Pay Band and Grade Pay / Pay Scale	PB – 2 : 9,300-34,800: Rs.4200
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 30 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	1. P.G. Degree in Medical Social Work with minimum 50% marks in the last examination OR 2. P. G. Degree in Clinical Psychology with minimum 50% marks in the last examination
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment

Notes : 1) The subject or the combination of subjects should be specified depending upon the requirement of the trade by the institute.

SCHEDULE - VI

1	Name of the Post	Scientific Assistant-C
2	Number of Posts (2014)	51
3	Classification	Group - B
4	Pay Band and Grade Pay / Pay Scale	PB - 2 : 9,300-34,800: Rs.4600
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 32 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	<p>1. B.Sc WITH min. 60% marks HAVING 4 year experience in relevant trade after obtaining requisite qualification</p> <p style="text-align: center;">OR</p> <p>2. Diploma in Engg. (3 years after S.S.C.-10th standard) WITH min. 60% marks in Diploma HAVING 4 year experience in relevant trade after obtaining requisite qualification</p> <p style="text-align: center;">OR</p> <p>3. B.Sc.(Computer Science) WITH min.60% marks in B.Sc HAVING 4 year experience in relevant trade after obtaining requisite qualification</p> <p style="text-align: center;">OR</p> <p>4. B.Sc.+ 1 year diploma in Computer Science WITH min.60% marks in B.Sc.& 60% marks in Diploma HAVING 4 year experience in relevant trade after obtaining requisite</p>

		<p>qualification</p> <p>5. B.Sc (Statistics) + 1 year Diploma in Computer Science WITH min. 60% marks in B.Sc. and 60% marks in Diploma HAVING 4 year experience in relevant trade after obtaining requisite qualification</p> <p>OR</p> <p>6. B.Sc. + 1 year Diploma/Certificate in Industrial Safety WITH min. 50% marks in B.Sc HAVING 4 year experience in relevant trade after obtaining requisite qualification : <i>for specialized positions</i></p> <p>OR</p> <p>7. B.Sc. + Diploma in Medical Radio-Isotope Techniques (DMRIT) WITH min. 50% marks in B.Sc. + minimum 50% marks in DMRIT HAVING 4 year experience in relevant trade after obtaining requisite qualification : <i>for specialized positions in hospital/ dispensary</i></p> <p>OR</p> <p>8. B. Lib Sc. Or equivalent WITH min. 50% marks in HAVING 4 year experience in relevant trade after obtaining requisite qualification</p> <p>OR</p> <p>9. Bachelor degree in Physical Education (B.P.Ed.) or equivalent with 60% marks/equivalent grade HAVING 4 years training</p>
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		experience in a school/college/University/Institute
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment

NB:

1. The subject or the combination of subjects covered for the B.Sc./Diploma should be specified depending upon the requirement of the trade by the institute.
2. For recruitment to Paramedical posts, the disciplines such as Refractionist, Occupational Therapist, Audiologist, Dialysis Assistant, Dietician, Clinical Psychologist, should also be considered as and when vacancies arise. The candidates should have a degree and/or diploma in the respective disciplines with minimum 50% or 60% marks in qualifying examination, as mentioned in the RR.
3. Relevant trade certificate shall not be of less than 1 year duration.
4. Trade test is required for all recruitments.
5. The experience shall be after obtaining requisite qualification.

ANNEXURE-A TO SCHEDULE – VI

In addition to Schedule-VI, the norms for special recruitment to the position/level of SA (C) for Nurse/ Male Nurse are also laid down as follows:

1	Name of the Post	Scientific Assistant – C (Nurse-A) (for Hospital/ Dispensary)
2	Number of Posts (2014)	10 (Within the sanctioned strength as specified in Schedule-VI, as per requirement of the Institute)
3	Classification	Group – B
4	Pay Band and Grade Pay / Pay Scale	PB – 2 : 9,300-34,800: Rs.4600
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 30 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	1. HSC / XII Standard and Diploma in Nursing & Midwifery (3 years course) + Registration as 'A' Grade Nurse or BSc (Nursing) OR 2. Nursing 'A' Certificate with 3 years experience in hospital or Nursing Assistant Class III & above from the Armed Forces
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment

Note: Candidates possessing degree in nursing may also be considered for recruitment for the above posts. This fact should be clearly mentioned in the advertisement issued for the recruitment.

SCHEDULE – VII

1	Name of the Post	Scientific Officer-SB
2	Number of Posts (2014)	46
3	Classification	Group – B
4	Pay Band and Grade Pay / Pay Scale	PB – 2 : 9,300-34,800: Rs.4800
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	Between 18 to 32 Years (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	<p>1. B. Tech/ B.E (Computer Science or Computer Engg.) OR MCA with B.Sc / DOEACC “B” level with Science/Mathematics back ground WITH min. 60% marks in B.Tech/B.E/B.Sc level</p> <p style="text-align: center;">OR</p> <p>2. B. Tech/ BE (Information Technology) WITH min. 60% marks</p> <p style="text-align: center;">OR</p> <p>3. B. Tech/ BE (Electronics & Communication)/ BE (Electronics & Telecommunication) WITH min. 60% marks</p> <p style="text-align: center;">OR</p> <p>4. M. Sc (Mathematics/ Physics/ Biology Chemistry) WITH min.60% marks both in B.Sc and M.Sc HAVING 1 year experience in relevant trade after</p>

		<p>obtaining requisite qualification</p> <p>OR</p> <p>5. M.Sc (Botany/ Zoology/ Chemistry) + 1 year Diploma in Medical Laboratory Technology WITH min. 60% marks both in B.Sc and in M.Sc. HAVING 2 year experience in a responsible position of a hospital/ diagnostic centre in the relevant trade after obtaining requisite qualification</p> <p>OR</p> <p>6. B.Sc./B.SC (Hons) + B. Lib Sc. Or equivalent diploma WITH min. 50% marks in B.Sc/ B.SC (Hons). + 60% marks in B. Lib Sc. Or equivalent diploma HAVING 8 year experience in relevant trade after obtaining requisite qualification</p> <p>OR</p> <p>7. B.Sc./B.SC (Hons) + M. Lib Sc. WITH min. 50% marks in B.Sc/ B.SC (Hons). + 60% marks in M. Lib Sc. HAVING 4 year experience in relevant trade after obtaining requisite qualification</p> <p>OR</p> <p>8. AMIE/ AMIA/ B.E/ B.Tech/B. Pharma or equivalent degree in relevant trade WITH min. 60% marks</p>
8	Whether age and educational qualifications prescribed for direct	Existing staffs appointed on regular basis to the

	recruits will apply in the case of promotes	<p>Technical cadre of the Institute can also be considered for change of track to Scientific cadre and considered for promotion (as Scientific Officer (SB)) on acquisition of admissible Additional Qualification (AQ) with prescribed percentage of marks (60%) in the qualifying examination such as M.Sc/ B.E/ B.Tech/ AMIE/ AMIA or equivalent degree. All those officials, who acquire additional qualification as per the said criteria will have to appear in the Departmental Qualifying Examination (DQE) to be eligible for their consideration of track change/promotion. The officials, who score 60% or more marks in DQE, will become eligible for consideration by the appropriate Selection Committee for track change/promotion as per the norms and the qualification they have acquired.</p> <p>The detail procedure for consideration of Additional Qualification (AQ) cases – criteria and procedure are given separately in the <i>“Comprehensive guidelines for the Merit Promotion Scheme for Scientific and Technical Cadre”</i></p>
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment

NB:

1. The subject or the combination of subjects covered for the B.Sc./Diploma should be specified depending upon the requirement of the trade by the institute.
2. For recruitment to Paramedical posts, the disciplines such as Refractionist, Occupational Therapist, Audiologist, Dialysis Assistant, Dietician, Clinical Psychologist, should also be considered as and when vacancies arise.
3. Trade test is not required for promotion but required for all direct recruitments.
4. The experience shall be after obtaining requisite qualification.

SCHEDULE -- VIII

1	Name of the Post	Scientific Officer-C
2	Number of Posts (2014)	27
3	Classification	Group – A
4	Pay Band and Grade Pay / Pay Scale	PB – 3 : 15,600-39,100; Rs.5400
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	To be applied taking into account the qualification and experience required. (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	<ol style="list-style-type: none"> 1. M.E./M.Tech. (After B.E. or M.Sc.) in relevant subject/field/trade <li style="text-align: center;">OR 2. B.E./B.Tech. in relevant subject/trade <li style="text-align: center;">OR 3. M.Sc. in relevant subject/field <li style="text-align: center;">OR 4. M. Pharm. in relevant subject/ field/trade <li style="text-align: center;">OR 5. M.B.B.S. + relevant P.G. Diploma including D.R.M. or equivalent relevant subject/ field <li style="text-align: center;">OR 6. M.B.B.S. with 1 year experience in reputed hospital with more than 50 beds after obtaining

		requisite qualification OR 7. B.D.S with 1 year experience in reputed hospital with more than 50 beds after obtaining requisite qualification
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment

- Notes:
- 1) The subject or the combination of subjects to be specified by the institute.
 - 2) For Sl. No.s 7.1, 7.2, 7.3, 7.4, minimum marks required at the last examination are 60%.
 - 3) Candidates with exceptional qualities, as judged from the interview and by referees' reports, may be given additional increments (maximum 5 increments) at the time of appointment.
 - 4) In cases of Medical Doctors/B.D.S., mandatory internship should not be counted as experience. Candidates with institutional experience should be preferred.
 - 5) In case of MBBS/B.D.S Medical Doctors, the candidates with one year experience may be considered for an additional increment at the time of recruitment.

ANNEXURE-A TO SCHEDULE -- VIII

In addition to Schedule-VIII, the norms for special recruitment to the following positions/level for Library/ radiological Labs are also laid down as follows:

1	Name of the Post	Scientific Officer-C Library and Information Science / Radiological Physics
2	Number of Posts (2014)	Within the sanctioned strength as specified in Schedule-VIII
3	Classification	Group - A
4	Pay Band and Grade Pay / Pay Scale	PB - 3 : 15,600-39,100 : Rs.5400
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	To be applied taking into account the qualification and experience required. (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	1. M.Lib in Information Science with minimum 55% marks WITH NET Pass AND 4 years experience in responsible capacity in a University Level Library OR 2. M. Sc with minimum 60% marks WITH Diploma in Radiological Physics
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment

- Notes:
- 1) The subject or the combination of subjects to be specified by the institute.
 - 2) Candidates with exceptional qualities, as judged from the interview and by referees' reports, may be given additional increments (maximum 5 increments) at the time of appointment.

SCHEDULE - IX

1	Name of the Post	Scientific Officer-D
2	Number of Posts (2014)	26
3	Classification	Group - A
4	Pay Band and Grade Pay / Pay Scale	PB - 3 : 15,600-39,100: Rs.6600
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	To be applied taking into account the qualification and experience required. (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	<ol style="list-style-type: none"> 1. PhD in relevant subject/field <li style="text-align: center;">OR 2. M.Sc. in relevant subject/field with 5 Years experience <li style="text-align: center;">OR 3. M.S./M.D. or equivalent in relevant subject/field/trade <li style="text-align: center;">OR 4. M.D.S. <li style="text-align: center;">OR 5. M.E./M.Tech. (After B.E./B.Tech or M.Sc.) in relevant subject/ field/trade with 2 years experience after obtaining requisite qualification <li style="text-align: center;">OR 6. M.B.B.S. + relevant P.G. Diploma including D.R.M. or equivalent relevant subject/ field with 3 years

		<p>experience after obtaining requisite qualification</p> <p>OR</p> <p>7. M.B.B.S. with 5 year experience in reputed hospital with more than 50 beds after obtaining requisite qualification</p> <p>OR</p> <p>8. B.D.S with 5 year experience in reputed hospital with more than 50 beds after obtaining requisite qualification</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	By Direct Recruitment

- Notes:
- 1) The subject or the combination of subjects to be specified by the Institute.
 - 2) For Sl. No.s 7.4 minimum marks required at the last examination is 60%.
 - 3) Candidates with exceptional qualities, as judged from the interview and by referees' reports, may be given additional increments (maximum 5 increments) at the time of appointment.
 - 4) In cases of Medical Doctors/B.D.S., mandatory internship should not be counted as experience. Candidates with institutional experience should be preferred.
 - 5) In case of MBBS/B.D.S Medical Doctors, the candidates with one year experience may be considered for an additional increment at the time of recruitment.

SCHEDULE -- X

1	Name of the Post	Scientific Officer-E
2	Number of Posts (2014)	6
3	Classification	Group - A
4	Pay Band and Grade Pay / Pay Scale	PB - 3 : 15,600-39,100: Rs.7600
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	To be applied taking into account the qualification and experience required. (Relaxable as per Govt. of India norms as amended from time to time) <i>Direct recruitment may be done for candidates having specialized experience.</i>
7	Educational and other qualifications / experience required for direct recruits	1. PhD in relevant subject/field with 4 years experience after obtaining requisite qualification # OR 2. M.S./M.D. or equivalent in relevant subject/field with 4 years experience after obtaining requisite qualification # OR 3. M.D.S. with 4 years experience after obtaining requisite qualification # OR 4. M.E./M.Tech. (After B.E. or M.Sc.) in relevant subject/field with 6 years experience after obtaining requisite qualification OR

		<p>5. M.B.B.S. + relevant P.G. Diploma including D.R.M. or equivalent relevant subject/ field with 8 years experience after obtaining requisite qualification</p> <p>OR</p> <p>6. M.B.B.S. with 10 years experience in reputed hospital with more than 50 beds after obtaining requisite qualification</p> <p>OR</p> <p>7. B.D.S with 10 years experience in reputed hospital with more than 50 beds after obtaining requisite qualification</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct recruitment <i>Direct induction at this level should normally be done for candidates having specialized experience.</i>

- Notes: 1) Exceptionally brilliant candidates can be considered even with two years experience, based on the recommendation of the selection committee.
- 2) The subject or combination of subjects to be specified by the Institute.
- 3) For Sl. No.s 7.4 minimum marks required at the last examination is 60%.
- 4) Candidates with exceptional qualities, as judged from the interview and by referees' reports, may be given additional increments (maximum 5 increments) at the time of appointment
- 5) In cases of Medical Doctors/B.D.S., mandatory internship should not be counted as experience. Candidates with institutional experience should be preferred.
- 6) In case of MBBS/B.D.S Medical Doctors, the candidates with one year experience may be considered for an additional increment at the time of recruitment.

SCHEDULE -- XI

1	Name of the Post	Scientific Officer-F
2	Number of Posts (2014)	2
3	Classification	Group - A
4	Pay Band and Grade Pay / Pay Scale	PB - 4 : 37,400 - 67, 000 : Rs.8700
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	To be applied taking into account the qualification and experience required. (Relaxable as per Govt. of India norms as amended from time to time) <i>Direct recruitment may be done for candidates having specialized experience.</i>
7	Educational and other qualifications / experience required for direct recruits	1. PhD in relevant subject/field with 8 years experience after obtaining requisite qualification
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct recruitment <i>Direct induction at this level should normally be done for candidates having specialized experience.</i>

ANNEXURE-A TO SCHEDULE -- XI

In addition to Schedule-XI, the norms for special recruitment to the following position/ level for Medical Superintendent are also laid down as follows:

1	Name of the Post	Scientific Officer-F (Medical Superintendent)
2	Number of Posts (2014)	1
3	Classification	Group – A
4	Pay Band and Grade Pay / Pay Scale	PB – 4 : 37,400 – 67, 000 : Rs.8700
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	To be applied taking into account the qualification and experience required. (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	1. MBBS WITH Post Graduate Degree in Hospital Administration AND 12 years experience in Hospital Administration out of which 3 years as Medical Superintendent OR 2. MBBS WITH Diploma in Hospital Administration AND 15 years experience in Hospital Administration out of which 3 years as Medical Superintendent
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment

SCHEDULE – XII

1	Name of the Post	Scientific Officer-G
2	Number of Posts (2014)	1
3	Classification	Group – A
4	Pay Band and Grade Pay / Pay Scale	PB – 4 : 37,400 – 67, 000 : Rs.8900
5	Whether Selection Post or Non-selection Post	Selection
6	Age limit for Direct Recruits	To be applied taking into account the qualification and experience required. (Relaxable as per Govt. of India norms as amended from time to time)
7	Educational and other qualifications / experience required for direct recruits	1. PhD in relevant subject/field with 12 years experience after obtaining requisite qualification
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not applicable
9	Period of probation, if any	1 Year, but subject to provisions under Rules and Bye Laws of NISER
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	Direct recruitment <i>Direct induction at this level should normally be done for candidates having specialized experience.</i>

Notes:

- 1) Candidates with exceptional qualities, as judged from the interview and by referees' reports, may be given additional increments (maximum 5 increments) at the time of appointment.

LIST OF TRADES1. **MECHANICAL TRADES**Workshop Trades :

Welding, Fitting, Sheet Metal Fabrication, Foundry, Pattern Making, Tool Crib Attendant, Drilling, etc.

2. **MAINTENANCE**

Mechanical, Electrical, Air Conditioning, Rigging, Laboratory Maintenance, Process Plant Maintenance, Civil maintenance works such as sewerage, etc.

3. **ELECTRICAL TRADES**

Electrical Wiring, Erection and Operation of Electrical Equipment and Auxiliaries in Sub-Station and other Installations, etc.

4. **ELECTRONICS/INSTRUMENTS**

Fabrication, maintenance and operation of electronic equipment. Fabrication and maintenance of Process Instruments, etc.

5. **OPERATIONS**

Operation of Process Plants including Large Air Conditioning Plants, Operation of Experimental Loops, Pilot Plants and Allied Equipment, Crane, Fork Lift, Platform Truck Operations, etc.

6. **TECHNIQUES**

Engg. Draughting , Maintenance of Furnaces and Ovens, Semiconductor Crystal Growth Techniques, Surface Finishing such as Anodising, Electroplating, Passivation etc., Material Preparation like Metal Cleaning, Degreasing, Heat Treatment etc. Vacuum Techniques, Industrial and Medical Radiography, Xeroxing, Cyclostyling and Documentation, Composing, Printing, Binding, Library Techniques, Optical Polishing & Optical Coating etc. Receptionist, Hospitality ,Sanitary Inspection, etc.

7. **LABORATORY TRADES**

Pertaining to Physics, Chemistry, Biology, Hospital, Health Physics, Material Science, Mathematics, Earth Sciences, Computer Sciences and other such disciplines, etc.

8. **MEDICAL**

Operation Theatre Attendant, Operation Theatre Assistant, Ward Boy/Ayah, Dental Technicians, Animal House Attendant. Dental Hygienist, X-ray Technician, Dark room Technician, etc.

9. **CIVIL TRADES**

Masonry, Carpentry, Plumbing, Painting, Cosmetic Maintenance, Plantations, Landscaping work, Gardening, Maintenance of Gymnasiums, Audio Visual Maintenance, Telephone and EPABX operation, Sanitary Works, Roads and Building, Pipeline works, etc.

10. COMPUTER TRADE:

Maintenance and repair of Computer Hardware/Software, Networking, Web designing, Database etc.

11. LIBRARY TRADE

Cataloging of Information books, journals etc, Database, Handling of Library based softwares etc.