

**INDIAN COUNCIL OF MEDICAL RESEARCH
(ICMR)**

ICMR NURSING STAFFCADRE RULES

**New Delhi
2010**

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PREFACE

It was felt necessary to review the existing recruitment rules and guidelines to formulate a comprehensive set of rules covering all the aspects of recruitment and selection for Technical cadre. Keeping this in view, a document entitled ICMR “Nursing Staff Cadre Rules” have been finalized.

It is hoped that these rules address the long standing demand of Nursing Staff and enable all concerned to remove difficulties faced hitherto in resolving outstanding issues relating to recruitment and promotion of Nursing Staff belonging to this cadre.

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Sr. Dy. Director General (Admn.)
ICMR, New Delhi

RECRUITMENT RULES FOR TECHNICAL AND ENGINEERING SUPPORT CADRE POSTS IN ICMR

In exercise of powers conferred under the Rules & Regulations and Bye-laws of the ICMR, the Director General of ICMR formulates the following Recruitment Rules for [Nursing Staff](#) posts in ICMR.

1. Short Title & Commencement

- (1) These Rules shall be called "ICMR [Nursing Staff Cadre Rules, 2010](#)
- (2) They shall come into force on the date of their publication.

2. Definitions

In these rules unless the context otherwise requires:

- a) "Appointing Authority" means the Director of the Institutes/Centre in the case of Group B&C posts (PB-2, 9300-34800 with Grade pay of Rs.1900 to 4600) as the case may be and DG, ICMR in the case of all Group A posts (PB-3, 15600-39100 with Grade pay of 5400).
- b) "Appendix" means the Appendix appended to these rules
- c) "Authorized cadre strength" in relation to a cadre, means the strength of duty posts in that cadre against which regular appointment may be made.
- d) "Cadre" means the ICMR Nursing Staff Cadre
- e) "Council" means the Indian Council of Medical Research
- f) "DG, ICMR" means the Director General of Indian Council of Medical Research
- g) "Director" means the Director/Director-in-charge of the Institute/Centre
- h) "Duty post" means any post permanent or temporary included in the Schedule
- i) "Government" means the **Department of Health Research**, Ministry of Health & Family Welfare, Government of India
- j) "Institute / Centre" means the Institutes and Centre of the Council.
- k) "ICMR Nursing Staff Cadre" means the posts mentioned in the Schedule

- l) “Scheduled Castes and Scheduled Tribes” have the same meaning as assigned to them in clause (24) and (25) respectively of Article 366 of the Constitution of India.
- m) “Schedule” means the schedules appended to these rules

3. Composition of the Cadre

The Composition of the ICMR Nursing Staff posts would be as under: -

Table -1

Group	Post/Grade	Residency Period in years	Pay Scale (5 th CPC)	Pay Scale (6 th CPC) under Part –A		
				Pay Band	Pay Scale	Grade Pay
C	Nursing Orderly	3 Yrs.	2550-3200	PB-1	5200 – 20200	1800
	Nursing Attendant	8 Yrs.	3050-4590	PB-1	5200 – 20200	1900
	Auxiliary Nurse Midwife	5 Yrs.	4000 – 6000	PB-1	5200 – 20200	2400
	Jr. Staff Nurse	10 Yrs.	4500-7000	PB-1	5200 – 20200	2800
B	Staff Nurse	3 Yrs.	5000-8000	PB-2	9300-34800	4600
	Assistant Nursing Superintendent		6500-10500/ 7500-12000	PB-3	15600-39100	5400

4. Method of recruitment and eligibility

Recruitment to various grades of the cadre shall be made in accordance with the Schedule. Candidates working on the projects in ICMR Institutes/Centres shall be given one time age relaxation, for posts advertised under Direct Recruitment provided they meet the essential qualifications and experience prescribed for the post, with a view to provide them opportunity to compete with the other candidates

5. Authorized cadre strength of the Grades

The authorized cadre strength of various grades of the cadre on the date of commencement of the rules shall be as specified in the Schedule.

6. Initial Constitution of the Cadre

(1) All earlier Group A,B&C Nursing Staff working in ICMR on the date of commencement of these rules shall be deemed to have been appointed to the posts in the scales of pay corresponding to those which they were holding on regular basis on the date of the initial constitution. DG, ICMR shall have the authority to modify, alter or make additions or deletions to the Schedule.

(2) To the extent the sanctioned strength of various grades in the cadre is not filled at the time of initial constitution, it shall be filled in accordance with rule 7.

7. Recruitment after initial constitution of the cadre

Once the initial constitution of the Cadre has been completed by the appointment of existing persons in accordance with Rule 6, vacant post shall be filled in the manner provided in the Schedule. Appointing Authority on each occasion shall decide the discipline in which the vacant post is to be filled depending on the functional requirement of the institute/centre/Hqrs. In case a post is not filled under promotion quota due to non-availability of eligible candidate, it can be filled at the lowest entry point in that group for that particular year.

8. Probation

(1) Every direct recruit and promotee involving change in group after the commencement of these rules shall be on probation for a period of **two** years from the date of appointment.

(2) The period of probation may be extended but the total period of extension of the probation period shall not, save where it is necessary by reason of any Departmental or legal proceedings pending against the person, exceed one year.

(3) During the period of probation the members of the Cadre may be required to undergo such training and pass such tests as the DG, ICMR may prescribe.

9. Seniority

(1) Persons appointed to a Pay Band and Grade Pay on initial constitution of the Cadre shall count their seniority from the date of their regular appointment to the earlier regular scale and shall be senior to those appointed under Rule 7 after constitution of the cadre. Combined Inter-se Zone wise (List of Zones shown in Appendix) seniority list for

promotions will be maintained in PB-2 and Grade Pay of Rs.4600 and Institution wise in PB-1 up to Grade Pay of Rs.2800 among Nursing Staff posts deemed to be appointed

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under rule 6. Similarly combined seniority on all India basis shall be maintained for promotion to PB-3 GP Rs.5400 upwards and will be transferable on promotion.

(2) Persons recommended and appointed under Rule 7 shall rank in the Zone wise combined inter-se seniority in the order of their appointment to the Pay Band and Grade Pay.

Provided that where quotas have been prescribed for various modes of recruitment, the inter-se seniority of the persons appointed to the Pay Band and Grade Pay shall be in accordance with the ratio prescribed for each mode of recruitment.

Provided further that a person recommended for appointment to a Pay Band or Grade Pay refuses at any time to be appointed to that grade for reasons acceptable to the appointing authority, shall on his appointment to the Pay Band & Grade Pay any time thereafter, be placed immediately after the person who was last appointed to the Pay Band & Grade Pay.

10. Liability of officers to serve in India or / and abroad

All employees appointed or deemed to be appointed shall be liable to serve anywhere in India or / and abroad.

11. Disqualification

No Person, -

- (a) Who has entered into or contracted a marriage with a person having a spouse living;
or
- (b) Who, having a spouse living, has entered into or contracted a marriage with any other person,

Shall be eligible for appointment in the Council:

Provided that the Competent Authority may, if satisfied that such marriage is permissible under the personal law applicable to such persons and the other party to the marriage and that there are other grounds for doing so, exempt any person from the operation of this rule.

12. Power to relax

Where the DG, ICMR is of the opinion that it is necessary or expedient to do so, he may, by order, for reasons to be recorded in writing relax any of the provisions of these rules in respect of any class or category of person.

13. Saving

Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for candidates belonging to the **Scheduled Castes, Scheduled Tribes** and other special categories of persons like **OBC** in accordance with the orders issued by the Central Government from time to time in this regard.

14. Interpretation

Where any doubt arises as to the interpretation of any of the provisions of these rules, the matter shall be referred to the DG, ICMR, whose decisions shall be final.

15. Power to remove difficulties

If any difficulty arises in giving effect to the provisions of these rules, the DG, ICMR may make such provisions or issue such instructions with regard to the provisions of these rules, as may appear to be necessary or expedient for removal of the difficulty in implementing these rules.

Constitution of Zones

North Zone

1. ICMR Hqrs., New Delhi.
2. National Institute of Malaria Research, New Delhi.
3. National Institute of Medical Statistics, New Delhi.
4. Institute of Pathology, New Delhi.
5. Institute of Cytology / Preventive Oncology, NOIDA.
6. National JALMA Institute for Leprosy and other Microbacterial Diseases, Agra
7. Desert Medicine Research Centre, Jodhpur.
8. Regional Medical Research Centre for Tribals, Jabalpur

West Zone

8. National Institute of Occupational Health, Ahmedabad.
9. Enterovirus Research Centre, Mumbai.
10. National Institute for Research in Reproductive Health, Mumbai.
11. Genetic Research Centre, Mumbai.
12. Institute of Immunohaematology, Mumbai.
13. National AIDS Research Institute, Pune.
14. National Institute of Virology / Microbial Containment Complex, Pune.
15. Microbial Containment Complex, Pune

East Zone

16. National Institute of Cholera & Enteric Diseases / Virus Unit, Kolkata.
17. Rajendra Prasad Memorial Research Institute of Medical Sciences, Patna.
18. Regional Medical Research Centre, Bhubaneshwar.
19. Regional Medical Research Centre, Dibrugarh.
20. Virus Unit, Kolkata

South Zone

21. National Institute of Epidemiology, Chennai.
22. Tuberculosis Research Centre, Chennai.
23. National Centre for Laboratory Animal Science, Hyderabad.
24. National Institute of Nutrition
25. Food Drug & Toxicology Research Centre Hyderabad.
26. Centre for Research in Medical Entomology, Madurai.
27. Vector Control Research Centre, Puducherry.
28. Regional Malaria Research Centre, Belgaum.
29. Regional Medical Research Centre, Port Blair.

SCHEDULES

NURSING STAFF

**INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI
RECRUITMENT RULES FOR Nursing Staff**

1	Name of the Post	Nursing Orderly
2	No. of Posts	Total 20 (2009) (Subject to variation depending on work load)
3	Classification	Group C, Technical
4	Scale of Pay	Rs. 2550-3200 (5 th CPC) PB-1-Rs.5200-20200 GP 1800 (6 th CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Selection by Merit through DR
6	Age limit for Direct Recruits	18 - 28 Years
7	Whether the benefit of added years of service under Rule 30 of CCS (Pension) Rules 1972 admissible	Not Applicable
8	Educational and other qualifications required for direct recruits	10 th pass with Physics, Chemistry, Math or Biology as science subjects or equivalent from a recognized board
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of promotes	NA
10	Period of Probation, if any	Two years for Direct recruit
11	Method of recruitment: whether by direct recruitment or by promotion or by deputation or absorption. Percentage of vacancies to be filled by various methods.	100% by Direct Recruitment
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	NA
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection /D.P.C. exists what is its composition	Director of institutes /Centre -Chairman Member I - External expert from other Scientific or Academic Institute Member II – Internal expert from Institute/Centre Member III Representative from Reserved category The Appointing Authority will nominate the committee. No member will be below the Group 'A' status.

Notes: (i) Educational qualifications should be from a board or institute recognized by Govt. for appointment. (ii) Selection by DR shall be by competitive test and or interview. (iii) If the posts to be filled are more than 10 at one time, it is mandatory to associate a Woman officer from a Govt. Orgn./Academic Institute etc in the selection/ DPC committee. Also efforts are made to associate woman officer in the selection/ DPC as member II as shown above.

INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI
RECRUITMENT RULES FOR Nursing Staff

1	Name of the Post	Nursing Attendant
2	No. of Posts	Total 06 (2009) (Subject to variation depending on work load)
3	Classification	Group C, Technical
4	Scale of Pay	Rs. 3050-4590 (5 th CPC) PB-1-Rs.5200-20200 GP 1900 (6 th CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Selection by Merit through DR and Non-Selection for DPC
6	Age limit for Direct Recruits	18 - 28 Years
7	Whether the benefit of added years of service under Rule 30 of CCS (Pension) Rules 1972 admissible	Not Applicable
8	Educational and other qualifications required for direct recruits	!0+2 with Physics, Chemistry, Math or Biology as science subjects or equivalent from a recognized board with one year experience in Nursing work from a reputed hospital
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of promotes	Age – No, EQs yes.
10	Period of Probation, if any	Two years for Direct recruit
11	Method of recruitment: whether by direct recruitment or by promotion or by deputation or absorption. Percentage of vacancies to be filled by various methods.	75% by Direct Recruitment and 25% by promotion from Nursing Orderly with 3 years regular service with 10+2 qualification in science subject.
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Nursing Orderly in PB-1 and GP Rs. 1800
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection /D.P.C. exists what is its composition	Director of institutes /Centre -Chairman Member I - External expert from other Scientific or Academic Institute Member II – Internal expert from Institute/Centre Member III Representative from Reserved category The Appointing Authority will nominate the committee. No member will be below the Group 'A' status.

Notes: (i) Educational qualifications should be from a board or institute recognized by Govt. for appointment. (ii) Selection by DR shall be by competitive test and or interview. (iii) If the posts to be filled are more than 10 at one time, it is mandatory to associate a Woman officer from a Govt. Orgn./Academic Institute etc in the selection/ DPC committee. Also efforts are made to associate woman officer in the selection/ DPC as member II as shown above.

INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI
RECRUITMENT RULES FOR Nursing Staff

1	Name of the Post	Auxiliary Nurse Midwife
2	No. of Posts	Total 10 (2009) (Subject to variation depending on work load)
3	Classification	Group C, Technical
4	Scale of Pay	Rs. 4000-6000 (5 th CPC) PB-1-Rs.5200-20200 GP 2400 (6 th CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Selection by Merit through DR and Non-Selection through promotion
6	Age limit for Direct Recruits	18 – 28 Years
7	Whether the benefit of added years of service under Rule 30 of CCS (Pension) Rules 1972 admissible	Not Applicable
8	Educational and other qualifications required for direct recruits	!0+2 with Physics, Chemistry, Math or Biology as science subjects or equivalent from a recognized board with Certificate Course in Auxiliary Midwife from recognized institute
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of promotes	Age-No, EQs-Yes
10	Period of Probation, if any	Two years for Direct recruit
11	Method of recruitment: whether by direct recruitment or by promotion or by deputation or absorption. Percentage of vacancies to be filled by various methods.	25% by Direct Recruitment and 75% by DPC from qualified Nursing Attendant with 8 years regular service and certificate course in midwife.
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	NA
13	Circumstances in which UPSC is to consulted	Not Applicable
14	If a Selection /D.P.C. exists what is its composition	Director of institutes /Centre -Chairman Member I - External expert from other Scientific or Academic Institute Member II – Internal expert from Institute/Centre Member III Representative from Reserved category The Appointing Authority will nominate the committee. No member will be below the Group ‘A’ status.

Notes: (i) Educational qualifications should be from a board or institute recognized by Govt. for appointment. (ii) Selection by DR shall be by competitive test and or interview. (iii) If the posts to be filled are more than 10 at one time, it is mandatory to associate a Woman officer from a Govt. Orgn./Academic Institute etc in the selection/ DPC committee. Also efforts are made to associate woman officer in the selection/ DPC as member II as shown above.

INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI
RECRUITMENT RULES FOR Nursing Staff

1	Name of the Post	Jr. Staff Nurse
2	No. of Posts	Total 32 (2009) (Subject to variation depending on work load)
3	Classification	Group C, Technical
4	Scale of Pay	Rs. 4500-7000 (5 th CPC) (5 th CPC) PB-1-Rs.5200-20200 GP 2800 (6 th CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Non-Selection for promotion and Selection by merit for DR
6	Age limit for Direct Recruits	18-28 years
7	Whether the benefit of added years of service under Rule 30 of CCS (Pension) Rules 1972 admissible	Not Applicable
8	Educational and other qualifications required for direct recruits	!0+2 with Physics, Chemistry, Math or Biology as science subjects or equivalent from a recognized board with Certificate Course in Auxiliary Midwife from recognized institute with 5 years experience in a recognized hospital or institute.
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of promotes	Age-No, EQs-Yes
10	Period of Probation, if any	Two years for Direct recruit
11	Method of recruitment: whether by direct recruitment or by promotion or by deputation or absorption. Percentage of vacancies to be filled by various methods.	50% by Promotion of ANM with 5 years regular service and 25% by LDCE from among the ANM with 5 years regular service, failing which by DR for that particular year and 25% by DR.
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	NA
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection /D.P.C. exists what is its composition	Director of institutes /Centre -Chairman Member I - External expert from other Scientific or Academic Institute Member II – Internal expert from Institute/Centre Member III Representative from Reserved category The Appointing Authority will nominate the committee. No member will be below the Group 'A' status.

Notes: (i) Educational qualifications should be from a board or institute recognized by Govt. for appointment. (ii) Selection by DR shall be by competitive test and or interview. (iii) If the posts to be filled are more than 10 at one time, it is mandatory to associate a Woman officer from a Govt. Orgn./Academic Institute etc in the selection/ DPC committee. Also efforts are made to associate woman officer in the selection/ DPC as member II as shown above.

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INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI
RECRUITMENT RULES FOR Nursing Staff

1	Name of the Post	Staff Nurse
2	No. of Posts	Total 42 (2009) (Subject to variation depending on work load)
3	Classification	Group B, Technical
4	Scale of Pay	Rs. 5000-8000 (5 th CPC) PB-2 Rs.9300-34800 GP 4600 (6 th CPC Part-B)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Selection by Merit through DR
6	Age limit for Direct Recruits	18 – 28 Years
7	Whether the benefit of added years of service under Rule 30 of CCS (Pension) Rules 1972 admissible	Not Applicable
8	Educational and other qualifications required for direct recruits	!0+2 with Physics, Chemistry, Math or Biology as science subjects or equivalent from a recognized board and diploma in Nursing 'A' grade from a registered council
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of promotes	Age – No, EQs – yes.
10	Period of Probation, if any	Two years for Direct recruit
11	Method of recruitment: whether by direct recruitment or by promotion or by deputation or absorption. Percentage of vacancies to be filled by various methods.	75% by Direct Recruitment and 25% by promotion of Junior Staff Nurse with 5 years service and having diploma in Nursing 'A' grade failing which by DR
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Junior Staff Nurse with GP Rs.2800
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection /D.P.C. exists what is its composition	Director of institutes /Centre -Chairman Member I - External expert from other Scientific or Academic Institute Member II – Internal expert from Institute/Centre Member III Representative from Reserved category The Appointing Authority will nominate the committee. No member will be below the Group 'A' status.

Notes: (i) Educational qualifications should be from a board or institute recognized by Govt. for appointment. (ii) Selection by DR shall be by competitive test and or interview. (iii) If the posts to be filled are more than 10 at one time, it is mandatory to associate a Woman officer from a Govt. Orgn./Academic Institute etc in the selection/ DPC committee. Also efforts are made to associate woman officer in the selection/ DPC as member II as shown above. (iv) Existing Public Health Nurse/Senior staff Nurse in the erstwhile Scale of Rs. 5500-9000 shall stand merged with staff nurse w.e.f. 1.1.06 and shall be senior.

**INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI
RECRUITMENT RULES FOR Nursing Staff**

1	Name of the Post	Assistant Nursing Superintendent
2	No. of Posts	Total 05 (2009) (Subject to variation depending on work load)
3	Classification	Group A, Technical
4	Scale of Pay	Rs. 6500-10500 (5 th CPC) PB-3 Rs.15600-39100 GP 5400 (6 th CPC Part-B)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Non selection
6	Age limit for Direct Recruits	NA
7	Whether the benefit of added years of service under Rule 30 of CCS (Pension) Rules 1972 admissible	Not Applicable
8	Educational and other qualifications required for direct recruits	NA
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of promotes	NA
10	Period of Probation, if any	Two years for Promotee
11	Method of recruitment: whether by direct recruitment or by promotion or by deputation or absorption. Percentage of vacancies to be filled by various methods.	100% by Promotion from Staff Nurse with GP of Rs.4600 and with 3 years regular service and interview by DPC
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	NA
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection /D.P.C. exists what is its composition	Director of institutes /Centre -Chairman Member I - External expert from other Scientific or Academic Institute Member II – Internal expert from Institute/Centre Member III Representative from Reserved category The Appointing Authority will nominate the committee. No member will be below the Group ‘A’ status.

Notes: (i) Educational qualifications should be from a board or institute recognized by Govt. for appointment. (ii) Selection by DR shall be by competitive test and or interview. (iii) If the posts to be filled are more than 10 at one time, it is mandatory to associate a Woman officer from a Govt. Orgn./Academic Institute etc in the selection/ DPC committee. Also efforts are made to associate woman officer in the selection/ DPC as member II as shown above. (iv) Existing Nursing Officer in erstwhile scale of Rs. 8000-13500 will stand merged w.e.f. 1.1.06 and shall be senior.