

**SREE CHITRA TIRUNAL INSTITUTE FOR MEDICAL  
SCIENCES AND TECHNOLOGY. TRIVANDRUM**

**NOTICE**

Dated: 20<sup>th</sup> May 2011

*Dir/SCTIMST/PSRC-REPORT/2011*

As per the decision of the Governing Body at its meeting held on 1<sup>st</sup> July 2010, a "PAY STRUCTURE REVIEW COMMITTEE" (PSRC) was constituted to review and recommend suitable changes in the direct recruitment and promotion requirements (qualifications, experience, pay etc) for the non-academic posts of the Institute, and matters incidental to these issues.

The Committee has submitted the Report. The undersigned, with the permission of the Chairman, Governing Body would like to have comments/feedback about the report from the employees before considering the same.

The Report is ready for reference of the employees with *Dr. Renuka Nair, Scientist 'G' Sr. Grade & Head of the Division of Cellular and Molecular Cardiology, Hospital Wing* and *Dr. T. Anoop Kumar, Scientist F, Molecular Medicine, BMT Wing*. The employees who wish to see the report can refer to the soft or hard copies of the Report. The soft copy of the report is available at our website for reference. However, it is informed that only reference is allowed and photocopying/printing of the report is not permitted under any circumstances.

Comments/feedback/valuable suggestions on the report, if any, can be given in writing addressed to The Director, SCTIMST and the same can be handed over to *Dr. Renuka Nair/Dr. Anoop Kumar* for consideration of the competent authority. The report will be available for reference upto *15<sup>th</sup> June 2011* and the employees can submit their feedback on or before *20<sup>th</sup> June 2011*.



**Director**

To: Notice Boards  
Copy to: *Dr. Renuka Nair/ Dr. Anoop Kumar*

**SREE CHITRA TIRUNAL INSTITUTE FOR  
MEDICAL SCIENCES AND TECHNOLOGY  
TRIVANDRUM-695011**

**NOTICE**

Dated: 20<sup>th</sup> May 2011

Dir/SCTIMST/PSRC-REPORT/2011

ആറാം ശമ്പളകമ്മീഷൻ ശുപാർശകൾ ശ്രീചിത്രയിൽ നടപ്പാക്കിയപ്പോൾ, ഈ സ്ഥാപനത്തിലെ നോൺ-അക്കാഡമിക് ജീവനക്കാരുടെ പ്രൊമോഷനിലും മറ്റും ഉണ്ടാകാവുന്ന വ്യത്യാസങ്ങൾ പഠിക്കുവാനും, പരിഹരിക്കുവാനും ബഹു.ഗവേണിംഗ്ബോഡി തീരുമാനപ്രകാരം രൂപീകരിക്കപ്പെട്ട പി.എസ്.ആർ. കമ്മിറ്റിയുടെ റിപ്പോർട്ട് തയ്യാറായിട്ടുണ്ട്.

ബഹുമാനപ്പെട്ട ഗവേണിംഗ്ബോഡി ചെയർമാന്റെ അനുവാദത്തോടെ, ഈ റിപ്പോർട്ടിന്മേൽ ജീവനക്കാരുടെ അഭിപ്രായങ്ങളും വിലപ്പെട്ട നിർദ്ദേശങ്ങളും ക്ഷണിച്ചുകൊള്ളുന്നു. അതിനായി റിപ്പോർട്ടിന്റെ ഒരു കോപ്പി നമ്മുടെ ജീവനക്കാർക്ക് വായിക്കുവാനായി ഡോ.രേണുകനായർ (സയൻസിസ്റ്റ് & ഹെഡ്ഓഫ് മോളിക്കുളർ കാർഡിയോളജി, ഹോസ്പിറ്റൽ വിങ്ങ്)/ ഡോ.അനൂപ്കുമാർ (സയൻസിസ്റ്റ്, മോളിക്കുളർ മെഡിസിൻ, ബി.എം.റ്റി. വിങ്ങ്) പക്കൽ ഏൽപ്പിച്ചിട്ടുണ്ട്.

പ്രസ്തുത റിപ്പോർട്ട് വായിക്കുവാൻ ആഗ്രഹിക്കുന്ന ജീവനക്കാർക്ക് അതിനുള്ള സൗകര്യം ഉണ്ടായിരിക്കുന്നതാണ്. പക്ഷെ റിപ്പോർട്ട് വായിച്ചുനോക്കുവാൻ മാത്രമേ അനുവദിക്കുകയുള്ളൂവെന്നും യാതൊരുകാരണവശാലും ഇതിന്റെ ഫോട്ടോകോപ്പി എടുക്കുവാൻ അനുവദിക്കുന്നതല്ല എന്നും അറിയിച്ചു കൊള്ളുന്നു. അതുപോലെതന്നെ ശ്രീചിത്രയുടെ വെബ്സൈറ്റ് വഴിയും റിപ്പോർട്ട് വായിക്കാവുന്നതാണ്.

ജൂൺമാസം 15-ാം തീയതിവരെ പ്രസ്തുത റിപ്പോർട്ട് വായിച്ചുനോക്കുവാനായി ലഭ്യമായിരിക്കും. അഭിപ്രായങ്ങളും നിർദ്ദേശങ്ങളും ഉണ്ടെങ്കിൽ, ഡയറക്ടർ, എസ്.സി.റ്റി.ഐ.എം.എസ്.റ്റി എന്ന അഡ്രസ്സിൽ എഴുതി ജൂൺമാസം 20-ാം തീയതിവരെ ഡോ.രേണുകനായരെയോ, ഡോ.അനൂപ്കുമാറിനെയോ ഏൽപ്പിക്കാവുന്നതാണ്.

  
ഡയറക്ടർ

***REPORT OF THE  
PAY STRUCTURE REVIEW COMMITTEE  
(PSRC)***

***May 2011***



**SREE CHITRA TIRUNAL INSTITUTE FOR MEDICAL SCIENCES &  
TECHNOLOGY  
TRIVANDRUM – 695 011, INDIA.  
(An Institute of National Importance under Govt. of India)**

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# REPORT OF THE PAY STRUCTURE REVIEW COMMITTEE (PSRC)

## **1. Introduction**

1.1. Endeavoring to review, rationalise and improve the pay and promotional opportunities of staff, the Governing Body of the SCTIMST decided to constitute the Pay Structure Review Committee (PSRC) to:

- (i) Review and recommend suitable changes in the direct recruitment (qualifications, experience, pay etc.) and promotion requirements for the non-academic posts of the Institute and matters incidental to these issues and
- (ii) Review the representations received by the Anomaly Committee for change in designation, re-designation or upgradation of pay (which are not covered under Part-2 of the report of the Anomaly Committee) including the issues with respect to the Chief Technicians and the recommendation of S. B. Krishnan Committee in respect of Scientific Assistants.

With the composition of the Committee as follows: (Director's order No. Per&Admn.I/X/44/DD/ SCTIMST/ 2010 dated 22.07.2010)

- (i) Dr. Douglas Linsby, former Medical Superintendent of the Institute.
- (ii) Shri. E.K. Kutty, former Director (HRD) & Director Personnel Policy and Programme Management, ISRO (HQ), Dept. of Space, Bangalore.
- (iii) Shri S. Sasikumar, Administrative Officer Gr.I of the Institute as non-member Secretary.

1.2. The following matters have also been subsequently referred to the Committee by the GB/Director.

	<b>Subject</b>	<b>Date of reference</b>
a.	Representation from Apprentice Trainees (Receptionist-cum-Social Worker) - Revision of stipend etc.	16.09.2010
b.	Fixation of pay of staff whose scales of pay was merged as per Sixth CPC.	24.11.2010
c.	Upgradation of Scale of Pay of Purchase Officer Gr.I and Security Officer.	04.12.2010
d.	Other references related to grievances on individual pay fixation etc. for which the concerned employees and/or their organisations made separate requests to the Director or PSRC.	

- 1.3. The Committee was asked to submit its recommendations on or before 31<sup>st</sup> March 2011, which has subsequently been extended to 31<sup>st</sup> May 2011 as per Order No. P&A.I/X/15/SCTIMST/ 2011 dated 21.03.2011.

## **2. Historical Perspectives**

- 2.1. The origins of the Institute reach back to 1973, when the Royal Family of Travancore gifted the first multi storeyed building for the people. Govt. of Kerala developed the gift as Sree Chitra Tirunal Medical Centre for Medical Specialities. The Institute was declared as an Institute of National Importance by an Act of Parliament in 1980 and taken over by the Central Govt. under Department of Science & Technology. Over the years, Institute has grown into one of the most prestigious and premier Institutions of the country.
- 2.2. Being substantially an Institution involved in Health Sciences, it ought to have normally been under the control of Ministry of Health. However, the Government of India considered it appropriate to place the Institute under the administrative control of the Ministry concerned with the development of Science and Technology, namely, Department of Science & Technology (DST). This itself highlights the uniqueness and importance attached by the Government of India to this Institution in attaining its objectives, by leveraging

on Science and Technology and thus reinforces the role it has to play in delivering world-class health services to the citizens of the nation.

- 2.3. This uniqueness has a significant bearing on the importance, nationally, of the work undertaken by the Institute and the consequent need for deployment of the quality staff for its effective function. In this context, the SCTIMST's vision and mission, highlighted below, are of relevance to note:

**Vision**

- Become a Global Leader in Medical Devices Development, High Quality Patient Care and Health Sciences Study.

**Mission**

- Promote research and development in biomedical engineering and technology.
- Deliver high quality patient care in selected specialities and sub-specialities.
- Develop innovative postgraduate training programs in advanced medical specialities, and biomedical engineering and technology.
- Participate in public health reforms through research, training and interventions.

- 2.4. Management of human resources, more particularly of the motivational content of human resource management system, is of paramount importance to SCTIMST so as to obtain best results from the staff. This pre-supposes that the Institute is able to attract, so also retain, the best brains and it has intrinsic potential in developing and motivating them. Personnel policy, more particularly pay structure, recruitment and promotion system so also designation have a direct bearing in this regard.

- 2.5. The Institute has not lagged behind in harnessing the above-mentioned aims, as the ground truth reveals. It has continuously endeavored to improve the

conditions of service of its staff, ever since 1979, when the one-member commission reviewed the pay scales and other demands of the non-academic staff. Again, in 1982, a three member Committee studied specific career aspects and recommended certain improvements in the payscales of some categories of staff and made positive recommendations on the charter of demands of various categories of non-academic staff. Subsequently, the Jeothi Commission, appointed in 1988, provided an excellent occasion for innovatively implementing a suitably Modified Flexible Complementing Promotion Scheme (MFCP) to the scientific and technical staff and Ladder Promotion Scheme (LP) to the administrative categories. Later, in 1997, the Institute appointed a one-man review commission (P.S. Nair Commission) to examine the promotional avenues and allied matters relating to non-academic employees. Certain discrepancies and deficiencies, then existing in relation to recruitment, and promotion for certain posts were highlighted by P.S. Nair Commission and the Institute did implement most of the recommendations in 2003.

2.6. This frequent process of reviews, carried out in SCTIMST, lead to adoption of a reasonably satisfactory personnel policy and suitable service rules, regulations and procedures therefor.

2.7. It is also worth highlighting that the Institute has a transparent method on service matters. It has published the Service and Personnel Conduct Rules which is being amended from time to time. Also, an exhaustive order on MFCP/LP has been issued as recently as on 22.07.2010. The Committee appreciated this type of documentation in relation to human resources management which incidentally has helped this Committee in its work extensively. However, the institute is yet to document/update on the duties and responsibilities of each position.

2.8 SCTIMST is on a continuous growth path, as evidenced from the data gathered in the table below. This growth can be sustained and leveraged further only when its staff are well motivated and developed so that their quality is maintained and upgraded on a continuous process, year after year.

### ORGANISATIONAL PERSPECTIVES (1980 - 2010)

		1980-81	1990-91	2000-01	2010-11
1.	<b>Staff</b>				
	<b>A. Academic</b>	58	93	104	130
	<b>B. Non-Academic</b>	398	695	735	818
	<b>Total</b>	456	788	839	948
2.	<b>Budget (Revenue)</b>	--	--	₹ 14.05 Crores	₹ 36.10 Crores
3.	<b>Revenue Earned(out of 2)</b>	--	₹ 6.60 Crores	₹ 14.97 Crores	₹ 38.00 Crores
4.	<b>No. of beds</b>	122	200	222	246
5.	<b>No. of In-house courses conducted</b>	Nil	6	17	27
6.	<b>Patents</b>	Nil	6 patents + 9 designs	54 patents + 13 designs	85 patents + 13 designs
7.	<b>Products Developed (Technologies Transferred)</b>	Nil	3	10	24

### **3. Staff Structure and Pay Structure**

3.1. The Institute has grouped its staff into six categories as follows:

- (i) Academic Staff
- (ii) Administrative Staff
- (iii) Nursing Staff
- (iv) Paramedical staff
- (v) Auxiliary Technical Staff and
- (vi) Other Categories

3.2. This Committee is concerned with all of them except Academic Staff. This staff

structure is function based and has a direct bearing on the educational qualifications and experience demanded in the professional settings of this institute.

- 3.3. The recommendations of the Sixth Central Pay Commission and benefits arising therefrom have already been extended to all staff. However, further improvements and corrections in terms of anomalies for certain categories of staff, recommended by the 'Anomaly Committee' headed by Dr. G.S. Bhuvaneshwar (Head, BMT wing) are awaiting Government approval. PSRC has been directed to exclude from its purview the said recommendations of the Anomaly Committee (Part-2).
- 3.4. Although this Committee has not directly dealt with the said Part-2, the Committee in its integrated task, finds it unavoidable to refer to the staff concerned with the recommendations on the Part-2 of the Anomaly Committee. Essentially, this arises from the fact that the Committee's reference encompasses the entire gamut of non-academic staff. Any criteria it adopts, not only on pay but also for recruitment and promotions, has a direct bearing on the overall policy and procedure, covering even those referred to in Part-2. In doing so, the essence of the recommendations in Part-2 have not in any way been tinkered with by the Committee.
- 3.5. There is a striking feature in the composition of the staff of this Institute. There are professionals of the highest quality in various highly specialized fields such as medicine, health, bio-medical, bio-engineering as well as various other science and technology fields with MCh.,DM, MS, MD, MPH, M.Phil, Ph.D, M.Tech., MBBS, MSc, B.Tech. and so on. They are supported by a core team of well qualified support staff who are collectively referred to as the Non-academic staff. They also possess qualifications in science, technology and also other fields of medicine and health ranging from MSc., Post Graduate Diploma, BSc.(MLT), BSc., Diploma, etc. with its several variations. In addition, office staff at various

- levels, possessing even professional qualifications, provides administrative support. Even those who perform functions such as cleaning, helping etc. need to possess the minimum qualification of Xth std. pass, because of the work environment and professional demands of the highest order.
- 3.6. The work environment comprises multi-specialties, working in an interlinked and interwoven functional setting, with a need to work shoulder to shoulder with each other. Thus, all jobs in the Institute call for a teamwork setting, so as to suit to its objective and in the interest of achieving best results. This has posed a challenge to SCTIMST in developing a unique work culture, weaving all the threads together and providing continuous motivation, sustenance and support to all the staff alike, aimed towards efficient and productive work output. This is possible only if each one of the category in the team is provided with a psychological and institutional back up, on the premise that each one, regardless of category he/she belongs to, has a definite and positive role to play in fulfilling the national tasks under-taken by SCTIMST.
- 3.7. At the same time, each category with diverse qualifications and exposure, has an obvious notion and outlook in terms of inter-se comparison of service benefits such as pay, promotion, designation etc. in relative terms, for each one of them. This outlook is what is generally termed by successive Pay Commissions as internal relativity. This important principle of internal relativity has to be applied in this Institute in a cohesive and comprehensive manner, taking all categories within one basket but with distinctive pay, promotion etc. but certainly with comparable internal relativity to the extent practicable. *This internal relativity is one of the important underlying principles this Committee has applied, in determining pay structure in terms of qualifications, experience and promotions for almost all categories.*
- 3.8. The emphasis on internal relativity gains importance because of the unique settings and appropriate work culture developed in this Institute. On the

contrary, pay structure is predominantly determined in other institutions on the basis of its own core functions. A core Science and Technology Organisation will have better bearings for pay determination for Ph.D, M.Tech, B.Tech, MSc, BSc, Diploma etc. based staff. A medical institution, in the same manner, would give emphasis more on MBBS, MD, MS, MCh, Nursing, Paramedical etc. qualifications. What is specifically recommended for such specialisation-based institution should alone not be the criteria in pay determination in similarly qualified staff in this Institute.

- 3.9. Of course, the pattern prevalent in similar Central Government Organisations and the recommendation of the Sixth Central Pay Commission for the above-referred qualification have been kept in mind in determining the pay scales of each category of staff, coupled with the philosophy of internal relativity within SCTIMST. This principle is kept uppermost in the mind of the Committee while making suitable recommendations for each category of staff in terms of pay structure, entry qualification and promotion scheme. Any deviation from this philosophy of pay determination may upset the internal relativity in SCTIMST and may cause frustration. Accordingly, *claims, if any, made by the staff that his/her entry qualification is being paid higher by certain other entity in Government would not entirely be relevant for this Institute.*

#### **4. Methodology and Approach**

- 4.1. Considering the historical background of the Institute and several initiatives it carried out for rationalisation and improvements in the past, the Committee studied all relevant aspects, including the process of evolution of the existing schemes on recruitment, promotion, pay structure and such other aspects. During this process, it met Director, Deputy Director (Admn.), Head BMT Wing, Medical Superintendent and Associate Head (BMT Wing), discussed relevant issues and obtained necessary feedback from them. These discussions touched

upon other related issues such as organizational dimensions from the point of view of staff, the road map of the Institute for the foreseeable future with due regard to its vision and mission, etc. These meetings helped the Committee to charter its course of work properly.

- 4.2. Compiling all the data on staff, pay structure, recruitment and promotion system etc. and after consolidating and analyzing this information, the Committee sought suggestions, representations, views etc. of the concerned staff and Employees' Organisations vide notice No.P&A.I/265/SCTIMST/2010 dated 29.09.2010. As many as 250 staff responded to this initiative and almost all of them, in addition certain others too, came forward to interact with the Committee. These interactive sessions, spread over a continuous period of one week from 21.02.2011 to 28.02.2011 enabled the Committee to gain sufficient insight on the aspirations of affected persons, besides their grievances.
- 4.3. Having gained enough understanding of the career and pay structure related issues from the affected persons and analyzing relevant facts, data and overall information, the Committee had a meeting with Junior Staff Selection Committee on 26.02.2011.
- 4.4. This forum provided useful information on the strengths and weaknesses of the existing pay structure and staffing system. In addition, the Committee obtained useful feedback from this forum on the claims, demands and requests made by various categories of staff with whom the Committee interacted. This exercise proved useful in appreciating the ground realities of the Institute and realistic understanding on the grievances of staff. It also threw light on what would make the staff motivated further and enhance their commitment and productivity.
- 4.5. Armed with all the relevant data, details, information and sensitive feedback from all concerned, the Committee formulated its own findings in terms of each

and every category. In this process, the Committee could also confirm its assumptions (hypothesis) in paras 3.7, 3.8 and 3.9.

4.6. The entire process so followed by the Committee were spread over ten sessions of 28 days on the following days, involving intensive analysis, assessments and deliberations:

1.	13.09.2010 to 14.09.2010	(2 days)
2.	28.12.2010 to 29.12.2010	(2 days)
3.	19.01.2011 to 21.01.2011	(3 days)
4.	21.02.2011 to 28.02.2011	(8 days)
5.	14.03.2011 to 16.03.2011	(3 days)
6.	25.03.2011 to 28.03.2011	(4 days)
7.	08.04.2011 to 09.04.2011	(2 days)
8.	19.04.2011	(1 day)
9.	06.05.2011 to 07.05.2011	(2 days)
10.	11.05.2011	(1 day)

## **5. Substantial Recommendations**

5.1. Following the philosophy and approach highlighted above the Committee has devised a generic scheme for entry-level qualification/experience vis-a-vis pay determination. In doing so, the following three parameters formed the main basis, besides other relevant issues.

1. Job content and the knowledge and skills needed.
2. Relevant educational qualification(s) and extent of experience required.
3. Internal relativity and its relevance.

5.2. Large numbers of staff in various designations are recruited with the basic qualification as SSLC. The next higher induction level is that of SSLC + ITI or

SSLC + KGTE or SSLC + experience. The third level consists of various designations with generic qualifications such as Diploma in Engg. or Degree or allied qualifications with certain amount of experience. The fourth level is again with the generic requirement largely of Degree + PG Diploma or Degree + Diploma or Post Graduation and similar qualification. The entry to the fifth level is regulated by the qualification of Post Graduate Degree + Experience or Degree + PG Diploma + Experience and allied qualification. Broadly, the Committee has grouped the staff into 5 levels, based on the above approach and with due regard to their functional requirements and entry qualifications as below:

### INDUCTION SCHEME

Level	Minimum Qualification	Grade Pay	Age Limit	Designation	Remarks
I	SSLC	1800	25	Cleaning Attendant and equivalent	
II	SSLC+ITI / KGTE+Experience	GP upgraded to 2000 from 1900	30	Technician and equivalent	Upgrade leveraging on 2 years Exp. besides ITI
III	1st Class 3 year (full time) Diploma/ Degree + Exp.	2800	30	Jr.Tech.Asst.and equivalent	
IV	Degree+Dip+Exp./ Deg+longer Exp./ 1st class (full time) Dip +longer Exp./ 1st class PG	4200	35	Tech.Asst. and equivalent	Varying qualns./exp. based on functional needs
V	1st Class PG Degree+Exp.OR Degree+PG Diploma+ Exp. OR 1st Class B.Tech.	4600	35	Scientific Asst. and equivalent	

**Note:**

1. This is generic approach based on qualification/experience. Equalisation based on length of experience has also been prescribed wherever found necessary.
2. Coverage include Paramedical, Auxiliary, Technical, Scientific and others (Excluding Academic Staff, Nursing Staff and Administrative Staff).

5.3. The approach followed for administrative staff is also based on functional requirements of various levels coupled with the level of qualifications needed. It is, by and large, on the pattern of Government but suiting the functional compulsions, nature of work and work culture of SCTIMST. Multiskilling and delayering is also taken into account in devising the administrative staff structure, the features of which are highlighted below:

Sl. No.	Existing Category with GP	Major Recommendations
1.	LDC (₹ 1900)	<ul style="list-style-type: none"><li>• Dispense with this slot → wasting category.</li><li>• Retain existing incumbents, until their elevation to UDC.</li></ul>
2.	UDC (₹ 2400)	<ul style="list-style-type: none"><li>• UDC the basic induction level.</li><li>• Redesignate as Office Assistant when reaches GP 4200/- (2nd LP).</li><li>• 1st Class Degree + Proficiency in computer operation and knowledge in relevant software packages.</li></ul>
3.	Assistant (₹ 4200)	<ul style="list-style-type: none"><li>• Redesignate as Executive Assistant with GP 4200/-</li><li>• Promotion from UDC.</li></ul>
4.	Office Superintendent (₹ 4200)	<ul style="list-style-type: none"><li>• Redesignate as Assistant Officer with GP 4600/-</li><li>• Promotion from Executive Assistant / Jr.Hindi Translator-cum-Typist / UDC possessing multilevel experience.</li></ul>

Sl. No.	Existing Category with GP	<i>Major Recommendations</i>
5.	Stores & Purchase Officer Gr.II/ Administrative Officer Gr.II/ Accounts Officer Gr.II (₹ 4600)	<ul style="list-style-type: none"> <li>• Redesignate as Officer with GP 4800/-</li> <li>• Promotion from Assistant Officer/ Executive Assistant/ Jr.Hindi Translator-cum-Typist possessing P.G. Diploma/ MBA/CA/ICWA or equivalent with prescribed experience.</li> </ul>
6.	Purchase Officer Gr.I/ Accounts Officer Gr.I (₹ 4600)	<ul style="list-style-type: none"> <li>• Redesignate as Sr.Officer with GP 5400/- (PB II).</li> <li>• Promotion from Officer / Asst. Officer with required experience.</li> </ul>

5.4. In terms of the above-mentioned broad approach to pay determination, the Committee has reviewed each and every category/designations of posts. *The recommendations, carefully arrived at, are available, with all relevant details, such as grade pay, entry qualifications, FCP Grades, VOP Grades and so on in Annexure-1 for Scientific and Technical Posts and in Annexure-2 for Administrative and others.*

5.5. Suggestions received from staff, subsequent interactions with them and the results of the analysis of the information obtained from them and taking into account all relevant facts, the Committee is convinced that there are certain other important pay and other career related issues to be addressed by the Institute. These are:

- a. Pay fixation anomalies
- b. Aspirations for better designations.
- c. Opening up of more promotional avenues.

5.6. Issues covered in (b) and (c) above are considered in an integrated way in the context of pay determination, recruitment and promotion and are already covered in Para 5.4 (Annexures 1 & 2). However item (a) which relates to pay anomalies need to be addressed separately.

## 6. Anomalies in Pay Fixation

- 6.1. Essentially, these are individual-based pay fixation related anomalies or demand for stepping up of pay or pay issues arising from merger of pay scales. Some of these claims date back to Fifth Pay Commission or even earlier. There is a need to ensure that the list is comprehensive, leaving aside none so affected.
- 6.2. The Committee went into each individual case numbering 47. In every such case, minute details, not only with regard to his/her present pay but also past events in the career, need to be ascertained and examined. It calls for extensive efforts for data verification with intense expertise on the pay fixation rules.
- 6.3. This being a job to be regulated essentially by the pay fixation rules of the Government and that of the Institute involving analysis of multiple-source data, *it is recommended that this job may be entrusted, on a time bound basis, to a Committee of In-house officers and if necessary, those from any suitable Central Govt. Institution.*
- 6.4. Some of the so called anomalies in pay fixation are the results of mid-way modifications in the rules carried out by the Institute, such as reducing the residency period for promotion from seven years to six years in the third FCP and similarly extending combined service benefit for FCP/LP, etc. Also, there are certain cases where the staff got selection under VOP and moved into the higher category, in the process of which they could not obtain advantages of pay fixation which they could have had if they had continued in the earlier category.

- 6.5. As of now, this type of events (Para 6.4) does not provide a beneficial solution in pay fixation. However, this scenario remains as an irritant for all time to come and the concerned employee regards it as a grievance, which has some logical substance. *Rule-wise, a definite provision to resolve this may not exist as of now. Yet, there are good reasons to address this anomaly for a suitable one time solution as in para 6.3.*

## 7. Designations

- 7.1. The Committee has made an attempt to standardise designations to the extent feasible. It has been possible to do so in categories such as Jr. Technical Assistant, Technical Assistant, Scientific Assistant, etc. Similarly, in Administrative staff, standardised designations have been recommended.
- 7.2. Designations related issues in FCP was studied, to a limited extent, by S.B. Krishnan Committee in 2009. These recommendations have been implemented partially. PSRC has also taken into account these recommendations, while recommending improved designations in Annexure 1 & 2. FCP/LP designations do not have any relevance in deciding the seniority of any employee. It is purely personal to the incumbent. Therefore, existing system of designation for different FCP stages in a VOP category for those who came from feeder category laterally, need not be disturbed as the system is in vogue for decades and none has raised any objection to it during PSRC meeting with employees and its organisations.
- 7.3. The Govt. system does not contemplate separate designations for each promotional grade in FCP. However, in SCTIMST, separate designations for each level of FC promotion is already in vogue. Also the staff, by and large, have sought better designations than existing now. *The Committee has improved the existing designations to a considerable extent as in Annexure 1 & 2. In doing so,*

*the Committee has borne in mind their duties and responsibilities too.*

## **8. Stagnation**

- 8.1. The Institute has devised its own induction and promotion scheme, over a period of time, suiting to its functions and work culture. It has well served the cause of sustaining teamwork and motivating the employees. The Committee is satisfied with the scheme as it exists today and it does not need any significant modification, except what is recommended in para 5 (Annexures 1 and 2).
- 8.2. However, the Committee has found that 68 employees who joined the Institute since January 1984 have reached the highest level of their promotion avenue in the concerned category/designation and have no opportunity for promotion until retirement. The retirement time for them is spread over from now (2011) to 2022 - a span of another 11 more years. Allowing such an unduly long period of stagnation (without promotion), needless to say, will have an adverse impact on the motivation and consequent productivity. It is more so for SCTIMST because of its integrated work nature and the 24/7 operational nature of intense job demands.
- 8.3. There is, therefore, a need to open up at least one further avenue for their promotion, if they so deserve it, in terms of meritorious service. This is all the more essential since 27 of them (out of 68) have already put in 10 years or more service in the existing grade and 35 of them are in the range of 5 to 10 years of service in the present designation. Possibility of opening up a 4<sup>th</sup> FCP/LP, wherever such a situation arises, is the possible solution. Such a possibility can be extended to those whose service are highly meritorious and needs recognition. The norms for their last promotion can be made stricter than the present 3<sup>rd</sup> FCP/LP. *A Screening Committee (DPC) could evaluate their merit before being declared eligible for consideration for 4<sup>th</sup> FCP/LP. This step is*

*intended to ensure reasonably satisfactory career opportunities to all staff.*

8.4. *In doing so, it is recommended that the present FCP Scheme of 7+7+6 years may be modified into 7+7+7 and present Ladder Promotion scheme of 8+8+8 may remain as such. The assessment period for the 4<sup>th</sup> FCP/LP may be on completion of 7 and 8 years (respectively for Scientific & Technical and Administrative Staff) of continuous service in the lower grade and having highly meritorious service.*

8.5. It may be recalled that the original scheme of 3 FCP has the residency period of 7+7+7, which was reduced to 6 years for the last FCP. This modification resulted in certain anomalies in pay fixation. Taking into account the said distortion also, the recommendation of 7 years residency, uniformly for each FCP, has been recommended in para 7.4.

9. **Court Directive in W.P (C) No.25188 of 2010 filed by Refrigeration and A/C Mechanic-cum-Plant Operators.**

In pursuance of the directives of the Hon. High Court of Kerala, Committee considered the representations submitted by the petitioners and had a personal hearing with them on 22.02.2011 after having served a notice. In comparison with the similarly qualified (ITI qualification) categories of staff in the Institute, and in tune with the rationalised entry level recruitment policy evolved by the PSRC as in Annexure 1, *it has been recommended to upgrade the post from GP of ₹1900 to ₹2000.*

10. Wasting category

The Institute has recruited various categories of staff for specific functions as needed from time to time. The functional relevance of some of these categories is on the wane and some such posts are already vacant. *Taking into account such changing functional requirements in tune with the changing times, the Committee has identified certain posts to waste out.* Accordingly, such categories fall in *wasting category*. In this process, the Committee has also taken into account requirements for quality improvements in staff structure. For example, it has recommended to waste-out the post of LDC and recommended UDC as the entry level for Administrative staff.

11. Age

*Attempt has been made to rationalise the age requirements at entry to 25, 30 or 35 years, in normal case with due regard to the qualification and experience needed. In exceptional situations alone the age limit may go upto 40 or 45 years depending upon the length of experience required.*

12. Merger of pre-revised scales (5000/5500/6500) and consequent normalisation of pay

*The Committee has already submitted its interim report on 21.01.2011, in response to the reference to it, on the merger of Pay scale of ₹5000 - 8000 and ₹ 5500 - 9000 to a single Grade Pay of ₹ 4200/- in tune with the GOI decision (Copy in Annexure - 3).*

**13. Fixation of Scales of Pay of Cleaning Attendants and Unit Helpers consequent on the implementation of Fourth CPC**

13.1 The PSRC has received representations from Cleaning Attendants, Unit Helpers and their organisations on past cases relating to pay scales/ pay fixation arising from implementation of the recommendations of the Fourth Pay Commission (1986).

13.2. The affected individuals and staff organisations have strongly pleaded for higher pay scale from 01.01.1986 and consequential benefits. This matter was considered ultimately by the Hon. High court of Kerala and the matter is already judicially settled. Even though the anomaly Committee had considered this aspect in Part-3 of its recommendations, it has not recommended any action on these representations, as *the matter stand legally and otherwise settled. PSRC concur with this view.*

**14. Upgradation**

In determining the pay structure the Committee has laid down certain parameters and principles in terms of entry qualifications/ experience, internal relativity and functional requirements. *On the basis of this approach, the Committee has made specific recommendations in Annexure 1 & 2 for upgradation of certain posts, for reasons recorded therein.*

**15. Vacancy - Oriented - Promotion (VOP)**

PSRC has analysed existing promotional opportunities and has made recommendations for further promotional avenues wherever justified. Although there is a need for uniformity in promotion for as many categories as possible, the Committee has been able to do so only for some categories. In this

connection, the Committee would like to highlight that further *possibilities for promotion to Scientific Assistant level in certain categories, such as Technical Assistant (Neurology)/(IS & IR), Physiotherapist etc. may be looked into by an Internal Committee to determine the “need” aspect from the point of view of functional considerations, on a case-to-case basis.*

**16. FCP/LP - Cool-off Period for fourth and the last chance**

Those who are not found fit for FCP/LP at the first assessment are being given additional 3 chances - 2nd chance at the end of 8 years of services, the 3rd chance at the end of 9 years and 4th chance only after reaching at the maximum of the grade for one year which is regarded as a cool-off. On replacing the pay scales with pay bands by the Sixth Pay Commission, it has become necessary to re-fix cool-off period for the 4th chance as it is practically too long a period to reach the maximum in the pay band. *Therefore, it is recommended that the 4th and the last chance may be given on completion of 5 years of service after the 3rd chance.*

**17. Panel for Vacancy Oriented Promotion**

Residency period for Vacancy Oriented Promotion is now generally 5 years in the feeder category which may continue. *The zone of consideration may also be retained as eight candidates per vacancy. Panel of selected candidates may be maintained with one year validity. The cut-off-date for eligibility may be fixed as on 1st January or 1st July of the recruitment year.* This recommendation is made with a view to ensure availability of valid panel and that candidates are ready to join as and when vacancy arises.

**18. Intra - Institute Recruitment (IIR)**

- 18.1. Before resorting to direct recruitment by inviting application from outside, posts carrying pay scales the minimum of which is ₹ 6500/- (Pre-revised) or below, are notified internally and those who possess the required qualification and satisfy all the requirements are being considered first. Suitable and meritorious internal candidates get selected against such vacancies meant for direct recruitment. This system of Direct Recruitment is called Intra - Institute Recruitment (IIR). Consequent on the replacement of the Pay Scales with Pay Band and Grade Pay and due to merger of certain scales of pay, *it is recommended that Intra Institute Recruitment may be resorted to in respect of posts carrying Grade Pay of ₹ 4800/- and below in PB II.*
- 18.2. Demand from some of the section of the employees to extend the IIR facility to academic positions could not be considered by the PSRC as academic staff is outside the scope of its reference.

## 19. Incentive for Acquiring Higher Qualifications

- 19.1 SCTIMST has already extended the Govt. of India orders on the subject to the staff of the Institute. The qualifications that are notified by the Govt. of India are standard ones, applicable universally across GOI. Consequently, qualification that are relevant to the different specialities which are unique to this Institute do not find a place in the list notified by the Govt. of India. *SCTIMST may constitute a Standing Committee to consider individual requests for the incentive, received from time to time, and to recommend to the Director to grant the incentives as a means to encourage staff to possess higher level of knowledge in the profession.*
- 19.2 The Committee during its interactions with staff came across persons who possess higher qualifications including Ph.D and aspiring to become Academic staff. It may not be feasible to offer academic positions in an in-breeding manner

without regard to the functional needs and quality requirements. However, they could be motivated to contribute to the scientific work by way of publications, presentation of papers in seminars, etc. *It is recommended to grant reimbursement for taking membership in at least two professional bodies, annually, based on their contributions during the previous year to be evaluated by a Standing Committee.*

**20. Stipend of Apprentices**

It is noted that the Institute fixed the stipend of Apprentices in line with the one fixed in VSSC/ISRO. VSSC/ISRO have not yet revised the stipend after the Sixth CPC. *However, in view of the potential benefit that the Institute gets from the Apprentices and the hike in transportation and other charges, that have come into being after the last pay revision in 2006, it is suggested that the stipend may be raised by 20% rounded to the next fifty rupees.*

It is also suggested that instead of Apprentice in Receptionist-cum-Social Worker trade, the Institute may take 'General Apprentice' trainees with graduation so that flexibility is available to place them to training in different areas such as front office, OPD, Accounts, Administration, Stores etc., as need arises.

**21. Date of Effect of Recommendations**

*Without prejudice to the date of implementation of Part 2 of the recommendations of the Anomaly Committee, the recommendation of the PSRC may be implemented from 01.01.2011.*

## **22. Duties and responsibilities**

The Committee desired to understand roles performed so also duties and responsibilities of every position but could not get an official updated version thereon except what is stated/claimed by individual staff during our interaction. *There is an organizational need to document duties and responsibilities for all staff for their own benefit, so also for the use of superiors and others concerned. Such a document is good to generate and be maintained with periodical updating.*

## **23. HR Systems and Practices**

23.1 With the implementation of the recommendations of the PSRC, the cadre structure, pay scales, recruitment and promotion scheme will get streamlined and rationalised. All recruitments in future, so also promotion, will therefore be based on the definite framework prescribed in Annexure 1 & 2. Deviations from this frame and norms are not normally contemplated in the HR system, because such deviations have the potential of distorting the basis on which the framework is drawn and consequently upsetting internal relativity. Anomalies may also result through deviations.

23.2 In order to ensure that the said philosophy is in force for all time to come, there is a need to Institute an appropriate organizational mechanism. At the same time demand may arise for recruitment outside the existing category/ designation and outside the norms of recruitment/ promotion, so as to meet the changing and time-to-time needs of SCTIMST. Every such situation needs to be carefully examined in relation to the framework for staff, pay structure and norms and decisions arrived at without inflicting any type of distortions for future.

23.3 *This process may best be regulated through a Standing Committee mechanism, to be constituted by the Competent Authority. This standing Committee may*

*evaluate the need, if any, for any deviation and wherever justification exists to its satisfaction, the said committee may recommend such deviation, on a case-to-case basis, with due regard to its implications.* This strategy assumes significance in the context of past experience - certain deviations carried out in the past, which were outside the then existing recruitment/promotion norms did cause repercussions and anomalies elsewhere.

- 23.4 Being engaged in frontier areas of Science and Technology, SCTIMST has to develop and manage its human resources as the changing times demand. This is a responsibility which calls for initiating innovative Human Resources systems and constant monitoring practices. Some of these elements do exist in SCTIMST, not necessarily in tune with the changing times. There is a need to concentrate on developing and maintaining a human resource management system, suiting to the needs of this Institute. Once in place, such a system would help smoothen out even issues that are related to pay structure, staffing, recruitment, promotion, motivation, productivity, performance appraisal (CR system) and so on. This may be given adequate priority in due course.

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**(Dr. Douglas Linsby S.J.)**

***Member***  
**Pay Structure Review**  
**Committee**

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**(E.K. Kutty)**

**Member**  
***Pay Structure Review***  
***Committee***

Date: 11.05.2011

## *Annexure - 1*

*Recruitment and Promotion Norms of  
Scientific and Technical Positions -  
Recommendations of Pay Structure Review Committee (PSRC)*

**ANNEXURE - 1**

**RECRUITMENT AND PROMOTION NORMS OF SCIENTIFIC AND TECHNICAL POSITIONS - RECOMMENDATIONS OF PAY STRUCTURE REVIEW COMMITTEE (PSRC)**

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1.  DR  WT TT	Cleaning Attendant – A Cleaning Attendant – B Cleaning Attendant – C Sr. Cleaning Attendant  (141)	Cleaning Attendant – A Cleaning Attendant – B House Keeping Attendant Sr. House Keeping Attendant	2550-3200 2650-4000 3050-4590 3200-4900	5200-20200 -do- -do- -do-	1800 1900 2000 2400	1800 1900 2000 2400	27 yrs	25 yrs	1) Pass in std. X.	1) Pass in std. X.
2.  DR  WT TT	Plumbing Attendant – A Plumbing Attendant – B Plumbing Attendant – C Sr. Plumbing Attendant  (2)	Plumbing Attendant – A Plumbing Attendant – B Plumbing Attendant – C Sr. Plumbing Attendant  Note: As per GOI Norms, Group 'D' Staff is upgraded to Group 'C' after multisampling. Therefore once the present incumbent retires, it is advisable to see if Cleaning Attendant category can be made use of for this job.	2550-3200 2650-4000 3050-4590 3200-4900	5200-20200 -do- -do- -do-	1800 1900 2000 2400	1800 1900 2000 2400	25 yrs	25 yrs	1) Pass in std. X. 2) 1 year experience in minor plumbing work in a reputed organisation.	1) Pass in std. X. 2) 1 year experience in minor plumbing work in a reputed organisation.
3.  DR  WT TT	Electrical Attendant – A Electrical Attendant – B Electrical Attendant – C Sr. Electrical Attendant  (4)	Electrical Attendant – A Electrical Attendant – B Electrical Attendant – C Sr. Electrical Attendant  Note: As per GOI Norms, Group 'D' Staff is upgraded to Group 'C' after multisampling. Therefore once the present incumbent retires, it is advisable to see if Cleaning Attendant category can be made use of for this job.	2550-3200 2650-4000 3050-4590 3200-4900	5200-20200 -do- -do- -do-	1800 1900 2000 2400	1800 1900 2000 2400	25 yrs	25 yrs	1) Pass in std. X. 2) 1 year experience in minor electrical work in a reputed organisation.	1) Pass in std. X. 2) 1 year experience in minor electrical work in a reputed organisation.
4.  DR  TT	Animal Handler – A Animal Handler – B Animal Handler – C Sr. Animal handler  (6)	Animal Handler – A Animal Handler – B Unit Attendant (Animal Lab) Sr. Unit Attendant (Animal Lab)	2550-3200 2650-4000 3050-4590 3200-4900	5200-20200 -do- -do- -do-	1800 1900 2000 2400	1800 1900 2000 2400	30 yrs	25 yrs	1) Pass in std. X. 2) 1 yr. experience in the field from a reputed organisation.	1) Pass in std. X. 2) Certificate course in the field OR 1 year experience in the field from a reputed organisation.

DR - Direct Recruitment

VOP - Vacancy Oriented Promotion

TT - Trade Test

WT - Written Test

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
5. DR  WT	Office Attendant – A Office Attendant – B Office Attendant – C Sr. Office Attendant  (7+1)	Office Attendant – A Office Attendant – B Office Attendant – C Sr. Office Attendant  Note: Please refer to sl. no. 24 - Duplicating Machine Operator.	2550-3200 2650-4000 3050-4590 3200-4900	5200-20200 -do- -do- -do-	1800 1900 2000 2400	1800 1900 2000 2400	25 yrs	25 yrs	1) Pass in std. X. 2) 1 yr. experience with knowledge in Xeroxing and cycling.	1) Pass in std. X.
6.	Lascar – A Lascar – B Lascar – C Sr. Lascar  (2)	<i>Wasting Category</i>	2550-3200 2650-4000 3050-4590 3200-4900	5200-20200 -do- -do- -do-	1800 1900 2000 2400	1800 1900 2000 2400	25 yrs	----	1) Pass in std. X. 2) Wiremans’s licence. 3) 1 year experience in minor electrical maintenance.	
7. DR  WT	Security Guard – A Security Guard – B Security Guard – C Sr. Security Guard  (22)	Security Guard – A Security Guard – B Security Guard – C Sr. Security Guard	2550-3200 2650-4000 3050-4590 3200-4900	5200-20200 -do- -do- -do-	1800 1900 2000 2400	1800 1900 2000 2400	30 yrs	30 yrs	1) Xth std. Pass. 2) 5 years experience in Security duties or function while serving in Military/Paramilitary/Police services.	1) Pass in std. X. 2) Ex servicemen only.
8.	Gardener – A Gardener – B Gardener – C Sr. Gardener  (6)	<i>Wasting Category</i>	2550-3200 2650-4000 3050-4590 3200-4900	5200-20200 -do- -do- -do-	1800 1900 2000 2400	1800 1900 2000 2400	25 yrs	----	1) Pass in std. X. 2) 1 yr. experience in gardening work in a reputed organisation.	<i>To be outsourced.</i>
9. VOP  TT	Unit Helper – A Unit Helper – B Unit Helper – C Sr. Unit Helper  (126)	Unit Helper – A Unit Helper – B Unit Assistant Sr. Unit Assistant	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	1900 2000 2400 2800	NA	NA	Selection from the applicants belonging to other junior categories of staff having 5 yrs. experience in the Institute.	Selection from the applicants belonging to other junior categories of staff having 5 years experience in the Institute.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
10.  VOP  TT	Technical Helper (Sewerage)-A Technical Helper (Sewerage)-B Technical Helper (Sewerage)-C Sr. Technical Helper (Sewerage)  1	Technical Helper (Sewerage)-A Technical Helper (Sewerage)-B Technical Helper (Sewerage)-C Sr. Technical Helper (Sewerage)  Note: Possibility for outsourcing may be explored in future.	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	1900 2000 2400 2800	NA	NA	Selection from the applicants belonging to other junior categories of staff having 5 yrs. experience in sewerage line maintenance and sanitary system erection.	Selection from the applicants belonging to other junior categories of staff having 5 years experience in the Institute.
11.	Manifold Operator - A Manifold Operator - B Manifold Operator - C Sr. Manifold Operator  1	<i>Wasting Category</i>  Note: May merge with Unit Helper category when the present incumbent vacates.	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	1900 2000 2400 2800	NA	----	----	
12.  VOP  WT TT	Jr. Projectionist – A Jr. Projectionist – B Jr. Projectionist – C Projectionist  1	Jr. Projectionist – A Jr. Projectionist – B Projectionist Sr. Projectionist	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	1900 2000 2400 2800	30 yrs	NA	1) 10th std. pass. 2) Certificate in Projector Operation or equivalent course. 3) 5 yrs. experience in the job.	Selection from junior categories, having 5 years experience in the Institute with proficiency in projection work, public addressing system etc. If required, suitable training may be imparted.
13.  VOP  WT TT	Animal Caretaker – A Animal Caretaker – B Animal Caretaker – C Sr. Animal Caretaker  3	Lab. Animal Caretaker – A Lab. Animal Caretaker – B Lab. Animal Caretaker – C Sr. Lab. Animal Caretaker	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	1900 2000 2400 2800	30 yrs	NA	1) 10 <sup>th</sup> std. pass. 2) 5 years experience in the Animal OT assistance & acute care of large experimental animals.	Selection from the applicants having 5 years service as Animal Handler in the Institute.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
14.  DR   WT TT	Driver – A Driver – B Driver – C Sr. Driver  6	Driver – A Driver – B Driver – C Sr. Driver	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	1900 2000 2400 2800	30 yrs	30 yrs	1) Pass in std. X. 2) Should have valid driving licence for light & heavy vehicles. 3) Five years experience in driving motor vehicles out of which 3 years experience in driving heavy passenger/goods carrier with public service badge in a reputed organisation.	1) Pass in std. X. 2) Should have valid driving licence for light & heavy vehicles. 3) Five years experience in driving motor vehicles out of which 3 years experience in driving heavy passenger/goods carrier with public service badge in a reputed organisation.
15.	Dark Room Asst. – A Dark Room Asst. – B Dark Room Asst. – C Sr. Dark Room Asst.  0	<i>Wasting Category</i>	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	----	----	----	----	
16.  DR   WT TT	Electrician – A Electrician – B Electrician – C Sr. Electrician  1+13	Technician (Electrical) – A Technician (Electrical) – B Sr. Technician (Electrical) – A Sr. Technician (Electrical) – B  Note: Club Lift Operator post and Electrician-cum-Lift-Operator post (Sl.No.21) and re-designate and merge with Technician (Electrical) category. Make lift operation an essential function/duty of Technician (Electrical). Upgraded in consideration of the rationalised entry level (ITI) recruitment policy.	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	2000 2400 2800 4200	30 yrs	30 yrs	----	1) Pass in std. X. 2) ITI Electrician Trade Certificate. 3) 2 years experience in the job.
17.	Painter – A Painter – B Painter – C Sr. Painter  0	<i>Wasting Category</i>	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	----	----	----	----	

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
18. DR  WT TT	Fitter – A Fitter – B Fitter – C Sr. Fitter  1	Technician (Fitter) – A Technician (Fitter) – B Sr.Technician (Fitter) – A Sr.Technician (Fitter) – B  Note: Upgraded in consideration of the rationalised entry level (ITI) recruitment policy.	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	2000 2400 2800 4200	30 yrs	30 yrs	1) X std. pass. 2) ITI Fitter Trade Certificate of 2 yrs. duration. 3) 2 yrs. experience as Fitter.	1) Pass in std. X. 2) ITI Fitter Trade Certificate. 3) 2 years experience in the job.
19. DR  WT TT	Plumber – A Plumber – B Plumber – C Sr. Plumber  4	Technician (Plumber) – A Technician (Plumber) – B Sr.Technician (Plumber) – A Sr.Technician (Plumber) – B  Note: Upgraded in consideration of the rationalised entry level (ITI) recruitment policy.	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	2000 2400 2800 4200	30 yrs	30 yrs	1) One year ITI Certificate in Plumbing. 2) Licence for plumbing. 3) 5 years experience in the job.	1) Pass in std. X. 2) ITI Plumbing Trade Certificate. 3) 2 years experience in the job.
20.   1	Tailor – A Tailor – B Tailor – C Sr. Tailor  1	<b>Wasting Category</b>  Note: Upgraded in consideration of the rationalised entry level recruitment policy. Job to be outsourced when the present incumbent vacates.	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	2000 2400 2800 4200	30 yrs	----	1) 10 <sup>th</sup> std. pass. 2) KGTE or similar Certificate in Tailoring recognized by Govt. 3) 5 years experience in the job.	
21.	Lift Operator – A/ Electrician-cum-Lift Operator – A Lift Operator – B/ Electrician-cum-Lift Operator – B Lift Operator – C/ Electrician-cum-Lift Operator – C Sr. Lift Operator/ Sr. Electrician-cum-Lift Operator	     Note: Clubbed with Technician (Electrical) category (Sl.No.16).	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	----	30 yrs	----	1) X std. pass. 2) ITI Electrician Trade (2 yrs duration). 3) 2 yrs. experience as Lift Operator/ Electrician in an Institute of repute.	

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
22. DR  WT TT	Ref.& A/C Mech.-cum-Plant Optr.-A Ref.& A/C Mech.-cum-Plant Optr.-B Ref.& A/C Mech.-cum-Plant Optr.-C Sr. Ref.& A/C Mech.-cum-Plant Optr.  8	Technician (MRAC) – A Technician (MRAC) – B Sr.Technician (MRAC) – A Sr.Technician (MRAC) – B  Note: Upgraded in consideration of the rationalised entry level (ITI) recruitment policy.	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	2000 2400 2800 4200	30 yrs	30 yrs	1) X std. pass. 2) ITI Trade Certificate of 2 yrs. duration in MRAC. 3) 2 yrs. experience in operation and maintenance of central A/C Plants and allied Installations and Refrigerator.	1) Pass in std. X. 2) ITI Trade Certificate in MRAC. 3) 2 years experience in operation and maintenance of Central A/C Plants and Allied Installations and Refrigerator.
23. DR  WT TT	Cook – A Cook – B Cook – C Sr. Cook  8	Cook – A Cook – B Catering Assistant Sr.Catering Assistant  Note: Upgraded in consideration of the rationalised entry level recruitment policy.	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	2000 2400 2800 4200	30 yrs	30 yrs	1) 10 <sup>th</sup> std. pass. 2) 5 yrs. experience in cooking in a large hospital of 100 or more beds or hostel with 100 or more inmates. Desirable: Certificate Course in Cooking.	1) Pass in std. X. 2) Certificate Course in Cooking/Catering. 3) 2 years experience in cooking in a large hospital of 100 or more beds or hostel with 100 or more inmates.
24.	Duplicating Machine Operator – A Duplicating Machine Operator – B Duplicating Machine Operator – C Sr. Duplicating Machine Operator	<b>Wasting Category</b>  Note: To be added to the strength of Office Attendant category when the existing incumbent vacates.	3050-4590 3200-4900 4000-6000 4500-7000	5200-20200 -do- -do- -do-	1900 2000 2400 2800	----	NA	NA	Selection from those with 5 years experience in the Institute as Office Attendant.	Special allowance of ₹ 300/- p.m. to be given to the Office Attendant attending to this function.
25. DR  WT	Jr.Technical Asst. (CSR) – A Jr.Technical Asst. (CSR) – B Jr.Technical Asst. (CSR) – C Jr.Technical Asst. (CSR) – D  2	Technician (CSR) – A Technician (CSR) – B Sr.Technician (CSR) – A Sr.Technician (CSR) – B  Note: Upgraded in consideration of the rationalised entry level recruitment policy.	-----	5200-20200 -do- -do- -do-	1900 2000 2400 2800	2000 2400 2800 4200	30 yrs	30 yrs	1) ITI in Instrument Mechanics/ Mechanical Medical Electronics -2 yr course. 2) 2 years experience in sterilizaion work in a hospital of minimum 100 beds.	1) Pass in std. X. 2) ITI Certificate in Instrument Mechanics/ Mechanical Medical Electronics. 3) 2 years experience in sterilizaion work in a hospital of minimum 100 beds.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
26.	Artist – A Artist – B Artist – C Sr. Artist  1	<i>Wasting Category</i>  Note: To be outsourced when the present incumbent vacates.	3200-4900 4000-6000 4500-7000 5000-8000	5200-20200 -do- -do- 9300-34800	2000 2400 2800 4200	2000 2400 2800 4200	30 yrs	----	1) X std. pass. 2) KGTE or similar certificate course in modeling and artwork issued by Govt. 3) 4 years experience in the job. 4) Knowledge in computer operation.	
27.  VOP  WT TT	Asst. Laundry Supervisor – A Asst. Laundry Supervisor – B Asst. Laundry Supervisor – C Asst. Laundry Supervisor – D  1	Asst. Laundry Supervisor – A Asst. Laundry Supervisor – B Deputy Laundry Supervisor – A Deputy Laundry Supervisor – B  Note: Being Supervisory/Promotion post with ITI qualification, and in consideration of span of control, the post is upgraded.	3200-4900 4000-6000 4500-7000 5000-8000	5200-20200 -do- -do- 9300-34800	2000 2400 2800 4200	2400 2800 4200 4600	NA  30 yrs	NA	Selection from those with X std. pass and having 5 yrs. experience in the Institute Laundry as Unit Helper, failing which: <u>Direct Recruitment:</u> 1) X std pass. 2) 2-year ITI Trade Certificate in Fitter. 3) 3 yrs. working experience in Power Laundry of a hospital having 100 or more beds. Desirable: Knowledge in Computer Operation.	Selection from those Unit Helpers/ Cleaning Attendants having: 1) Pass in std. X. 2) ITI Trade Certificate relevant to the job. 3) 7 years working experience as Unit Helper/ Cleaning Attendant. Desirable: Knowledge in computer operation.
28.	Telex Operator – A Telex Operator – B Telex Operator – C Sr. Telex Operator  0	<i>Wasting Category</i>	4000-6000 4500-7000 5000-8000 5500-9000	5200-20200 -do- 9300-34800 -do-	2400 2800 4200 4600	----	----	----	----	
29.  VOP  WT TT	Transport Supervisor – A Transport Supervisor – B Transport Supervisor – C Sr. Transport Supervisor  1	Transport Supervisor – A Transport Supervisor – B Sr. Transport Supervisor – A Sr. Transport Supervisor – B	4000-6000 4500-7000 5000-8000 5500-9000	5200-20200 -do- 9300-34800 -do-	2400 2800 4200 4600	2400 2800 4200 4600	NA  35 yrs	NA	Selection from those having 15 years of experience as Driver in the Institute, failing which: <u>Direct recruitment.</u> 1) X std. pass. 2) ITI (Motor Mechanic) Certificate. 3) Valid driving licence – light & heavy vehicles. 4) 5 yrs. supervisory experience in a reputed automobile workshop in maintenance of light and heavy vehicles.	Selection from those having std. X pass and 10 years of experience as Driver in the Institute.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
30. DR  WT TT	Telecommunications Assistant – A Telecommunications Assistant – B Telecommunications Assistant – C Sr. Telecommunications Asst.  <div style="text-align: center;">1+2</div>	Jr. Technical Asst. (Telecommunications) – A Technical Asst. (Telecommunications) – A Technical Asst. (Telecommunications) – B Sr. Technical Asst. (Telecommunications)  Note: 1) Upgradation recommended in consideration of the unified entry level qualification of Diploma. 2) Club the post with the existing Jr. Technical Asst. (Telecommunications) category (Sl.No. 32).	4000-6000 4500-7000 5000-8000 5500-9000	5200-20200 -do- 9300-34800 -do-	2400 2800 4200 4600	2800 4200 4600 4800	30 yrs	30 yrs	1) First class 3 year (full time) Diploma in Electronics and Communications or equivalent from a recognized Polytechnic/Engineering college. 2) A certificate from recognized institution in Computer Networking field. 3) Six months experience as Technician in Tele-Communication system in a reputed Institute.	1) 60% marks in 3 year (full time) Diploma in Electronics and Communications or equivalent from a recognised institution. 2) 2 years experience in the job.
31. DR  WT TT	Jr. Machine Operator – A Jr. Machine Operator – B Jr. Machine Operator – C Jr. Machine Operator – D  <div style="text-align: center;">6</div>	Jr. Technical Asst. (Machine Operation) – A Technical Asst (Machine Operation) – A Technical Asst (Machine Operation) – B Sr. Technical Asst (Machine Operation)	4000-6000 4500-7000 5000-8000 5500-9000	5200-20200 -do- 9300-34800 -do-	2400 2800 4200 4600	2800 4200 4600 4800	35 yrs	30 yrs	1) Pass X std. 2) 2 yrs. ITI Machinist Course. 3) 2 yrs. CIPET Diploma or equivalent from recognized institution. 4) 2 yrs. experience in plastic injector molding/ extrusion.  OR 1) Pass X std. 2) 2 yrs. ITI Machinist Course. 3) 4 yrs. experience in machining in a reputed tool room. Desirable: Experience in CNC machining and knowledge in Computer Operation.	1) Pass in std. X. 2) ITI Certificate in Machinist Trade. 3) 2 years CIPET Diploma or equivalent from a recognised institution. 4) 2 years experience in plastic injection moulding/ extrusion. Desirable: Experience in CNC machining and knowledge in computer operation.  OR 1) Pass in std. X. 2) ITI Certificate in Machinist Trade. 3) 4 years experience in machining in a reputed tool room. Desirable: Experience in CNC machining and knowledge in computer operation.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade		
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	
32.	Jr. Technical Assistant (Telecom.) Technical Assistant (Telecom.) – A Technical Assistant (Telecom.) – B Technical Assistant (Telecom.) – C		4500-7000 5000-8000 5500-9000 6500-10500	5200-20200 9300-34800 -do- -do-	2800 4200 4600 4800	----	35 yrs	----	1) I class 3-year diploma in Tele-communication or equivalent. 2) 2 yrs. experience in maintenance of Telephone Exchange/ Communication Equipments.		
		Note: Clubbed with Jr. Technical Asst.(Telecommunications) category (Sl.No.30).									
33.  DR  WT TT	Jr. Technical Asst. (Electronics) Technical Asst. (Electronics) – A Technical Asst. (Electronics) – B Technical Asst. (Electronics) – C  1	Jr. Technical Asst. (Electronics) – A Technical Asst. (Electronics) – A Technical Asst. (Electronics) – B Sr. Technical Asst. (Electronics)	4500-7000 5000-8000 5500-9000 6500-10500	5200-20200 9300-34800 -do- -do-	2800 4200 4600 4800	2800 4200 4600 4800	35 yrs	30 yrs	1) 1 <sup>st</sup> Class 3-year Diploma in Electronics / Instrumentation / Bio medical Engg. or equivalent. 2) 2 yrs. experience in repairing and maintenance of electronic equipments. <u>Desirable:</u> Experience in repairing and maintenance of electronic equipments in a major hospital and knowledge in computer/IT.	1) 60% marks in 3 year (full time) Diploma in Electronics/Communication/ Instrumentation /Bio medical Engg. 2) 2 years experience in repair and maintenance of electronic equipments. <u>Desirable:</u> Knowledge in computer operation.	
34.  VOP  WT TT	Jr. Technical Assistant (MRAC) Technical Assistant (MRAC) – A Technical Assistant (MRAC) – B Technical Assistant (MRAC) – C  4	Jr. Technical Assistant (MRAC) – A Technical Assistant (MRAC) – A Technical Assistant (MRAC) – B Sr. Technical Assistant (MRAC)	4500-7000 5000-8000 5500-9000 6500-10500	5200-20200 9300-34800 -do- -do-	2800 4200 4600 4800	2800 4200 4600 4800	NA  35 yrs	NA	5 yrs. experience as Ref. & A/C Mechanic – cum – Plant Operator in the Institute failing which, <u>Direct Recruitment:</u> 1) X std pass. 2) 2 yrs. ITI (MRAC) Certificate. 3) 7 yrs. experience in operation and maintenance of Central A/C Plants & allied installations and refrigerators. <u>Desirable:</u> Diploma in Mechanical Engg.	Selection from those having 5 years experience as Technician (MRAC) in the Institute.	
35.  DR  WT	Jr. Technical Asst. (Civil) Technical Asst. (Civil) – A Technical Asst. (Civil) – B Technical Asst. (Civil) – C  1	Jr. Technical Asst. (Civil) – A Technical Asst. (Civil) – A Technical Asst. (Civil) – B Sr. Technical Asst. (Civil)	4500-7000 5000-8000 5500-9000 6500-10500	5200-20200 9300-34800 -do- -do-	2800 4200 4600 4800	2800 4200 4600 4800	35 yrs	30 yrs	1) 1 <sup>st</sup> Class 3-year Diploma in Civil Engg. or equivalent. 2) 2 yrs. experience in the job. (Desirable: Knowledge in CAD)	1) 60% marks in 3 year (full time) Diploma in Civil Engg. or equivalent. 2) 2 years experience in the job. <u>Desirable:</u> Knowledge in CAD.	



Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
39. VOP  WT TT	Machine Operator – A Machine Operator – B Machine Operator – C Sr. Machine Operator  3	Technical Assistant (Machine Operation) – A Technical Assistant (Machine Operation) – B Sr. Technical Assistant (Machine Operation) Jr. Technical Officer (Machine Operation)  Note: Upgraded in view of the rationalised entry level recruitment policy.	4500-7000 5000-8000 5500-9000 6500-10500	5200-20200 9300-34800 -do- -do-	2800 4200 4600 4800	4200 4600 4800 5400	NA  35 yrs	NA	Selection from those with 5 years experience as Jr. Machine Operator in the Institute, failing which: <u>Direct recruitment:</u> 1) Pass X std. 2) ITI (Machinist – 2 yrs. course). 3) 6 yrs. relevant experience in a large workshop/ industrial establishment. Desirable: Experience in CNC machines and knowledge in computer operation.	Selection from those with 5 years experience as Jr. Machine Operator in the Institute.
40. DR  WT TT	Jr. Technical Asst. (Animal Lab) Technical Asst. (Animal Lab) – A Technical Asst. (Animal Lab) – B Technical Asst. (Animal Lab) – C  1	Technical Asst. (Animal Lab) – A Technical Asst. (Animal Lab) – B Sr. Technical Asst. (Animal Lab) Jr. Technical Officer (Animal Lab)  Note: Upgraded in view of the rationalised entry level recruitment policy.	4500-7000 5000-8000 5500-9000 6500-10500	5200-20200 9300-34800 -do- -do-	2800 4200 4600 4800	4200 4600 4800 5400	35 yrs	35 yrs	1) 1 <sup>st</sup> class Degree with MLT or B.Sc. (MLT). 2) 1 yr. working experience in care and management of Lab. Animals. Desirable: Knowledge in Computer Operation.	1) 60% marks in B.Sc. 2) MLT Diploma 3) 3 years working experience in care and management of Lab. Animals. Desirable: Knowledge in computer operation.  OR 1) 60% marks in B.Sc. (MLT). 2) 3 years working experience in care and management of Lab. Animals. Desirable: Knowledge in computer operation.
41. DR  WT TT	Laundry Supervisor – A Laundry Supervisor – B Laundry Supervisor – C Sr. Laundry Supervisor  1	Laundry Supervisor – A Laundry Supervisor – B Sr. Laundry Supervisor – A Sr. Laundry Supervisor – B  Note: Upgraded in view of the rationalised entry level recruitment policy.	4500-7000 5000-8000 5500-9000 6500-10500	5200-20200 9300-34800 -do- -do-	2800 4200 4600 4800	4200 4600 4800 5400	35 yrs	35 yrs	1) 1 <sup>st</sup> class 3-year Diploma in Textile Technology or equivalent. 2) 2 years experience in wet processing. Desirable: (1) Experience in an established Institute with large mechanized laundry. (2) Knowledge in Computer Operation.	1) 60% marks in 3 year (full time) Diploma in Textile Technology or equivalent. 2) 4 years experience in wet processing. Desirable: Experience in an established Institute with large mechanized laundry. Knowledge in computer operation.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
42. DR  WT	Lib.-cum-Documentation Asst. – A Lib.-cum-Documentation Asst. – B Lib.-cum-Documentation Asst. – C Sr. Lib.-cum-Documentation Asst.  5	Lib.-cum-Documentation Asst. – A Lib.-cum-Documentation Asst. – B Sr.Lib.-cum-Documentation Asst. – A Sr. Lib.-cum-Documentation Asst. – B  Note: Upgraded in view of the rationalised entry level recruitment policy.	4500-7000 5000-8000 5500-9000 6500-10500	5200-20200 9300-34800 -do- -do-	2800 4200 4600 4800	4200 4600 4800 5400	35 yrs	35 yrs	1) 1 <sup>st</sup> class Degree. 2) 1 <sup>st</sup> class BLISc. 3) 1 yr. experience in the job. 4) Knowledge in computer operation.	1) 60% marks in Degree. 2) 60% marks in BLISc. 3) 3 years experience in the job. Desirable: Knowledge in computer operation.
43. DR  WT	Pharmacist – A Pharmacist – B Pharmacist – C Sr. Pharmacist  2	Pharmacist – A Pharmacist – B Sr.Pharmacist Chief Pharmacist  Note: Upgraded in view of the rationalised entry level recruitment policy.	4500-7000 5000-8000 5500-9000 6500-10500	5200-20200 9300-34800 -do- -do-	2800 (4200 after 2 yrs of service in GP 2800) 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) I class Degree in Pharmacy (B.Pharm) 2) 1 yr. experience in the job in a pharmacy of a multi speciality Hospital of minimum 200 beds. 3) Knowledge in Computer Operation.	1) 60% marks in Degree in Pharmacy (B.Pharm). 2) 3 years experience in the job in a pharmacy of a multi speciality Hospital of minimum 200 beds. Desirable: Knowledge in computer operation.
44. DR  WT	Asst. Dietician – A Asst. Dietician – B Asst. Dietician – C Asst. Dietician – D  1	Asst. Dietician – A Asst. Dietician – B Dy. Dietician – A Dy. Dietician – B	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) 1 <sup>st</sup> class M.Sc. (Nutrition/Dietetics). 2) 1 yr. Experience in the job in the dietary of a multi speciality hospital. 3) Knowledge in computer operation.	1) 60% marks in M.Sc. (Nutrition/Dietetics). Desirable: 1 year experience in the job. Knowledge in computer operation.
45. DR  WT	Technical Asst. (Instruments) – A Technical Asst. (Instruments) – B Technical Asst. (Instruments) – C Sr. Technical Asst. (Instruments)  15	Technical Asst. (Instruments) – A Technical Asst. (Instruments) – B Sr.Technical Asst. (Instruments) Jr.Technical Officer (Instruments)	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) 1 <sup>st</sup> class M.Sc. in relevant field. Desirable: 1 yr. Experience in the job. 2) Knowledge in comp. operation. OR 1) 1 <sup>st</sup> class 3–year Diploma in Engg. in the relevant field or equivalent. 2) 3 yrs. experience in the relevant field. 3) Knowledge in comp. operation OR 1) 1 <sup>st</sup> class B.Sc. in relevant field. 2) 4 yrs. experience in the relevant field. 3) Knowledge in computer operation.	1) 60% marks in M.Sc. in relevant field. Desirable: 1 year experience in the job. Knowledge in computer operation. OR 1) 60% marks in 3 year (full time) Diploma in Engg. in the relevant field or equivalent. 2) 3 years experience in the relevant field. Desirable: Knowledge in computer operation.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
46.  DR   WT TT	Technical Assistant (IS&IR) – A Technical Assistant (IS&IR) – B Technical Assistant (IS&IR) – C Sr. Technical Assistant (IS&IR)  <div style="border: 1px solid black; border-radius: 50%; width: 30px; height: 30px; display: flex; align-items: center; justify-content: center; margin: 10px auto;">13</div>	Technical Assistant (IS&IR) – A Technical Assistant (IS&IR) – B Sr. Technical Assistant (IS&IR) Jr. Technical Officer (IS&IR)	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) Pass in Pre-degree or equivalent examination. 2) Two years Diploma/Certificate course for Radiographers conducted by a Medical College or a recognized institution (DRT/CRA or equivalent). 3) 2 years Diploma in Advanced Imaging Technology or equivalent. 4) 3 years experience in the job in a multi speciality hospital of not less than 200 beds. <u>Desirable:</u> (1) Hands on experience in DSA/ Angiographic System. (2) Knowledge in computer operation. OR 1) Pass in Pre-degree or equivalent examination. 2) Two years Diploma / Certificate course for Radiographers conducted by a Medical College or a recognized institution (DRT/CRA or equivalent). 3) 5 years experience in the job in a multi speciality hospital of not less than 200 beds. <u>Desirable:</u> (1) Hands on experience in DSA/ Angiographic System. (2) Knowledge in computer operation. OR 1) B.Sc. (3-years course) in Radiography from a recognized Institution. 2) 4 yrs. experience in the job in a multi speciality hospital of not less than 200 beds. <u>Desirable:</u> (1) Hands on experience in DSA/ Angiographic System (2) Knowledge in computer operation.	1) Pass in Pre-degree or equivalent examination. 2) 2 years Diploma/Certificate course for Radiographers conducted by a Medical College or a recognised institution (DRT/CRA or equivalent). 3) 2 years Diploma in Advanced Imaging Technology or equivalent with 3 years experience in the job in a multi speciality hospital of not less than 200 beds. OR 5 years experience in the job in a multi speciality hospital of not less than 200 beds. <u>Desirable:</u> (1) Hands on experience in DSA/ Angiographic System. (2) Knowledge in computer operation. OR 1) B.Sc. (3 year course) in Radiography from a recognised institution. 2) 4 years experience in the job in a multi speciality hospital of not less than 200 beds. <u>Desirable:</u> (1) Hands on experience in DSA/ Angiographic System. (2) Knowledge in computer operation.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
47. DR  1 WT	Occupational Therapist (Rehabilitn)-A Occupational Therapist (Rehabilitn)-B Occupational Therapist (Rehabilitn)-C Occupational Therapist (Rehabilitn)-D  1	Occupational Therapist -A Occupational Therapist -B Sr.Occupational Therapist Chief Occupational Therapist	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) 1 <sup>st</sup> class Bachelor of Occupational Therapy (BPT) Degree from a recognized institution. Four years course with 6 months of compulsory rotating internship completed. 2) Minimum 3 years experience as an occupational Therapist after completing the above qualification in a multi speciality hospital of minimum 100 beds. Desirable: Recognised certificate in Computer Operation.	1) 60% marks in Bachelor of Occupational Therapy (BOT) Degree from a recognised institution. 2) 3 years experience in the job in a multi speciality hospital of minimum 100 beds. Desirable: Knowledge in computer operation.
48. DR  WT TT	Physiotherapist – A Physiotherapist – B Physiotherapist – C Physiotherapist – D  5	Physiotherapist – A Physiotherapist – B Sr.Physiotherapist Chief Physiotherapist	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) 1 <sup>st</sup> class Bachelor's Degree in Physiotherapy from a recognized Institution. 2) 3 yrs. experience in the job in a multi speciality Hospital of minimum 100 beds. Desirable: Knowledge in Computer Operation.	1) 60% marks in Bachelor's Degree in Physiotherapy from a recognised institution. 2) 3 years experience in the job in a multi speciality Hospital of minimum 100 beds. Desirable: Knowledge in computer operation.
49. VOP  WT	Asst. Medical Records Officer – A Asst. Medical Records Officer – B Asst. Medical Records Officer – C Asst. Medical Records Officer – D  1	Asst. Medical Records Officer – A Asst. Medical Records Officer – B Medical Records Officer – A Medical Records Officer – B  Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/-.	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400	NA  35 yrs	NA	Selection from those with 5 yrs. experience as MRAs in the Institute, failing which: <u>Direct Recruitment:</u> 1) B.Sc. (Biological Science). 2) 1 yr. BMRSc./1yr. DMRSc. Course. 3) 3 years experience in the job in a multi speciality hospital. (If BMRSc./DMRSc. is of 2 yrs. duration, experience required will be 2 yrs.) 4) Knowledge in Computer Operation.	Selection from those with 5 years experience as Medical Records Assistants (Sl.No.37) in the Institute.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
50. DR  WT	Perfusionist – A Perfusionist – B Perfusionist – C Sr. Perfusionist  <div style="text-align: center;">6</div>	Perfusionist – A Perfusionist – B Sr. Perfusionist Chief Perfusionist	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) B.Sc. in Biological Science. 2) 1 yr. Certificate Course in Clinical Perfusion/Perfusion Technology or equivalent. 3) 3 years experience in the job with minimum 100 perfusions. Desirable: Knowledge in Computer operation.  OR 1) B.Sc. in Biological Science. 2) 2 yrs. Certificate/Diploma Course in Clinical Perfusion/Perfusion Technology or equivalent. 3) 2 years experience in the job with minimum 100 perfusions. Desirable: Knowledge in Computer operation.	1) B.Sc. in Biological Science. 2) 1 year Certificate Course in Clinical Perfusion/Perfusion Technology or equivalent. 3) 3 years experience in the job with minimum 100 perfusions. Desirable: Knowledge in computer operation.  OR 1) B.Sc. in Biological Science. 2) 2 years Certificate/Diploma Course in Clinical Perfusion/Perfusion Technology or equivalent. 3) 2 years experience in the job with minimum 100 perfusions. Desirable: Knowledge in computer operation.
51. DR  WT	Technical Asst. (Lab) – A Technical Asst. (Lab) – B Technical Asst. (Lab) – C Sr. Technical Asst. (Lab)  <div style="text-align: center;">35</div>	Technical Asst. (Lab) – A Technical Asst. (Lab) – B Sr. Technical Asst. (Lab) Jr. Technical Officer (Lab)	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) 1 <sup>st</sup> class B.Sc. 2) 1 yr. Diploma in Medical Lab. Technology from a recognized institution. 3) 3 years experience in a clinical lab of a multi speciality hospital of not less than 200 beds or a nationally reputed Research Institute. 4) Knowledge in Computer Operation.  OR 1) B.Sc. (MLT) – (4 yrs. course). 2) 3 yrs. experience in a clinical laboratory of a multispeciality hospital of not less than 200 beds or a nationally reputed Research Institute. (Note: If B.Sc.(MLT) is of 3 yrs. course, experience required will be 4 yrs). 3) Knowledge in computer operation.	1) 60% marks in B.Sc. 2) 1 year Diploma in Medical Lab. Technology from a recognised institution. 3) 3 years experience in a clinical lab of a multi speciality hospital of not less than 200 beds or a Nationally reputed Research Institute. Desirable: Knowledge in computer operation.  OR 1) 60% marks in B.Sc. (MLT) – (4 year course). 2) 3 years experience in a clinical laboratory of a multispeciality hospital of not less than 200 beds or a Nationally reputed Research Institute. (Note: If B.Sc.(MLT) is of 3 year course, experience required will be 4 years). Desirable: Knowledge in computer operation.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
52. DR	Technical Asst. (Neurology) – A Technical Asst. (Neurology) – B Technical Asst. (Neurology) – C Sr. Technical Asst. (Neurology)	Technical Asst. (Neurology) – A Technical Asst. (Neurology) – B Sr. Technical Asst. (Neurology) Jr. Technical Officer (Neurology)	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) B.Sc. or Diploma in Electronics/ Instrumentation/ Biomedical Engg. (3 yrs. course). 2) 4 years experience in the job in a large hospital of not less than 200 beds. 3) Knowledge in Computer Operation. OR 1) B.Sc. 2) 1 yr. Certificate/Diploma in Neuro Technology or its equivalent. 3) 3 yrs. experience in the job in a hospital of not less than 200 beds. 4) Knowledge in Computer Operation. OR 1) B.Sc. 2) 2 yrs. Certificate/Diploma in Neuro Technology or its equivalent. 3) 2 yrs. Experience in the job in a hospital of not less than 200 beds. 4) Knowledge in computer operation.	1) B.Sc. 2) 1 year Certificate/Diploma in Neuro Technology or its equivalent. 3) 3 years experience in the job in a hospital of not less than 200 beds. Desirable: Knowledge in computer operation. OR 1) B.Sc. 2) 2 year Certificate/Diploma in Neuro Technology or its equivalent. 3) 2 years experience in the job in a hospital of not less than 200 beds. Desirable: Knowledge in computer operation.
WT	8									
53. DR	Technical Asst. (Cardiology) – A Technical Asst. (Cardiology) – B Technical Asst. (Cardiology) – C Sr. Technical Asst. (Cardiology)	Technical Asst. (Cardiology) – A Technical Asst. (Cardiology) – B Sr. Technical Asst. (Cardiology) Jr. Technical Officer (Cardiology)	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) B.Sc. 2) Post Degree 1 yr. Certificate in ECG Lab. Tech./Cardiac Cath Lab. Technology Course. 3) 3 yrs. experience in the job in a hospital of not less than 200 beds. 4) Knowledge in Computer Operation. OR 1) B.Sc. 2) Diploma in Cardiac Cath Lab Technology of 2 yrs. duration or equivalent. 3) 2 yrs. experience in the job in a hospital of not less than 200 beds. 4) Knowledge in computer operation.	1) B.Sc. 2) Post Degree 1 year Certificate in ECG Lab. Tech./Cardiac Cath Lab. Technology Course or equivalent. 3) 3 years experience in the job in a hospital of not less than 200 beds. Desirable: Knowledge in computer operation. OR 1) B.Sc. 2) Diploma in Cardiac Cath Lab. Technology of 2 year duration or equivalent. 3) 2 years experience in the job in a hospital of not less than 200 beds. Desirable: Knowledge in computer operation.
WT	7									

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
54. VOP	Technical Asst. (CSR) – A Technical Asst. (CSR) – B Technical Asst. (CSR) – C Sr. Technical Asst. (CSR)	Technical Asst. (CSR) – A Technical Asst. (CSR) – B Sr. Technical Asst. (CSR) Jr. Technical Officer (CSR)	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	NA	1) 1st class B.Sc. (Physics/Chemistry) or Diploma in Instrumentation/ Mechanical Engg. (3 yrs. course). 2) 4 yrs. experience in Sterilisation Room of a Hospital of not less than 200 beds. Desirable: Certificate from Army Medical Corps Centre or equivalent in Sterilisation techniques. Knowledge in Computer operation.	Selection from those with 10 years experience as Technician (CSR) (Sl.No.25) in the Institute.
WT	2	Note: In the absence of experienced candidates in the feeder category, this post may be operated at the feeder category level Technician (CSR).								
55. DR	Technical Asst. (Anaesthesia) – A Technical Asst. (Anaesthesia) – B Technical Asst. (Anaesthesia) – C Sr. Technical Asst. (Anaesthesia)	Technical Asst. (Anaesthesia) – A Technical Asst. (Anaesthesia) – B Sr. Technical Asst. (Anaesthesia) Jr. Technical Officer (Anaesthesia)	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) B.Sc. 2) recognised 1 yr. certificate course of specialization in Anaesthesia. 3) 3 yrs. experience in the job in a hospital of not less than 200 beds. Desirable: Knowledge in Computer Operation. OR 1) Diploma in Electronics/BME/ Instrumentation (3 yrs. course). 2) 2 yrs. Diploma in Operation Theatre Technology or equivalent. 3) 2 yrs. experience in the job in a hospital of not less than 200 beds. Desirable: Knowledge in Computer Operation.	1) B.Sc. 2) Recognised 1 year certificate course of specialization in Anaesthesia. 3) 3 years experience in the job in a hospital of not less than 200 beds. Desirable: Knowledge in computer operation. OR 1) Diploma in Electronics/ BME/ Instrumentation (3 year course). 2) 2 year Diploma in Operation Theatre Technology or equivalent. 3) 2 years experience in the job in a hospital of not less than 200 beds. Desirable: Knowledge in computer operation.
WT	10									

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
56. DR  WT TT	Programmer Asst./Technical Assistant (Computer)-A Programmer Asst./Technical Assistant (Computer)-B Programmer Asst./Technical Assistant (Computer)-C Sr. Programmer Asst. / Sr. Technical Assistant (Computer)  <div style="text-align: center;">4</div>	Technical Assistant (Computer Programmer)-A Technical Assistant (Computer Programmer)-B Sr. Technical Assistant (Computer Programmer) Jr. Technical Officer (Computer Programmer)  Note: 1) To fit in with the revised entry level recruitment norms and to retain the horizontal relativity, 4 years experience is essential. 2) In case recruitment of fresh Diploma holder in Computer is required, the entry grade should be with ₹2800/- GP with the designation of Jr. Technical Assistant (Computer Programmer).	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) 1st class Diploma in Computer Hardware Maintenance or Diploma in Computer Engineering. 2) 1 year experience in programming and hardware/software maintenance.	1) 60% marks in 3 year (full time) Diploma in Computer Engineering OR 60% marks in 3 year (full time) Diploma in Computer Hardware Maintenance. 2) 4 year experience in programming and hardware/software maintenance.
57. DR  WT	Technical Assistant (Blood Bank) – A Technical Assistant (Blood Bank) – B Technical Assistant (Blood Bank) – C Sr. Technical Assistant (Blood Bank)  <div style="text-align: center;">8</div>	Technical Assistant (Transfusion Medicine) – A Technical Assistant (Transfusion Medicine) – B Sr. Technical Assistant (Transfusion Medicine) Jr. Technical Officer (Transfusion Medicine)	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	35 yrs	35 yrs	1) B.Sc. with 1 yr. certificate in MLT or B.Sc. (MLT). 2) 3 yrs. experience in the Blood Bank of a multi speciality hospital of not less than 200 beds. 3) Knowledge in Computer Operation. OR 1) B.Sc. 2) 1 yr. Certificate in Blood Bank Technology or equivalent. 3) 3 yrs. experience in the Blood Bank of a multi speciality hospital of not less than 200 beds. 4) Knowledge in Computer Operation. OR 1) B.Sc. 2) 2 yrs. Diploma in Blood Bank Technology or equivalent. 3) 2 yrs. experience in the job in the Blood Bank of a hospital of not less than 200 beds. Knowledge in Computer Operation.	1) B.Sc. with 1 year certificate in MLT or B.Sc. (MLT). 2) 3 years experience in the Blood Bank of a multi speciality hospital of not less than 200 beds. Desirable: Knowledge in computer operation. OR 1) B.Sc. 2) 1 year Certificate in Blood Bank Technology or equivalent 3) 3 years experience in the Blood Bank of a multi speciality hospital of not less than 200 beds. Desirable: Knowledge in computer operation.  (Note: If Certificate/Diploma in Blood Bank technology is of 2 years duration, only 2 year experience is required.)

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
58. VOP  WT	Libr. – cum – Doc. Officer – A Libr. – cum – Doc. Officer – B Libr. – cum – Doc. Officer – C Libr. – cum – Doc. Officer – D  2	Libr. – cum – Doc. Officer – A Libr. – cum – Doc. Officer – B Sr. Libr. – cum – Doc. Officer – A Sr. Libr. – cum – Doc. Officer – B  Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/-.	5000-8000 5500-9000 6500-10500 7450-11500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	NA  35 yrs	NA	Selection from those with 5 yrs. experience as Librarian – cum – Documentation Asst. in the Institute, failing which: <u>Direct Recruitment:</u> 1) Bachelor’s Degree. 2) 1 <sup>st</sup> class BLISc. 3) 3 years experience in the job/field in a research/scientific Library. 4) Knowledge in computer operation.	Selection from those with 5 years experience as Librarian – cum – Documentation Asst. (Sl. No. 42) in the Institute.
59. VOP  WT	Chief Technician (Pathology) – A Chief Technician (Pathology) – B Chief Technician (Pathology) – C Chief Technician (Pathology) – D  1	Scientific Assistant (Pathology)-A Scientific Assistant (Pathology)-B Jr. Scientific Officer (Pathology) Scientific Officer (Pathology)  Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/-.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	NA  35 yrs	NA	Selection from those with at least 5 years experience as Technical Assistant (Lab) in the relevant field in the Institute.	Selection from those with at least 5 years experience as Technical Assistant (Lab) (Sl. No.51) in the relevant field in the Institute.
60. VOP DR  WT	Dietician – A Dietician – B Dietician – C Dietician – D  1	Dietician – A Dietician – B Sr. Dietician – A Sr. Dietician – B  Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/-.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	NA  35 yrs	NA  35 yrs	Selection from Asst. Dietician with 5 yrs. experience, failing which: <u>Direct Recruitment:</u> 1) 1 <sup>st</sup> class M.Sc. (Dietetics/ Nutrition). 2) 5 years experience as Asst. Dietician in a dietary of a multi speciality hospital of not less than 200 beds. 3) Knowledge in Computer Operation.	Selection from Asst. Dietician (Sl.No.44) with 5 years experience in the Institute, failing which: <u>Direct Recruitment:</u> 1) 60% marks in M.Sc. (Dietetics/ Nutrition). 2) 5 years experience in the job in a dietary of a multi speciality hospital of not less than 200 beds. Desirable: Knowledge in computer operation.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
61.  VOP  WT	Chief Technician (Blood Bank) – A Chief Technician (Blood Bank) – B Chief Technician (Blood Bank) – C Chief Technician (Blood Bank) – D  <div style="text-align: center;">1+1</div>	Scientific Assistant (Transfusion Medicine) Sr. Scientific Assistant (Transfusion Medicine) Jr. Scientific Officer (Transfusion Medicine) Scientific Officer (Transfusion Medicine)  Note: 1) Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/-. 2) Club post at Sl. No.77 with this post.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	NA	NA	Selection from those with at least 5 yrs. experience as Technical Asst. (Blood Bank) in the Institute.	Selection from those with 5 years experience as Technical Asst. (Transfusion Medicine) (Sl. No. 57) in the Institute.
62.  DR  WT TT	Chief Technician (Med. Illstrn.) – A Chief Technician (Med. Illstrn.) – B Chief Technician (Med. Illstrn.) – C Chief Technician (Med. Illstrn.) – D  <div style="text-align: center;">1</div>	Scientific Assistant (Med. Illstrn.) Sr. Scientific Assistant (Med. Illstrn.) Jr. Scientific Officer (Med. Illstrn.) Scientific Officer (Med. Illstrn.)  Note: Upgraded in tune with the essential requirement of qualification & experience and to retain existing horizontal relativity.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	35 yrs	35 yrs	1) Bachelor's Degree. 2) 1 yr. Diploma/Certificate course in Photography. 3) 6-yrs. experience in clinical photography, digital imaging, microsoft office, etc.  OR 1) Bachelor's Degree. 2) 2-yrs. Diploma course in Photography. 3) 5-yrs. experience in clinical photography, digital imaging, microsoft office, etc.	1) 60% marks in Bachelor's Degree. 2) 1 year Diploma/Certificate course in Photography. 3) 6 years experience in clinical photography, digital imaging, microsoft office, etc.  OR 1) 60% marks in Bachelor's Degree. 2) 2 year Diploma course in Photography. 3) 5 years experience in clinical photography, digital imaging, microsoft office, etc.
63.  VOP  WT	Medico Social Worker – A Medico Social Worker – B Medico Social Worker – C Sr. Medico Social Worker  <div style="text-align: center;">4</div>	Medico Social Worker – A Medico Social Worker – B Jr. Scientific Officer (MSW) Scientific Officer (MSW)  Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/-.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	NA	NA	Selection from those with 5 yrs. experience as a Receptionist-cum-Social Worker in the Institute.	Selection from those with 5 years experience as Jr. Social Worker (Sl.No.38) in the Institute.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
64.	Medical Records Officer – A Medical Records Officer – B Medical Records Officer – C Medical Records Officer – D  1	<i>Wasting Category</i>	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	----	35 yrs	----	1) Degree in Biological Science. 2) 1 yr. BMRSc/ 1 yr. DMRSc course from a recognized institution. 3) 6 years experience in the job in a multi speciality Hospital of not less than 200 beds. (Note: If BMRSc/DMRSc is of 2-yr. Course, experience required will be 5 yrs). 4) Knowledge in Computer operation.	
65.  VOP  WT TT	Jr. Programmer – A Jr. Programmer – B Jr. Programmer – C Programmer  1	Programmer – A Programmer – B Sr. Programmer Chief Programmer  Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/-.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	NA  35 yrs	NA	Selection from those with 5 yrs. experience as Programmer Assistant in the Institute, failing which: <u>Direct Recruitment:</u> 1) 1 <sup>st</sup> class Diploma in Computer Engineering (3 yrs. full time course) from a recognized Institution. 2) 5 years experience in the job.	Selection from those with 5 years experience as Technical Asst. (Computer Programmer) (Sl.No.56) in the Institute.
66.  VOP DR  WT	Jr. Engineer (Civil) – A Jr. Engineer (Civil) – B Asst. Engineer (Civil) – A Asst. Engineer (Civil) – B  2+1	Jr. Engineer (Civil) – A Jr. Engineer (Civil) – B Asst. Engineer (Civil) Asst. Executive Engineer (Civil)  Note: 1) Upgraded in tune with the essential requirement of qualification & experience and to retain existing horizontal relativity. 2) Club post at Sl. No.69 with this post.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	35 yrs  35 yrs	NA	1) 1 <sup>st</sup> class Diploma in Civil Engg. (3 yrs. full time course). 2) 6 yrs. experience in construction and maintenance of buildings. 3) Knowledge in Computer Operation. Desirable: Knowledge in CAD.	Selection from those with 10 years experience as Jr. Technical Asst. (Civil) (Sl. No.35) in the Institute, failing which: <u>Direct Recruitment:</u> 1) 60% marks in B.Tech. (Civil). Desirable: Knowledge in CAD.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
67. VOP DR  WT	Jr. Engineer (Electrical) – A Jr. Engineer (Electrical) – B Asst. Engineer (Electrical) – A Asst. Engineer (Electrical) – B  2	Jr. Engineer (Electrical) – A Jr. Engineer (Electrical) – B Asst. Engineer (Electrical) Asst. Executive Engineer (Electrical)  Note: Upgraded in tune with the essential requirement of qualification & experience and to retain existing horizontal relativity.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 (PB-II) 5400 (PB-III)	NA   —	NA   35 yrs	Selection from those with 5 yrs. experience as Jr. Technical Asst. (Electrical) in the Institute failing which: <u>Direct recruitment:</u> 1) 1 <sup>st</sup> class Diploma in Electrical Engg. (3 yrs. full time course). 2) 6 yrs. experience in the management of 11KV substation of at least 500 KVA capacity. 3) Knowledge in computer operation.	Selection from those with 10 years experience as Jr. Technical Asst. (Electrical) (Sl. No.36) in the Institute failing which: <u>Direct recruitment:</u> 1) 60% marks in B.Tech. (Electrical).
68. DR  WT	Jr. Engineer (Instrumentation) – A Jr. Engineer (Instrumentation) – B Asst. Engineer (Instrumentation) – A Asst. Engineer (Instrumentation) – B  1	Jr. Engineer (Instrumentation) – A Jr. Engineer (Instrumentation) – B Asst. Engineer (Instrumentation) Asst. Executive Engineer (Instrumentation)  Note: Upgraded in tune with the essential requirement of qualification & experience and to retain existing horizontal relativity.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 (PB-II) 5400 (PB-III)	35 yrs	35 yrs	1) 1 <sup>st</sup> class 3-year Diploma in Electronics/ Instrumentation Engg. 2) 6 yrs. experience in the maintenance of electrical instruments/instrumentation in a reputed Manufacturing or maintenance unit. 3) Knowledge in Computer Operation.	1) 60% marks in 3 year (full time) Diploma in Electronics/ Instrumentation Engg. 2) 6 years experience in the maintenance of electrical instruments/instrumentation in a reputed Manufacturing or maintenance unit. Desirable: Knowledge in computer operation.
69.	Jr. Engineer (Water & Sewerage)-A Jr. Engineer (Water & Sewerage)-B Asst. Engr. (Water & Sewerage)-A Asst. Engr. (Water & Sewerage)-B	     Note: Clubbed with post at Sl. No. 66	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 (PB-II) 5400 (PB-III)	35 yrs	---	1) 1 <sup>st</sup> class Diploma in Civil Engg. (3 yrs. full time course) 2) 6 yrs. experience in the field. 3) Knowledge in Computer Operation. Job Description: Work involves erection, maintenance of sanitary systems, water treatment process including quality check.	

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
70.  VOP DR  WT	Jr. Engineer (Incinerator & A/C) – A Jr. Engineer (Incinerator & A/C) – B Asst. Engineer (Incinerator & A/C)-A Asst. Engineer (Incinerator & A/C)-B  1	Jr. Engineer (MRAC) – A Jr. Engineer (MRAC) – B Asst. Engineer (MRAC) Asst. Executive Engineer (MRAC)  Note: 1) Upgraded in tune with the essential requirement of qualification & experience and to retain existing horizontal relativity. 2) Incinerator work to be added in the job description.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	35 yrs          35 yrs	NA	1) 1 <sup>st</sup> class Diploma in the specialty MRAC/ Mechanical Engg. With MRAC as a subject. (3 yrs. full time course). 2) 6 yrs. experience in the field. 3) Knowledge in Computer Operation. Job Description: A/c. & Refrigeration installation/maintenance including package unit, Central Plant, Chilled water plants etc. and maintenance of Boiler/incinerator.	Selection from those with 10 years experience as Jr. Technical Asst. (MRAC) in the Institute having Diploma in MRAC/ Mechanical Engg. with MRAC as a subject, failing which <u>Direct recruitment:</u> 1) 60% marks in 3 year (full time) Diploma in the specialty MRAC/ Mechanical Engg. with MRAC as a subject. 2) 6 years experience in the field. Desirable: Knowledge in computer operation. Job Description: A/c & Refrigeration installation/maintenance including package unit, Central Plant, Chilled water plants etc., maintenance of Boiler/ Incinerator etc. etc.
71.  DR  WT	Speech Therapist – A Speech Therapist – B Sr. Speech Therapist – A Sr. Speech Therapist – B  1	Speech Therapist – A Speech Therapist – B Sr. Speech Therapist Chief Speech Therapist  Note: Upgraded in tune with the revised entry level recruitment norms and to retain horizontal relativity.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) (PB-III)	35 yrs	35 yrs	1) M.Sc. (Speech & Hearing). 2) 1 year experience in the job. OR 1) B.Sc. (Speech & Hearing). 2) 4 yrs. experience in the job. Desirable: Knowledge in Computer Operation.	1) M.Sc. (Speech & Hearing). 2) 1 year experience in the job. OR 1) B.Sc. (Speech & Hearing). 2) 4 years experience in the job. Desirable: Knowledge in computer operation.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
72. VOP	Scientific Asst. (Anaes.) – A Scientific Asst. (Anaes.) – B Jr. Scientific Officer (Anaes.) – A / Sr. Scientific Asst. (Anaes.) Jr. Scientific Officer (Anaes.) – B / Jr. Scientific Officer (Anaes.)	Scientific Asst. (Anaesthesia) Sr. Scientific Asst. (Anaesthesia) Jr. Scientific Officer (Anaesthesia) Scientific Officer (Anaesthesia)	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 (PB-II) 5400 (PB-III)	NA	NA	Selection from those with 5 yrs. experience as Technical Assistant (Anaesthesiology), failing which: <u>Direct recruitment:</u> 1) 1 <sup>st</sup> class B.Sc. Degree. 2) Recognized 1 yr. certificate course of specialization in Anaesthesia/ Operation Theatre Technology. 3) 6 yrs. experience in the job in a hospital of not less than 200 beds. 4) Knowledge in Computer Operation. OR 1) 1 <sup>st</sup> class B.Sc. 2) 2 yrs. Diploma in OT Technology or equivalent. 3) 5 yrs. experience in the speciality in a Hospital of not less than 200 beds. 4) Knowledge of computer operation.	Selection from those with 5 years experience as Technical Assistant (Anaesthesia) (Sl.No.55) in the Institute.
WT	1	Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/.								
73. VOP	Scientific Asst. (Cath Lab) – A Scientific Asst. (Cath Lab) – B Jr. Scientific Officer (Cath Lab) – A / Sr. Scientific Asst. (Cath Lab) Jr. Scientific Officer (Cath Lab) – B / Jr. Scientific Officer (Cath Lab)	Scientific Asst. (Cath Lab) Sr. Scientific Asst. (Cath Lab) Jr. Scientific Officer (Cath Lab) Scientific Officer (Cath Lab)	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 (PB-II) 5400 (PB-III)	NA	NA	Selection from those with 5 yrs. experience as Technical Asst. (Card.) in the Institute, failing which: <u>Direct recruitment:</u> 1) 1 <sup>st</sup> class B.Sc. 2) 1 yr. Certificate course in Cardiac Cath. Lab Technology. 3) 6 yrs. experience in the job in a speciality hospital of not less than 100 beds. 4) Knowledge in Computer Operation. OR 1) 1 <sup>st</sup> class B.Sc. 2) 2 yrs. Diploma in Cardiac Cath Lab Technology or its equivalent. 3) 5 yrs. experience in the job in a speciality hospital of not less than 100 beds. 4) Knowledge in Computer Operation.	Selection from those with 5 years experience as Technical Asst. (Cardiology) (Sl.No.53) in the Institute.
WT	1	Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/.								

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
74. VOP  WT	Scientific Asst. (Lab) – A Scientific Asst. (Lab) – B Jr. Scientific Officer (Lab) – A / Sr. Scientific Asst. (Lab) Jr. Scientific Officer (Lab) – B / Jr. Scientific Officer (Lab)  16	Scientific Asst. (Lab) Sr. Scientific Asst. (Lab) Jr. Scientific Officer (Lab) Scientific Officer (Lab)  Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) 5400 (PB-III)	NA   35 yrs	NA	Selection from those with 5 years experience as Technical Asst. (Lab.) in the speciality, failing which: <u>Direct recruitment:</u> (A) 1. 1 <sup>st</sup> class M.Sc. in the speciality. 2. 3 yrs. experience in the job. 3. Knowledge in computer operation. (B) 1. 1 <sup>st</sup> class M.Sc.(MLT). 2. 2 years experience in the job. 3. Knowledge in computer operation. Note: Depending on the requirement of each position the appointing authority may either notify (A) or (B) at his discretion.	Selection from those with 5 years experience as Technical Asst. (Lab.) (Sl.No.51) in the Institute.
75. VOP  WT	Scientific Asst. (Instruments) – A Scientific Asst. (Instruments) – B Jr. Scientific Officer (Instruments) – A/ Sr. Scientific Asst. (Instruments) Jr. Scientific Officer (Instruments) – B/ Jr. Scientific Officer (Instruments)  18	Scientific Asst. (Instruments) Sr. Scientific Asst. (Instruments) Jr. Scientific Officer (Instruments) Scientific Officer (Instruments)  Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 5400 (PB-II) 5400 (PB-III)	NA   35 yrs	NA	Selection from those with 5 years experience as Technical Asst. (Instruments) in the speciality, failing which: <u>Direct recruitment:</u> (A) 1. 1 <sup>st</sup> class M.Sc. in the speciality. 2. 3 yrs. experience in the job. 3. Knowledge in computer operation. (B) 1. 1 <sup>st</sup> class 3-year Diploma in Engg. in the relevant field. 2.6 yrs. experience in the relevant field. 3. Knowledge in computer operation. Note: Depending on the requirement of each position the appointing authority may either notify (A) or (B) at his discretion.	Selection from those with 5 years experience as Technical Asst. (Instruments) (Sl.No.45) in the Institute.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
76. VOP  WT	Scientific Asst. (Perfusion) – A Scientific Asst. (Perfusion) – B Jr.Scientific Officer (Perfusion)–A / Sr. Scientific Asst. (Perfusion) Jr. Scientific Officer (Perfusion) – B / Jr. Scientific Officer (Perfusion)  <div style="text-align: center;">1</div>	Scientific Asst. (Perfusion) Sr.Scientific Asst. (Perfusion) Jr.Scientific Officer (Perfusion) Scientific Officer (Perfusion)  Note: Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4200/.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 (PB-II) 5400 (PB-III)	NA   35 yrs	NA	Selection from those with 5 yrs, experience as Perfusionist in the Institute, failing which: <u>Direct recruitment:</u> 1) 1 <sup>st</sup> class B.Sc. in Biological Sciences. 2) 1 year Certificate/Diploma course in Clinical Perfusion / Perfusion Technology or equivalent. 3) 6 yrs. experience in a reputed Hospital of not less than 100 beds with minimum 500 perfusions. 4) Knowledge in computer operation. <u>Note:</u> If the Certificate/Diploma course is of two years duration experience required will be 5 yrs.)	Selection from those with 5 years experience as Perfusionist (Sl.No.50) in the Institute.
77.	Scientific Asst. (Blood Bank) – A Scientific Asst. (Blood Bank) – B Jr.Scientific Officer (Blood Bank)–A / Sr. Scientific Asst. (Blood Bank) Jr. Scientific Officer (Blood Bank)–B / Jr. Scientific Officer (Blood Bank)	Scientific Asst. (Transfusion Medicine) Sr.Scientific Asst. (Transfusion Medicine) Jr.Scientific Officer (Transfusion Medicine) Scientific Officer (Transfusion Medicine)  Note: Clubbed with post at Sl. No. 61.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 (PB-II) 5400 (PB-III)	(_) ---	---	(_____)	
78. DR  WT	Psychologist – A Psychologist – B Psychologist – C Psychologist – D  <div style="text-align: center;">2</div>	Psychologist – A Psychologist – B Sr.Psychologist Chief Psychologist  Note: Upgraded in tune with the revised entry level recruitment norm and to retain horizontal relativity.	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4600 4800 5400 (PB-II) 5400 (PB-III)	35 yrs	----	1) 1 <sup>st</sup> class M.A.(Psychology). 2) 5 yrs. experience in a hospital of not less than 100 beds. Desirable: Knowledge in computer use.	1) 60% marks in M.A. (Psychology) or equivalent. 2) 5 years experience in a hospital of not less than 100 beds. Desirable: Knowledge in computer operation.



Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
81. VOP  WT	Ward Sister – A Ward Sister – B Sr. Ward Sister – A Sr. Ward Sister – B  16	Ward Sister – A Ward Sister – B Sr. Ward Sister Chief Ward Sister	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- 15600-39100 -do-	4800 5400 5400 6600	4800 5400 (PB-II) 5400 (PB-III) 6600	NA	NA	Selection from Staff Nurses with minimum five yrs. experience in the Institute (out of which 2 years in a Ward).	Selection from Staff Nurses with minimum 5 years experience in the Institute (out of which 2 years in a Ward).
82. VOP  WT	Theatre Sister – A Theatre Sister – B Sr. Theatre Sister – A Sr. Theatre Sister – B  3	Theatre Sister – A Theatre Sister – B Sr. Theatre Sister Chief Theatre Sister	5500-9000 6500-10500 7450-11500 7500-12000	9300-34800 -do- 15600-39100 -do-	4800 5400 5400 6600	4800 5400 (PB-II) 5400 (PB-III) 6600	NA	NA	Selection from Staff Nurses with minimum 5 yrs. experience in the Institute (out of which 2 yrs. in a Theatre).	Selection from Staff Nurses with minimum 5 years experience in the Institute (out of which 2 years in a Theatre).
83. VOP  WT	Nursing Supervisor – A Nursing Supervisor – B Sr. Nursing Supervisor  3	Nursing Supervisor – A Nursing Supervisor – B Sr. Nursing Supervisor Chief Nursing Supervisor	6500-10500 7450-11500 7500-12000	9300-34800 15600-39100 -do- -do-	5400 5400 6600 7600	5400 (PB-II) 5400 (PB-III) 6600 7600	NA	NA	Selection from Ward Sister/Theatre Sister with minimum 5 yrs. supervisory experience in the Institute.	Selection from Ward Sister/Theatre Sister with minimum 5 years experience in the Institute.
84. VOP DR	Senior Medical Records Officer – A Senior Medical Records Officer – B Senior Medical Records Officer – C  1	Senior Medical Records Officer – A Senior Medical Records Officer – B Chief Medical Records Officer – A Chief Medical Records Officer – B	6500-10500 7450-11500 7500-12000	15600-39100 -do- -do- 37400-67000	5400 6600 7600 8700	5400 6600 7600 8700	45 yrs	NA  45 yrs	1) Degree (Biological Science). 2) BMRSc./DMRSc. Course. 3) 10 yrs. experience (out of which 5 yrs at Supervisory level) at a reputed Medical Institution.	Selection from those with 5 years experience as Asst. Medical Records Officer (Sl.No.49) in the Institute having Degree and BMRSc/ DMRSc, failing which <u>Direct Recruitment</u> 1) Degree (Biological Science). 2) BMRSc./DMRSc. Course. 3) 10 years experience (out of which 5 years at Supervisory level) at a reputed Medical Institution.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre- revised FCP stages	Modified FCP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revis ed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
85. <u>VOP</u> DR  WT	Librarian-cum-Information Officer Gr.I Sr. Librarian-cum-Information Officer - A Sr. Librarian-cum-Information Officer - B  1	Librarian-cum-Information Officer - A Librarian-cum-Information Officer - B Sr. Librarian-cum-Information Officer Chief Librarian-cum-Information Officer	6500-10500 7450-11500 7500-12000	15600-39100 -do- -do- 37400-67000	5400 6600 7600 8700	5400 6600 7600 8700	45 yrs  45 yrs	NA	1) MLISc or an equivalent degree. 2) 7 yrs. Experience in the job/field in a research/scientific library of a reputed organization of which 5 years in the supervisory capacity. 3) Diploma/ Certificate in Computer operation from recognized institution. Desirable: Experience in implementation and management of digital libraries.	Selection from those with 5 years experience as Lib-cum-Doc. Officer (Sl.No.58) in the Institute having MLISc or an equivalent degree, failing which <u>Direct Recruitment</u> 1) MLISc or an equivalent degree. 2) 10 years experience in the job in a research/ scientific library of a reputed organisation of which 5 years in supervisory capacity. Desirable: Experience in implementation and management of digital libraries.
86. <u>VOP</u>	Dy. Nursing Superintendent - A Dy. Nursing Superintendent - B  1	Dy. Nursing Superintendent Nursing Superintendent Sr. Nursing Superintendent Chief Nursing Superintendent	7450-11500 7500-12000	15600-39100 -do- -do- 37400-67000	5400 6600 7600 8700	5400 6600 7600 8700	40 yrs	NA	1) B.Sc. Nursing OR "A" Grade Diploma in General Nursing & Midwifery with 10 months Post Certificate Course in Nursing Administration from a recognized Institution. 2) 12 yrs. experience (of which 5 yrs. in Supervisory capacity) in a major Hospital of not less than 200 beds or a Medical College. 3) Knowledge in Computer Operation. OR 1) M.Sc. (Nursing). 2) 10 yrs. experience (of which 5 yrs. in Supervisory capacity) in a major Hospital of not less than 200 beds or a Medical College. 3) Knowledge in Computer Operation.	Selection from Nursing Supervisor with 5 years supervisory experience in the Institute OR Ward Sister/ Theatre Sister with 10 years experience in the Institute.

## *Annexure - 2*

*Recruitment and Promotion Norms of  
Administrative Staff & Other Isolated Categories -  
Recommendations of Pay Structure Review Committee (PSRC)*





Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre-revised LP stages	Modified LP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revi sed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
5. <b>VOP</b>	Assistant-A Assistant-B Assistant-C  <div style="text-align: center;">20</div>	Executive Assistant-A Executive Assistant-B Sr. Executive Assistant-A Sr. Executive Assistant-B	5000-8000 5500-9000 6500-10500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	NA	NA	a) Promotion from amongst UDCs/Stenographer-III with 5 years experience in the Institute. –100%, failing which, by b) Intra-Institute Recruitment, failing which by DR Educational Qualification and Experience:Will not apply for promotion. <u>Direct Recruitment</u> 1) Graduate with minimum 50% marks. 2) Typewriting (English) with 30 w.p.m. of any State/Central Board with knowledge in Computer Word Processing OR PGDCA of minimum 1 year duration with typing skills of 30 w.p.m. 3) 5 yrs. experience in the clerical cadre OR one year PG Diploma in Human Resource/ Materials/ Financial Management with 2 years clerical experience.	Promotion from amongst UDCs/ Stenographer-III with 5 years experience in the feeder category in the Institute.
WT							35 yrs			
6. <b>DR</b>	Jr. Hindi Translator-cum-Typist Gr.II A Jr. Hindi Translator-cum-Typist Gr.II B Jr. Hindi Translator-cum-Typist Gr.II C  <div style="text-align: center;">1</div>	Jr. Hindi Translator-cum-Typist -A Jr. Hindi Translator-cum-Typist - B Hindi Translator-cum-Typist Sr. Hindi Translator-cum-Typist	5000-8000 5500-9000 6500-10500	9300-34800 -do- -do- -do-	4200 4600 4800 5400	4200 4600 4800 5400	NA	30 yrs	Intra-Institute Recruitment from amongst the permanent Group-C&D staff, failing which DR--100%. Educational Qualification and Experience Will apply <u>Direct Recruitment</u> 1) 1st class M.A. in Hindi/English with Hindi as a compulsory/elective subject or either of the two as medium of examination at Degree level. 2) Knowledge in computer word processing both in English and Hindi is essential with a speed of 30 w.p.m. 3) 1 year experience of translation work from Hindi to English, Hindi to Malayalam and vice versa.	1) 60% marks in M.A.Hindi/English with Hindi as a compulsory/elective subject or either of the two as medium of examination at Degree level from a recognised University. 2) 1 year experience of translation work from Hindi to English, Hindi to Malayalam and vice versa. 3) Proficiency in computer operation and knowledge in relevant Office Packages (eg. Word processing in English and Hindi etc.).
WT TT		Note: Next promotion will be to the Assistant Officer category.								



Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre-revised LP stages	Modified LP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revi sed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
9. DR	Public Relations Officer-A Public Relations Officer-B  1	Public Relations Officer-A Public Relations Officer-B Sr. Public Relations Officer-A Sr. Public Relations Officer-B	6500-10500 7450-11500	9300-34800 -do- -do- 15600-39100	4600 4800 5400 5400	4600 4800 5400 5400 (PB-II) 5400 (PB-III)	35 yrs	35 yrs	1) Graduate. 2) P.G.Diploma in Public Relations/Journalism. 3) 8 yrs. experience as PRA/PRO, out of which 5 yrs. experience in supervisory capacity in public relations/publicity, printing and publishing etc. in a reputed large Hospital/Institution. 4) Knowledge in computer operation.	1) 60% marks in Degree from a recognised University. 2) P.G. Diploma in Public Relations/Journalism. 3) 5 years experience in Front Office Management/Public Relations in a reputed large Institution. Desirable: Knowledge in computer operation and publications.
10. VOP DR  WT	Security Officer-A Security Officer-B  2	Security & Safety Officer-A Security & Safety Officer-B Security & Safety Officer-C Sr. Security & Safety Officer  Note : Upgraded being promotion post having higher responsibility than the feeder category with GP of ₹4600/-.	6500-10500 7450-11500	9300-34800 -do- -do- 15600-39100	4600 4800 5400 5400	4800 5400 5400 5400 (PB-II) 6600 (PB-III)	45 yrs	40 yrs	1) Graduate or equivalent qualification. 2) 10 yrs. experience as JCO or equivalent in Armed Force/Para Military Force OR as Circle Inspector of Police. Desirable: 1) Knowledge in computer operation. 2) Experience in House Keeping/Security preferably in a large hospital/medical institution of repute.	Selection from Asst. Security Officer (Sl.No.8) with 5 years experience in the Institute, failing which, <u>Direct Recruitment</u> 1) Graduate or equivalent qualification. 2) Ex-servicemen with 10 years experience as JCO or equivalent in Paramilitary Force. Desirable: 1) Knowledge in computer operation. 2) Experience in House Keeping/ Security and Safety.
		Sr. Security & Safety Officer-A Sr. Security & Safety Officer-B Sr. Security & Safety Officer-C Chief Security & Safety Officer  Note: In view of the need to develop a cadre, it is recommended that out of two posts of Security Officer, one may be upgraded to the level of GP ₹ 5400/- (PB II). Till such time the present position may continue.	----	----	----	5400 (PB-II) 5400 (PB-III) 6600 7600	----	45 yrs		Selection from Security Officer with 5 years experience in the Institute OR individual or combined service of 10 years as Asst. Security Officer/ Security Officer in the institute, failing which, <u>Direct Recruitment</u> 1) Graduate or equivalent qualification. 2) Ex-servicemen with 12 years experience as JCO or equivalent in Paramilitary Force. Desirable: 1) Knowledge in computer operation. 2) Experience in House Keeping/ Security and Safety.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre-revised LP stages	Modified LP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revi sed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
11. VOP  WT	Stores & Purchase Officer Gr.II-A Stores & Purchase Officer Gr.II-B  2	Officer-A Officer-B Officer-C Officer-D	6500-10500 7450-11500	9300-34800 -do- -do- 15600-39100	4600 4800 5400 5400	4800 5400 (PB-II) 5400 (PB-III) 6600	NA  45 yrs	NA	Promotion from those with 5 years regular service in the Institute as Office Superintendent, failing which, by DR. Educational Qualifications will not apply. <u>Direct Recruitment</u> 1) Graduate in any discipline. 2) 1 yr. PG Diploma in Materials Management. 3) 8 yrs. experience in Stores/Purchase in Central/ State Govt./Autonomous/Public Sector Under-taking of which 5 years in Supervisory capacity. 4) Knowledge in computer operation.	Selection from those with 5 years service in the Institute as Asst. Officer possessing PG Diploma/MBA/ CA/ICWA or equivalent OR 10 years combined or individual experience in the Institute as Asst. Officer/Executive Assistant possessing the above qualifications.
12. VOP  WT	Pool Officer-Gr.II-A/ Administrative Officer Gr.II-A Pool Officer-Gr.II-B/ Administrative Officer Gr.II-B  2		6500-10500 7450-11500	9300-34800 -do- -do- 15600-39100	4600 4800 5400 5400	4800 5400 (PB-II) 5400 (PB-III) 6600	NA  45 yrs	NA	Selection from those with 5 years service in the Institute as Office Superintendent, failing which, by DR. Educational Qualifications and experience will not apply. <u>Direct Recruitment</u> 1) Graduate in any discipline. 2) PG Diploma in Personnel Management or equivalent 3) 8 yrs experience in office management in Central/ State Govt./ Autonomous/ Public Sector Undertaking of which 5 years in Supervisory capacity. OR MBA (HR) with 5 yrs. experience in Office Management of which 3 years in Supervisory capacity. 4) Knowledge in computer operation.	
13. VOP	Accounts Officer Gr.II-A Accounts Officer Gr.II-B  1		7450-11500 7500-12000	9300-34800 -do- -do- 15600-39100	4600 4800 5400 5400	4800 5400 (PB-II) 5400 (PB-III) 6600	45 yrs	NA	1) Graduate in any discipline. 2) 1 yr. P.G. Diploma in Financial Management. 3) 10 yrs. experience in financial management in Govt./ Autonomous/ Large Private/ Public Undertaking of which 7 years in Supervisory capacity. Should be conversant in Financial Management (Budgetary control, Accounting, Auditing & Costing). 4) Knowledge in computer operation.	

Note:  
1) Upgraded in consideration of functional difference and being promotion post of feeder category with GP of ₹4600/-.  
2) Designation will carry the area of function such as Officer (HR & Admn) / Officer (Fin. & Accounts) / Officer (Stores & Purchase)/ Officer (Academic Affairs) / Officer (OMS) etc.  
3) The incumbents are interchangeable.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre-revised LP stages	Modified LP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revi sed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
14. VOP	Purchase Officer Gr.I-A Purchase Officer Gr.I-B  2	Sr. Officer (Stores & Purchase) -A Sr. Officer (Stores & Purchase) -B Sr. Officer (Stores & Purchase) -C Sr. Officer (Stores & Purchase) -D  Note: 1) Upgraded in consideration of functional difference and being promotion post of feeder category with GP of ₹ 4800/-. 2) Area wise specialisation begins at this level and hence not interchangeable.	7450-11500 7500-12000	9300-34800 -do- 15600-39100	4600 4800 5400 5400 6600 7600	5400 (PB-II) 5400 (PB-III) 6600 7600	45 yrs	NA	1) Graduate in any discipline or /three year Engineering Diploma. 2) PG Diploma in Materials Management from a recognized Institution. 3) 10 yrs. experience in Stores/Purchase (out of which 7 yrs. in supervisory cadre) in Govt./Autonomous/ Commercial undertakings. Should be conversant with Import Procedures and Clearing Formalities of Import Consignments. 4) Knowledge in Computer operation. OR 1) MBA 2) PG Diploma in Materials Management. 3) 8 yrs. experience in Stores/Purchase (out of which 5 yrs. in supervisory cadre) in Govt./Autonomous/ Commercial undertakings. Should be conversant with Import Procedures and Clearing formalities of import consignments. 4) Knowledge in computer operation.	Selection from those with 5 years experience in the Institute as Officer or 10 years combined or individual experience in the Institute as Officer/Asst. Officer.
15. VOP	Accounts Officer Gr.I-A  3	Sr. Officer (Fin. & Accounts)-A Sr. Officer (Fin. & Accounts)-B Sr. Officer (Fin. & Accounts)-C Sr. Officer (Fin. & Accounts)-D  Note: 1) Upgraded in consideration of functional difference and being promotion post of feeder category with GP of ₹ 4800/-. 2) Area wise specialisation begins at this level and hence not interchangeable.  Remarks:- Wherever Sr. Officer is not available at present (eg: HR & Admn., OMS, Academic Division etc.), Institute may consider induction at this level as and when need arises.	7500-12000 8000-13500	9300-34800 -do- 15600-39100 -do-	4800 5400 5400 6600	5400 (PB-II) 5400 (PB-III) 6600 7600	45 yrs	NA	1) Graduate in any discipline. 2) CA/ICWA (Intermediate) 3) 5 yrs. of Supervisory experience in Govt./ Autonomous Body/ Commercial Institutions/ Organizations of repute. Should be conversant with accounting, auditing, costing, budget and budgetary control. 4) Knowledge in Computer Operation. OR 1) M.Com/ MBA (Financial Management) from a recognized University. 2) 7 years supervisory experience in matters of Finance & Accounts in Government or Autonomous Body/ Commercial undertakings of repute. Should be conversant with accounting, auditing, costing, budget and budgetary control. 3) Knowledge in computer operation.	Selection from those with 5 years experience in the Institute as Officer or 10 years combined or individual experience in the Institute as Officer/Asst. Officer.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre-revised LP stages	Modified LP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revi sed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
16. DR	Secretary to Director  1	Secretary to Director-A Secretary to Director-B Staff Officer to Director-A Staff Officer to Director-B  Note: In view of the need to develop a suitable cadre, it is desirable to make promotion to this post from Officer category with 3 years experience in the Institute. However, as the feeder category does not have sufficient number of incumbents, it is advisable to leave it at the discretion of the Appointing Authority to decide whether to resort to Promotion or Direct Recruitment process as and when vacancy arises.	8000-13500 10000-15200	15600-39100 -do- -do- 37400-67000	6400 6600 7600 8700	6400 6600 7600 8700	45 yrs	40 yrs	1) Graduate of a recognised University. 2) Pass Diploma/Certificate course in Shorthand and Typewriting conducted by any State Govt. or Central Board of examination. 3) Must be capable of handling correspondence independently. The appointee should have 15 years administrative experience as Personal Assistant/ Stenographer of which 10 years should be under a Head of Govt. Dept./Govt. undertaking or under a senior Executive. Candidates who have worked under Heads of National Institutes of Science/Medical Colleges/Institute of Technology will be preferred.	1) Post Graduate Degree from a recognised University. OR Degree plus PG Diploma in Management from a recognised University. 2) 5 years relevant experience under a Head of Govt. Dept./Govt. undertaking/University or under a Senior Executive. Candidates who have worked under Heads of National Institutes of Science/ Medical Colleges/ Institute of Technology will be preferred. 3) Proficiency in computer operation and knowledge in various Office Packages relevant to office management.
17. VOP DR	Nursing Superintendent  1	Nursing Officer-A Sr. Nursing Officer Chief Nursing Officer-A Chief Nursing Officer-B	8000-13500 10000-15200	15600-39100 -do- 37400-67000 -do-	6600 7600 8700 8900	6600 7600 8700 8900	45 yrs	NA	1) B.Sc Nursing from a recognized university and 10 months post-certificate course in Nursing Administration from a recognized institution. 2) Ten years experience in Nursing of which atleast a minimum of 5 years in the capacity as Nursing Superintendent of a teaching hospital or hospital of 500 beds and above. Experience in Cardiac and Neurologic Nursing will be considered as additional qualification.	Deputy Nursing Superintendent with 3 years experience in the Institute or 8 years combined or individual service as DNS/ Nursing Supervisor in the Institute, failing which, <u>Direct Recruitment</u> 1) B.Sc. (Nursing). 2) Registration with Nursing Council. 3) Ten years experience in Nursing of which atleast a minimum of 5 years in supervisory capacity in a hospital of not less than 200 beds. Experience in Cardiac and Neurologic Nursing will be considered as additional qualification.
18. DR	Exe.Secy. to Director-cum- EC Co-ordr.  1	Principal Private Secretary to Director-A Principal Private Secretary to Director-B Sr. Principal Private Secretary to Director-A Sr. Principal Private Secretary to Director-B  Note: When the present incumbent vacates, the post may be converted as Principal Private Secretary and co-ordination work wherever the Director is the Secretary/Chairman of any Committee, may be added to the duties and responsibilities of the Principal Private Secretary. In view of the need to develop a suitable cadre, it is desirable to make promotion to this post from Secretary to Director or Officer category of equivalent grade with 3 years experience in the Institute. However, as the feeder category does not have sufficient number of incumbents, it is advisable to leave it at the discretion of the Appointing Authority to decide whether to resort to Promotion or Direct Recruitment process as and when vacancy arises.	10000-15200	15600-39100 -do- 37400-67000 -do-	6600 7600 8700 8900	6600 7600 8700 8900	45 yrs	45 yrs	1) II class Post Graduate Degree from a recognised university. 2) Diploma/Degree in Hospital Management or Hospital Administration. 3) Diploma/Degree in Computer Application. 4) 5 years experience as a personal staff of the Head of the Institution of National Importance (Director/Vice Chancellor) 5) 1 year experience in the field of coordinating the Institute Ethics Committee Meetings (Organizing/ Coordinating IEC Meetings, Preparation of Agenda, Minutes etc.) Desirable - LLB/MBA	1) Post Graduate Degree from a recognised University. OR Degree plus PG Diploma in Management from a recognised University. 2) 8 years relevant experience under a Head of Govt. Dept./ Govt. undertaking/ University or under a Senior Executive. Candidates who have worked under Heads of National Institutes of Science/ Medical Colleges/ Institute of Technology will be preferred. 3) Proficiency in computer operation and knowledge in various Office Packages relevant to office management.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre-revised LP stages	Modified LP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revi sed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
19. DR	Chief Accounts Officer  1	Chief Accounts Officer-A Chief Accounts Officer-B Sr. Chief Accounts Officer-A Sr. Chief Accounts Officer-B	10000-15200	15600-39100 -do- 37400-67000 -do-	6600 7600 8700 8900	6600 7600 8700 8900	45 yrs	45 yrs	1) 1 <sup>st</sup> class B.Com or M.Com or MBA (Financial Management) from a recognized University. 2) 10 years supervisory experience in the maintenance of accounts, budget/budgetary control, Final Accounts and Balance Sheet and also in various areas of financial management in Govt. Departments/ Autonomous Bodies/Commercial Institutions/ Organisations of repute out of which at least 5 years experience should be in a post in the scale of pay of Rs. 7500-250-12500 and above. 3) Should be conversant with Computerised Accounting System OR 1) CA/ICWA with 10 years of supervisory experience in the maintenance of accounts, budget/budgetary control, Final Accounts and Balance Sheet and also in various areas of financial management in Govt. Departments/Autonomous bodies/Commercial Institutions/Organisations of repute. 2) Should be conversant with computerized Accounting system. OR 1) Degree in any discipline. 2) Should have passed Subordinate Accounts Service (SAS)/Section Officer's Grade (SOG) Examination of C&AG of India. 3) 10 years experience after passing SAS/SOG Examn. in matters of Finance & Accounts in Govt. or Autonomous Bodies/Commercial undertakings of repute of which at least 5 years experience should be in a supervisory post in the scale of pay of Rs. 7500-250-12500 and above. 4) Should be conversant with Computerised Accounting System. Note: In the absence of suitable candidates, appointing authority may resort to appointment of a Sr. Audit Officer (Commercial) holding the scale of Rs.8000-275-13500 of the Indian Audit & Accounts Dept. on deputation basis.	1) CA/ICWA OR M.Com /MBA (Financial Management) from a recognised University. 2) 10 years supervisory experience in the maintenance of accounts, budget/ budgetary control, Final Accounts and Balance Sheet and also in various areas of financial management in Govt. Departments/ Autonomous Bodies/ Commercial Institutions/ Organisations of repute. 3) Should be conversant with Computerised Accounting System.
		Note: In view of the need to develop a suitable cadre, it is desirable to make promotion to this post from Sr. Fin. & Accounts Officer category with 3 years experience. However, as the feeder category does not have sufficient number of incumbents, it is advisable to leave it at the discretion of the Appointing Authority to decide whether to resort to Promotion or Direct Recruitment process as and when vacancy arises.								

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre-revised LP stages	Modified LP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revi sed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
20. DR	Deputy Registrar  1	Deputy Registrar (Academic Affairs)-A Deputy Registrar (Academic Affairs)-B Joint Registrar (Academic Affairs)-A Joint Registrar (Academic Affairs)-B  Note: In view of the need to develop a suitable cadre, it is desirable to make promotion to this post from Officer category possessing Masters Degree and 5 years experience. However, as the feeder category does not have sufficient number of incumbents, it is advisable to leave it at the discretion of the Appointing Authority to decide whether to resort to Promotion or Direct Recruitment process as and when vacancy arises.	10000-15200	15600-39100 -do- 37400-67000 -do-	6600 7600 8700 8900	6600 7600 8700 8900	40 yrs	45 yrs	(Assistant Registrar upgraded to the post of Deputy Registrar.)  1) PG Degree from a recognized University. 2) 8 years of experience of which 4 years should be in supervisory capacity in an Educational Institute. Must be conversant with various functions of university including academic administration, conduct of examinations and management of students hostel etc. Working knowledge in computer information retrieval will be considered as an additional qualification.	1) Masters Degree/ MBA/ LLB from a recognised University. 2) 10 years of supervisory experience in an Educational Institute. Must be conversant with various functions of university including academic administration, conduct of examinations and management of students hostel etc. 3) Proficiency in computer operation and knowledge in various Office Packages relevant to office management.
21. DR	Administrative Officer Gr.I  2	Chief Administrative Officer-A Chief Administrative Officer-B Sr. Chief Administrative Officer-A Sr. Chief Administrative Officer-B  Note: In view of the need to develop a suitable cadre, it is desirable to make promotion to this post from Sr. Officer category with 3 years experience or Officer category with 5 years experience. However, as the feeder category does not have sufficient number of incumbents, it is advisable to leave it at the discretion of the Appointing Authority to decide whether to resort to Promotion or Direct Recruitment process as and when vacancy arises.	8000-13500 10000-15200	15600-39100 -do- 37400-67000 -do-	6600 7600 8700 8900	6600 7600 8700 8900	45 yrs	45 yrs	1) Graduate of a recognized University. Pass in Diploma/Certificate course in Personnel Management and Labour Laws will be additional qualification. 2) Ten Years experience in the Personnel and General Administrative Division of a Government Department/ Autonomous Body Corporate or a large private organization of which 5 years must be in supervisory capacity (Section Officer/ Superintendent/ Manager). Experience in accounting and purchase procedures will be considered as an additional qualification.	1) Masters Degree/ MBA from a recognised University. 2) PG Diploma in Labour Law/ LLB with Labour Laws from a recognised University. 3) 8 years supervisory experience in the Personnel Administration/ HR Division of a Government Department/ Autonomous Body Corporate or a large private organisation. Experience in accounting and purchase/stores procedures will be considered as an additional qualification.
22. DR	Administrative Medical Officer  1	Administrative Medical Officer-A Deputy Medical Superintendent-A Deputy Medical Superintendent-B Additional Medical Superintendent	11625-15200	15600-39100 -do- 37400-67000 -do-	6600 7600 8700 8900	6600 7600 8700 8900	45 yrs	45 yrs	1) MBBS from a recognized University. 2) Masters Degree in Hospital Administration from a recognised University. Experience in Hospital Administration from a reputed hospital for not less than 3 years.	1) MBBS from a recognised University. 2) Masters Degree in Hospital Administration from a recognised University. 3) 3 years experience in Hospital Administration from a reputed hospital.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre-revised LP stages	Modified LP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revi sed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
23. DR	Registrar (Academic Affairs)  1	Registrar (Academic Affairs)-A Registrar (Academic Affairs)-B Sr. Registrar (Academic Affairs) Chief Registrar (Academic Affairs)  Note: In view of the need to develop a suitable cadre, it is desirable to make promotion to this post from Deputy Registrar (Academic Affairs) category with 3 years experience. However, as the feeder category does not have sufficient number of incumbents, it is advisable to leave it at the discretion of the Appointing Authority to decide whether to resort to Promotion or Direct Recruitment process as and when vacancy arises.	12000-16500 14300-18300	15600-39100 37400-67000 -do- -do-	7600 8700 8900 10000	7600 8700 8900 10000	45 yrs	45 yrs	1) A graduate, preferably a postgraduate in Science. 2) Twelve years experience in University/Teaching Institutions of which at least 8 years should be in a supervisory capacity dealing with postgraduate course and admissions, conduct of examination, award of degrees and other university procedures.	1) Masters Degree/ MBA/ LLB from a recognised University. 2) 12 years of supervisory experience in University/ Teaching Institutions dealing with Post Graduate courses and admissions, conduct of examination, award of degrees, other university procedures etc.
24. DR	Financial Adviser  1	Financial Adviser-A Financial Adviser-B Sr. Financial Adviser Chief Financial Adviser  Note: In view of the need to develop a suitable cadre, it is desirable to make promotion to this post from Chief Accounts Officer category with 3 years experience. However, as the feeder category does not have sufficient number of incumbents, it is advisable to leave it at the discretion of the Appointing Authority to decide whether to resort to Promotion or Direct Recruitment process as and when vacancy arises.	12000-16500 14300-18300	15600-39100 37400-67000 -do- -do-	7600 8700 8900 10000	7600 8700 8900 10000	55 yrs	55 yrs	Associate membership of the Institute of Chartered Accountants or Institute of Cost & Works Accountants with 12 years experience in a responsible position dealing with financial management and accounts OR S.A.S. with 20 years experience in responsible positions with preferably around 5 years experience in a Group-A post in the pre-revised pay scale of Rs.10000-325-15200. <u>Desirable:</u> Practical experience in: 1) Maintenance of Accounts. 2) Various areas of financial management. 3) Budget/Budgetary Control. 4) Final Accounts and Balance Sheet of statutory bodies / public bodies/ public undertaking / public institutions. 5) Computerised Accounting System.	1) CA/ICWA or M.Com/MBA (Financial Management) from a recognised University. 2) 12 years practical experience in Maintenance of Accounts, Budget/Budgetary Control, Final Accounts and Balance Sheet and also in various areas of Financial Management in Govt./ Autonomous Bodies / Commercial Institutions/ Organisations of repute. 3) Should be conversant with Computerised Accounting System.

Sl.No/ Mode of Rect.	Designation/ Sanctioned Strength	Revised Designation	Entry Grades and Pre-revised LP stages	Modified LP stages		Revised GP (₹)	Age Limit		Minimum Qualification & experience of entry grade	
				Entry Pay Band	GP (₹)		Exist ing	Revi sed	Existing	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
25. DR	Deputy Director (Admn.)  1	Deputy Director (Admn.)-A Deputy Director (Admn.)-B Sr. Deputy Director (Admn.)-A Sr. Deputy Director (Admn.)-B	14300-18300 16400-20900	37400-67000 -do- -do- 67000-79000	8700 8900 10000 --	8700 8900 10000 HAG Scale of 67000- 79000 (3% Annual Increme nt)	50 yrs	50 yrs	The post of Deputy Director is a senior position which will require the appointee to oversee the entire administration of the Institute and assist the Director in all his executive functions. The divisions are supervised by FA&CAO, Administrative Officer and Purchase Officer.  The appointee as a senior Administrative Officer is expected to interact with Scientists of diverse disciplines and deal with the heads of administrative units including hospital and technological administrators in a non-intrusive manner. The Institute is looking for an officer with good academic qualifications/long professional experience and overall knowledge of the administrative functions of a University/ teaching hospital/ Institutes of repute/ technological organizations etc. Interest in science and competence in handling personnel relations and experience in handling highly responsible administrative assignments are important.	1) Masters Degree/ MBA/ LLB from a recognised University. 2) 15 years of supervisory experience, in Group 'A' Administrative position in a large organisation of repute drawing GP of ₹ 7600/- or atleast ₹ 6600/- or above and its equivalent. Should have span of control of large number of administrative staff in different functional areas such as Administration, Purchase, Stores etc.
		Note: In view of the need to develop a suitable cadre, it is desirable to make promotion to this post from those having minimum of 3 years experience in a senior position drawing GP of ₹ 7600/- or at least ₹ 6600/-. However, as the feeder category does not have sufficient number of incumbents, it is advisable to leave it at the discretion of the Appointing Authority to decide whether to resort to Promotion or Direct Recruitment process as and when vacancy arises.								



**Note (applicable to non-academic staff):**

1. In the absence of candidates meeting all the prescribed criteria for eligibility, the appointing authority may relax age, qualification and/or experience with justification in writing.
2. Apprenticeship/ training will not be considered as experience.
3. Experience wherever prescribed means experience gained after acquiring the prescribed essential qualification. However age and experience may be relaxed in respect of internal candidates by the appointing authority.
4. At the discretion of the Appointing Authority short listing may be done wherever required based on the percentage of marks secured for the qualifying examination.
5. Reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, OBC, Ex-serviceman and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.
6. Before resorting to Direct Recruitment for posts carrying GP of ₹ 4800/- in PB II or below, details of vacancies will be notified in the Institute Notice Board for information of the employees of the Institute and those who possess the requisite qualification and satisfy all other requirements (age limit prescribed will not be insisted upon) will first be considered. Only suitable and meritorious internal candidates will be selected against vacancies meant for direct recruitment. When suitable internal candidates are not available, the post will be notified as per the Institute rules existing from time to time.
7. When suitable internal candidates in the feeder categories are not available for recruitment against vacant selection/promotion post, such selection/promotion post will also be filled up treating that selection/promotion post as Direct Recruitment.
8. Validity period of Panel for Promotion posts may be kept as 1 year and for Direct Recruitment for selections made by JSSC may be kept for 2 years.
9. Internal candidates who are qualified for selection as internal candidate but could not be selected in promotion/IIR process should also be included in the zone of consideration for selection under Direct Recruitment by open competition along with external candidates, in case such internal candidate applies.

*Annexure - 3*

*Interim Report of Pay Structure Review Committee (PSRC)  
Dated 21.01.2011*

21<sup>st</sup> January 2011

INTERIM REPORT OF THE PAY STRUCTURE REVIEW COMMITTEE (PSRC)

The Pay Structure Review Committee is in the process of studying and analyzing various issues coming under its terms of reference as per Directors' Order No. Per & Admn. I /X/ 44/DD /SCTIMST /2010 dated 22/07/2010.

2. Meanwhile, Director has desired this Committee to consider the matter relating to Fixation of pay based on Modified FCP/Ladder Promotion Scheme of the Institute in respect of Pre-revised Pay scale of ₹ 5000 – 8000 and ₹ 5500 – 9000 that were merged to a single Grade Pay of ₹ 4200/- as a result of implementation of Sixth Pay Commission recommendations.
3. The PSRC has studied the said issue in terms of the Government of India (Department of Personnel and Training) Order No. 35034/3/2008-Estt. (D) dated 19<sup>th</sup> May 2009 wherein a Modified Assured Career Progression Scheme (MACPS) has been approved by the Government.
4. The principles contained in the said orders are relevant to the MFCP/Ladder Promotion Scheme of this Institute. Moreover, the scheme as envisaged by the Government of India, (Department of Personnel and Training) is beneficial to the employees of this Institute.
5. In view of the above the PSRC recommends that the scheme of merger as proposed in the office note dated 03/11/2010 and concurred by Deputy Director (Admn.) on 08/11/2010 may be implemented in SCTIMST.
6. Being limited to the specific question of merger of pay scales of 5000-8000 and 5500-9000, the PSRC does not anticipate any adverse implications on this issue with respect to other issues being examined by the PSRC.