



# भारतीय आयुर्विज्ञान अनुसंधान परिषद INDIAN COUNCIL OF MEDICAL RESEARCH

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No.6/1/2007-Admn.II

Dated: 10.2.2011

To

All Directors/Director-in-charge  
Permanent Institutes/Centres of ICMR

Subject:- Recruitment Rules for Technical & Engineering support cadre – 2009

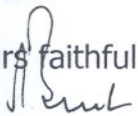
Sir/Madam,

In supersession of all earlier letters and letter issued on 4.11.2009 in respect of RRs on the subject matter by the Council, please find enclosed herewith a copy of the above mentioned modified Recruitment Rules which will come into force with effect from the date of issue of this letter. While implementing the following points may be kept in mind, apart from those mentioned in the Rules:-

- a. All the existing staff has already been re-designated as per their present pay scale drawn on regular basis.
- b. Any promotion or recruitment held based on RRs issued on 4.11.2009 will remain valid till issue of this letter. On implementation of above rules, next higher Grade Pay as per VI-CPC recommendations would be applicable for MACPS. However, promotions will be in the next hierarchy of Grade Pay as given in the RRs.
- c. Combined inter-se zone-wise seniority for post with Grade Pay Rs.4600 and above and Institution wise upto the Grade pay of Rs.4200 would be maintained both for each category of technical posts as well as technical Engineering Support posts separately as per Rule 9.
- d. No new designation will be coined by Director/Director-in-charge of Institutes/Centres and Hqrs.
- e. Individuals holding ACP scales will be placed in the regular lower scale, for seniority purpose, held by them till they are promoted to higher scale but will hold the scale as per actual pay scale granted in ACP .
- f. Posts of Drivers, Nursing Staff and library cadres are not included in these RRs.
- g. Category of Photographers, Artists, Audiovisual, Printing/Publication/ Press/Book binder/Plate maker, Copy holder, Veterinary Officer, Vary type operator, Punch Operator Mason/Carpenter, Xerox operator, EDP, Offline key operator stand abolished and no new staff in these categories should be recruited. Existing staff in these categories shall be placed as per their present pay band and grade pay.

- h. 25% of Scientists 'B' posts in the HRSC will be filled by qualified postgraduate staff of technical cadre through Limited Departmental Competitive Examination held annually.
- i. Existing Lab. Attendants with Matric qualifications and Certificate Course or experience of laboratory work in specific discipline who were earlier promoted to Technician-B directly shall continue to be considered for promotion to Technician-B with 11 years experience as Lab. Attendant. Similarly existing Attendants/Animal Attendants who were earlier promoted to Technician-A shall continue to be considered for promotion to Technician-A post with Matric qualifications and certificates or experience of 5 years of animal house keeping/laboratory work.
- j. DMRC, Jodhpur has been included in the North Zone instead of West Zone.
- k. As mentioned in Rule 4 candidates working on the Long Term projects in the ICMR Institutes/Centres shall be given one time age relaxation with the approval of DG for posts advertised under direct recruitment provided they meet the essential qualification and experience prescribed for the post, with a view to provide them opportunity to compete with the other candidates.
- l. The post of TO-D and TO-E would be added in the RRs as and when approved by Govt. of India.

Any query about RRs may be sent to the undersigned for clarification, if any, at the earliest possible.

Yours faithfully  
  
(Arun Baroka)

Sr. Dy. Director General (Admn.)

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

**ICMR TECHNICAL AND ENGINEERING SUPPORT CADRE  
RULES, 2011**

**New Delhi**

**2011**

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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 revised document entitled ICMR Technical and Engineering Support Cadre Rules has been finalized for implementation in place of Rules circulated earlier on 4.11.2009.

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

(Arun Baroka)  
Senior 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 Technical and Engineering Support cadre posts in ICMR.

### **1. Short Title & Commencement**

- (1) These Rules shall be called "ICMR Technical and Engineering Support Cadre Rules 2009"
- (2) They shall come into force on the date of their publication.

### **2. Definitions**

In these rules unless the context otherwise requires:

- a) "Appendix" means the Appendix appended to these rules
- b) "Appointing Authority" means the Sr. Dy. Director General (Admin.) or Scientist 'G' in the case of Group B&C posts (PB-2, 9300-34800 with Grade pay ranging from 4200 to 4800) of HQrs. Office and Director or Director-in-charge of the Institutes/Centres in the case of Group B&C posts ( PB-2, 9300-34800 with Grade pay ranging from 4200 to 4800) of the Institutes/Centres, as the case may be and DG, ICMR in the case of all Group A posts (PB-3&4, 15600-39100 and 37400-67000 with Grade pay ranging from 5400 and above).
- 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 Technical and Engineering &Support 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) “Institutes / Centres” means the permanent Institutes and Centres of the Council.
- k) “ICMR Technical and Engineering Support Cadre” means the groups of posts mentioned in the Appendix.
- 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 Technical and Engineering Support Cadre would be as under: -

Table -1

Group	Post/Grade	Residency Period in years	Pay Scale (5 <sup>th</sup> CPC)	Pay Scale (6 <sup>th</sup> CPC) under Part –A		
				Pay Band	Pay Scale	Grade Pay
C	Technician– A	3*	3050 – 4590	PB-1	5200 – 20200	1900
	Technician– B	8**	4000 – 6000	PB-1	5200 – 20200	2400
	Technician– C	5***	4500 – 7000	PB-1	5200 – 20200	2800

\* Residency period for LDCE to Technician-A for employees with GP Rs.1800

\*\* Residency period for promotion of Technician-A to Technician-B

\*\*\* Residency period for promotion of Technician-B to Technician-C

Table-2

Group	Post/ Grade	Residency Period in years for promotion to next PB or Grade Pay	Pay Scale (5 <sup>th</sup> CPC)	Pay Scale (6 <sup>th</sup> CPC) under Part –A		
				Pay Band	Pay Scale	Grade Pay
C	Technical Assistant	3*	5000-8000	PB -2	9300-34800	4200
B	Technical Officer –A	8**	7450-11500	-Do-	9300-34800	4600
A	Technical Officer –B	3***	8000-13500	PB-3	15600-39100	5400
A	Technical officer –C	5#	10000-15200	PB-3	15600-39100	6600

\* Residency period for promotion from Technician-C to Technical Assistant

\*\* Residency period for promotion from Technical Assistant to TO-A

\*\*\* Residency period for promotion from TO-A to TO-B

# Residency period for promotion from TO-B to TO-C

#### 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 Long Term 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 Technical 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 in the Appendix.

(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.

(3) Exiting Lab. Attendants with Matric qualifications and Certificate Course or experience of laboratory work in specific discipline who were earlier promoted to Technician-B directly shall continue to be considered for promotion to Technician-B with 11 years experience as Lab. Attendant. Similarly existing Attendants/Animal Attendants who were earlier promoted to Technician-A shall continue to be considered for promotion to Technician-A post with Matric qualifications and certificates or experience of 5 years of animal house keeping/laboratory work.

(4) Existing posts likely to fall vacant posts on retirement of Caretakers, Driver-cum-Mechanic or Mechanic-cum-Driver or Guest House Manager, Gestetner Operator shall stand converted to respective Technical posts.

(5) Category of Photographers, Artists, Audiovisual, Printing/ Publication/ Press/Book binder/Plate Maker, Coy holder, Veterinary Officer (RO Veterinary), Vary type Operator, Punch Operator, Mason/Carpenter, Xerox Operator, EDP, Offline Key operator stand abolished and no new staff in these categories shall be recruited. Existing staff in these categories shall be placed as per their present regular pay band and grade pay. On retirement of individuals in these categories these posts stand converted to Technician/TA/TO(A) as the case may be..

## **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.

## **8. Probation**

(1) Every direct recruit to a Pay Band/Grade Pay and a 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/promotion.

(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 II) seniority list will be maintained in PB-2 and Grade Pay of Rs.4600 & above and Institution wise in PB-2 upto Grade Pay of Rs.4200 for staff in technical and engineering support staff separately deemed to be appointed under rule 6. Similarly combined seniority on all India basis shall be maintained separately for Technical and Engineering Support Staff 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. Posts not covered under the rules**

Group A, B & C posts of Nursing staff, Library and Drivers shall not form part of these rules.

### **12. 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.

### **13. 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.

### **14. 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.

### **15. 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.

## **16. 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.

#### 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, Bhubaneswar.
19. Regional Medical Research Centre for Tribals, Jabalpur.
20. Regional Medical Research Centre, Dibrugarh.
21. Virus Unit, Kolkata

#### South Zone

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

**SCHEDULES**

**TECHNICAL STAFF**

**INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI**

**RECRUITMENT RULES FOR TECHNICAL POSTS**

1	Name of the Post	<b>Technician - A</b>
2	No. of Posts	Total 293 (2009) (Subject to variation depending on work load)
3	Classification	Group C Technical, Non-Gazetted,
4	Scale of Pay	Rs. 3050-75-3950-80-4590 (5 <sup>th</sup> CPC) PB-1-Rs.5200-20200 GP 1900 (6 <sup>th</sup> CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Selection by Merit through DR and LDCE
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+2 with Science subjects or equivalent from a recognized board with one year Certificate in the required discipline.
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of promotees	Age no bar for LDCE/DPC, Qualification Matric for existing staff in the lower grade.
10	Period of Probation, if any	Two years for Direct recruit and for employees from group 'C' with GP 1800 after passing LDCE
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 Direct Recruitment, 25% by promotion and 25% by LDCE from existing Group 'C' staff* having Matric qualification with Certificate Course or experience of Laboratory work with grade pay of Rs. 1800 with five years experience existing on date of implementation of these rules failing which by DR for that particular year. *refer rule 6(3) on page 5
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	PB-1 with GP 1800 for LDCE
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection /D.P.C. exists what is its composition	Appointing Authority                      Director / Director-in-Charge of institutes / Centres / Scientists 'G' for ICMR HQ or their nominee- Chairman  Member I                                      External expert from other Scientific or Academic Institute  Member II                                      Internal expert from institute/centre/Hqrs  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 & interview and one time age relaxation for staff working in Projects at ICMR Institute/Centres as per rule 4 with the approval of DG, ICMR  
(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 be 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 TECHNICAL POSTS**

1	Name of the Post	<b>Technician - B</b>
2	No. of Posts	Total 169 (2009) (Subject to variation depending on work load)
3	Classification	Group C Technical, Non-Gazetted,
4	Scale of Pay	Rs. 4000-100-6000 (5 <sup>th</sup> CPC) PB-1-Rs.5200-20200 GP 2400 (6 <sup>th</sup> CPC Part-A)
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 Promotee	Not Applicable for staff existing on the date of implementation of RRs but qualification will be applicable for new entrants to the cadre.
10	Period of Probation, if any	NA
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% Promotion from Technician – A/existing Lab. Attendants* with <b>eight</b> years regular service, failing which vacancy will be filled as technician-A in that particular year  *refer rule 6(3) on page 5
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technician – A/existing Lab. Attendant
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection / D.P.C. exists what is its composition	Appointing Authority                      Director / Director-in-Charge of institutes / Centres Scientists 'G' for ICMR HQ or their nominee- Chairman  Member I                                      External expert from other Scientific or Academic Institute  Member II                                      Internal expert from institute/centre/Hqrs  Member III                                      Representative from Reserved category  The Appointing Authority will nominate the committee. No member will be below the Group 'A' status

Note: 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 . Also efforts be 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 TECHNICAL POSTS**

1	Name of the Post	<b>Technician – C</b>
2	No. of Posts	Total 797 (2009) (Subject to variation depending on work load)
3	Classification	Group C Technical, Non-Gazetted,
4	Scale of Pay	Rs. 4500-125-7000 (5 <sup>th</sup> CPC) PB-1-Rs.5200-20200 GP 2800 (6 <sup>th</sup> CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Non-Selection for Promotion and selection by merit for LDCE and DR
6	Age limit for Direct Recruits	Not exceeding 30 years
7	Whether the benefit of added years of service under Rule 30 of CCS (Pension) Rules 1972 admissible	NA
8	Educational and other qualifications required For direct recruits	10+2 with Science subjects or equivalent from a recognized board with two years Diploma in DMLT from Govt. recognized Organizations/Institute/Medical College.
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of Promotee	Age no bar and E.Q. as per Col. 8 for LDCE/DPC
10	Period of Probation, if any	2 years for DR
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 promotion from Technician B with five years regular service in the previous grade, 25% by LDCE from qualified technician 'B' with eight years of service failing which the vacancy will be filled by DR as Technician 'A' and 50% by DR
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technician – B
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	<p>Appointing Authority                      Director / Director-in-Charge of institutes / Centres Scientists 'G' for ICMR HQ or their nominee- Chairman</p> <p>Member I                                      External expert from other Scientific or Academic Institute</p> <p>Member II                                      Internal expert from institute/centre/Hqrs</p> <p>Member III                                      Representative from Reserved category</p> <p>The Appointing Authority will nominate the committee. No member will be below the Group 'A' status.</p>

- Notes: (i) Educational qualifications should be from a board or institute recognized by Govt. for appointment.  
(ii) 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 be made to associate woman officer in the selection/ DPC member II as shown above.  
(iii) Selection by DR shall be by competitive test & interview and one time age relaxation for staff working in Projects at ICMR Institute/Centres as per rule 4 with the approval of DG, ICMR

**INDIAN COUNCIL OF MEDICAL RESEARCH  
RECRUITMENT RULES FOR TECHNICAL POSTS**

1	Name of the Post	<b>Technical Assistant</b>
2	No. of Posts	Total 540 (2009) (Subject to variation depending on work load)
3	Classification	Group B Technical, Non-Gazetted,
4	Scale of Pay	Rs. 5000-150-8000 (5 <sup>th</sup> CPC) PB-2-Rs.9300-34800 GP 4200 (6 <sup>th</sup> CPC Part-A)
5	Whether Selection-cum-seniority Or selection by merit or non-selection	Non-Selection and Selection by Merit for DR and LDCE
6	Age limit for Direct Recruits	Not exceeding 30 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	Three years Graduate Degree in required subject with 2 years experience or Three years Graduate Degree in relevant subject with two years diploma in relevant discipline from a recognized university/institute
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of Promotee	Age-No, Educational qualifications-Yes for LDCE and for promotion educational qualification will not be applicable for staff existing on the date of implementation of these new RRs but will be applicable for the future entrants to the cadre.
10	Period of Probation, if any	Two years for Direct Recruit and 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.	50% by Direct Recruitment, 25% by Promotion from Technician – C with three years regular service and 25% by LDCE with three years regular service as Technician-C failing which by DR in that particular year
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technician - C
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	Appointing Authority                      Director / Director-in-Charge of institutes / Centres , Scientists 'G' for ICMR HQ or their nominee- Chairman  Member I                      External expert from other Scientific or Academic Institute  Member II                      Internal expert from institute/centre/Hqrs  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) 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 be made to associate woman officer in the selection/ DPC member II as shown above.  
(iii) Selection by DR shall be by competitive test & interview and one time age relaxation for staff working in Projects at ICMR Institute/Centres as per rule 4 with the approval of DG, ICMR

**INDIAN COUNCIL OF MEDICAL RESEARCH  
RECRUITMENT RULES FOR TECHNICAL POSTS**

1	Name of the Post	<b>Technical Officer – A</b>
2	No. of Posts	Total 340 (2009) (Subject to variation depending on work load)
3	Classification	Group B Technical, Non-Gazetted,
4	Scale of Pay	Rs. 7450-325-11500 (5 <sup>th</sup> CPC) PB-2 9300-34800 GP 4600 (6 <sup>th</sup> 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/deputation
6	Age limit for Direct Recruits	Not exceeding 35 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	Three years Graduate Degree in required subject with 5 years experience or Three years Graduate Degree in relevant subject with diploma in the required subject from a recognized university/institute with 3 years experience in a Govt. recognized institute/organization
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of Promotee	Not Applicable
10	Period of Probation, if any	Two years for direct recruits
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 Promotion from Technical Assistant with eight years regular service failing which by deputation and 25% by DR
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technical Assistant
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	<p>Appointing Authority                      Director / Director-in-Charge of institutes / Centres and Scientist 'G' for ICMR HQ or their nominee- Chairman</p> <p>Member I                                      External expert from other Scientific or Academic Institute</p> <p>Member II                                      Internal expert from institute/centre/Hqrs</p> <p>Member III                                      Representative from Reserved category</p> <p>The Appointing Authority will nominate the committee. No member will be below the Group 'A' status.</p>

- 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 & interview and at one time age relaxation for staff working in Projects at ICMR Institute/Centres as per rule 4 with the approval of DG,ICMR  
(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 be made to associate

woman officer in the selection/ DPC Committee as member II as shown above.  
 (iv) For DR candidates with PG qualification will be preferred.

**INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI**  
**Recruitment Rules for Technical Posts**

1	Name of the Post	<b>Technical Officer - B</b>
2	No. of Posts	Total 40 (2009) (Subject to variation depending on work load)
3	Classification	Group A Technical, Non-Gazetted,
4	Scale of Pay	Rs. 8000-275-13500 (5 <sup>th</sup> CPC) PB-3, 15600-39100 GP 5400 (6 <sup>th</sup> CPC Part-A)
5	Whether Selection-cum-Seniority or selection by merit or non-selection	Selection-cum-seniority
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	NA
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 promotees	NA
10	Period of Probation, if any	2 years for promotion
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% Promotion from Technical Officer-A with three years regular service as Technical Officer-A failing which by DR as Technical Assistant in that particular year.
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technical Officer - A
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	Appointing Authority                      Director -General, ICMR or his Nominee-Chairman Member I                                      External expert from other Scientific or Academic Institute  Member II                                      Internal expert from institute/centre/Hqrs Member III                                      Representative from Reserved category  The Appointing Authority will nominate the committee. No member will be below the Group 'A' status..

Note: 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 be 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 TECHNICAL POSTS**

1	Name of the Post	<b>Technical Officer – C</b>
2	No. of Posts	Total 2 (2009) Subject to variation depending on work load)
3	Classification	Group A Technical, Non-Gazetted, Non-Ministerial
4	Scale of Pay	Rs. 10000-325-15200 (5 <sup>th</sup> CPC) PB-3 15600-39100 GP 6600 (6 <sup>th</sup> CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Selection-cum-Seniority
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 Promotee	Not Applicable
10	Period of Probation, if any	NA
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% Promotion from Technical Officer - B with five years regular service as Technical Officer-B
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technical Officer - B
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	Appointing Authority                      Director /General, ICMR or his Nominee-Chairman  Member I                                      External expert from other Scientific or Academic Institute  Member II                                      Internal expert from institute/centre/Hqrs Member III                                      Representative from Reserved category  The Appointing Authority will nominate the committee. No member will be below the Group 'A' status.

**Note:** 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 be made to associate woman officer in the selection/ DPC as member II as shown above.



## **Engineering Support Staff**

**INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI**

**RECRUITMENT RULES FOR TECHNICAL POSTS**

1	Name of the Post	<b>Technician - A</b> (Engineering Support )
2	No. of Posts	77 (2009) (Subject to variation depending on work load)
3	Classification	Group C Technical, Non-Gazetted,
4	Scale of Pay	Rs. 3050-75-3950-80-4590 (5 <sup>th</sup> CPC) PB-1-Rs.5200-20200 GP 1900 (6 <sup>th</sup> 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+2 with two years ITI Certificate or one year ITI certificate with one experience after ITI certificate in the relevant trade recognized by NCVT/SCVT from a Govt. recognized board or Institute
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of Promotee	Age no bar for LDCE/DPC and qualification Matric for existing staff in the lower grade.
10	Period of Probation, if any	Two years for Direct recruits and for employees from Group-C with GP 1800 after passing LDCE.
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 LDCE from Group 'C' (Matric qualification) staff with grade pay of Rs. 1800 with three years experience existing on date of implementation of these rules failing which by DR for that particular year.
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	PB-1 with GP 1800 for LDCE
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection /D.P.C. exists what is its composition	Appointing Authority Director / Director-in-Charge of institutes / Centres and Head of Engineering for ICMR HQ or their nominee- Chairman  Member I External expert from other Scientific or Academic Institute Member II Internal expert from other ICMR institutes/centres/Hqrs 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.  
(iv) Selection by DR shall be by competitive test & interview and one time age relaxation for staff working in Projects at ICMR Institute/Centres as per rule 4 with the approval of DG, ICMR  
(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 be 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 TECHNICAL POSTS**

1	Name of the Post	<b>Technician - B</b> (Engineering support)
2	No. of Posts	12 (2009) (Subject to variation depending on work load)
3	Classification	Group C Technical, Non-Gazetted,
4	Scale of Pay	Rs. 4000-100-6000 (5 <sup>th</sup> CPC) PB-1-Rs.5200-20200 GP 2400 (6 <sup>th</sup> CPC Part-A)
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 Promotee	Not Applicable for staff existing on the date of implementation of RRs but qualification will be applicable for new entrants to the cadre.
10	Period of Probation, if any	NA
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% Promotion from Technician - A with eight years regular service failing which the vacancy will be filled as Technician 'A' in that particular year.
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technician – A
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection / D.P.C. exists what is its composition	Appointing Authority Director / Director-in-Charge of institutes / Centres and Head of Engineering for ICMR HQ or their nominee- Chairman  Member I External expert from other Scientific or Academic Institute  Member II Internal expert from institute/centre/Hqrs  Member III Representative from Reserved category  The Appointing Authority will nominate the committee. No member will be below the Group 'A' status

Note: 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 be 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 TECHNICAL POSTS**

1	Name of the Post	<b>Technician – C</b> (Engineering Support)
2	No. of Posts	40 (2009) (Subject to variation depending on work load)
3	Classification	Group C Technical, Non-Gazetted,
4	Scale of Pay	Rs. 4500-125-7000 (5 <sup>th</sup> CPC) PB-1-Rs.5200-20200 GP 2800 (6 <sup>th</sup> CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Non-Selection for Promotion and selection by merit for LDCE and DR
6	Age limit for Direct Recruits	Not exceeding 30 years
7	Whether the benefit of added years of service under Rule 30 of CCS (Pension) Rules 1972 admissible	NA
8	Educational and other qualifications required For direct recruits	10+2 with Science subjects or equivalent from a recognized board with two years Diploma in the required subjects and five years experience in the Govt. recognized Organizations/Institute/Medical College.
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of Promotee	Age no bar and E.Q. as per Col.8 for LDCE/DPC
10	Period of Probation, if any	Two year for DR
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 promotion from Technician B with five years regular service in the previous grade, 25% by LDCE from qualified technician 'B' with eight years of service failing which the vacancy will be filled by DR as Technician 'A' and 50% by DR
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technician – B
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	Appointing Authority Director / Director-in-Charge of institutes / Centres Head of Engineering for ICMR HQ or their nominee- Chairman Member I External expert from other Scientific or Academic Institute Member II Internal expert from institute/centre/Hqrs 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) 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 be made to associate woman officer in the selection/ DPC member II as shown above.  
(v) Selection by DR shall be by competitive test & interview and one time age relaxation for staff working in Projects at ICMR Institute/Centres as per rule 4 with the approval of DG, ICMR

**INDIAN COUNCIL OF MEDICAL RESEARCH  
RECRUITMENT RULES FOR TECHNICAL POSTS**

1	Name of the Post	<b>Technical Assistant</b> (JE-Engineering Support)
2	No. of Posts	38 (2009) (Subject to variation depending on work load)
3	Classification	Group B Technical, Non-Gazetted,
4	Scale of Pay	Rs. 5000-150-8000 (5 <sup>th</sup> CPC) PB-2-Rs.9300-34800 GP 4200 (6 <sup>th</sup> 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 and LDCE
6	Age limit for Direct Recruits	Not exceeding 30 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	Three years diploma in engineering in the relevant trade with two years experience in the recognized Institute/Organization after obtaining diploma from a recognized board or Institute
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of Promotee	Age-No, Educational qualifications-Yes for LDCE and for promotion educational qualification will not be applicable for staff existing on the date of implementation of these new RRs but will be applicable for the future entrants to the cadre.
10	Period of Probation, if any	Two years for Direct recruits and 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.	50% by Direct Recruitment & 25% by Promotion from Technician – C with three years regular service 25% LDCE failing which by DR in that particular year
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technician - C
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	Appointing Authority                      Director / Director-in-Charge of institutes / Centres and Head of Engineering for ICMR HQ or their nominee-Chairman  Member I                                      External expert from other Scientific or Academic Institute  Member II                                      Internal expert from institute/centre/Hqrs  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 & interview and at one time age relaxation for staff working in Projects at ICMR Institute/Centres as per rule 4 with the approval of DG,ICMR  
(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 be made to associate woman officer in the selection/ DPC as member II as shown above.  
(iv) For DR candidates with Graduate degree in engineering would be preferred.

**INDIAN COUNCIL OF MEDICAL RESEARCH, NEW DELHI**

**RECRUITMENT RULES FOR TECHNICAL POSTS**

1	Name of the Post	<b>Technical Officer – A</b> (Assistant Engineer-Engineering Support)
2	No. of Posts	28 (Subject to variation depending on work load)
3	Classification	Group B Technical, Non-Gazetted,
4	Scale of Pay	Rs. 7450-325-11500 (5 <sup>th</sup> CPC) PB-3 9300-34800 GP 4600 (6 <sup>th</sup> CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Non-Selection-cum-Seniority for Promotion and Selection by Merit for DR/deputation
6	Age limit for Direct Recruits	30 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	Graduate degree in Engineering with 2 years experience or 3 years Diploma in Engineering with 3 years experience in the relevant discipline from a Govt. recognized university/institute
9	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of Promotee	Not Applicable
10	Period of Probation, if any	Two years for direct recruits and LDCE/DPC
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 Promotion from Technical Assistant with eight years regular service failing which by deputation and 25% by DR
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	Technical Assistant/To
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	Appointing Authority                      Director / Director-in-Charge of institutes / Centres, Scientist 'G' for ICMR HQ or their nominee- Chairman  Member I                                      External expert from other Scientific or Academic Institute  Member II                                      Internal expert from institute/centre/Hqrs  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 & interview and at one time age relaxation for staff working in Projects at ICMR Institute/Centres as per rule 4 with the approval of DG,ICMR  
(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 be 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 TECHNICAL POSTS**

1	Name of the Post	<b>Technical Officer - B</b> (Assistant Engineer Sr. Grade-Engineering Support)
2	No. of Posts	3 (Subject to variation depending on work load)
3	Classification	Group A Technical, Non-Gazetted,
4	Scale of Pay	Rs. 8000-275-13500 (5 <sup>th</sup> CPC) PB-3, 15600-39100 GP 5400 (6 <sup>th</sup> CPC Part-A)
5	Whether Selection-cum-Seniority or selection by merit or non-selection	Selection-cum-Seniority for Promotion
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	NA
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 Promotee	NA
10	Period of Probation, if any	Two years
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% Promotion from Technical Officer-A with three years regular service as Technical Officer-A failing which by deputation
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	TO-A
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	Appointing Authority                      Director General, ICMR or his Nominee-Chairman  Member I                                  External expert from other Scientific or Academic Institute  Member II                                  Internal expert from institute/centre/Hqrs  Member III                                  Representative from Reserved category  The Appointing Authority will nominate the committee. No member will be below the Group 'A' status..

Note: 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 be 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 TECHNICAL POSTS**

1	Name of the Post	<b>Technical Officer – C</b> (Executive Engineer-Engineering Support)
2	No. of Posts	3 (2009) Subject to variation depending on work load)
3	Classification	Group A Technical, Non-Gazetted,
4	Scale of Pay	Rs. 10000-325-15200 (5 <sup>th</sup> CPC) PB-3 15600-39100 GP 6600 (6 <sup>th</sup> CPC Part-A)
5	Whether Selection-cum-seniority or selection by merit or non-selection	Selection-cum-Seniority
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 Promotee	Not Applicable
10	Period of Probation, if any	NA
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% Promotion from Technical Officer - B with five years regular service as Technical Officer-B failing which by deputation
12	In case of recruitment by promotion or deputation or absorption grades from which promotion or absorption to be made	TO-B
13	Circumstances in which UPSC is to be consulted	Not Applicable
14	If a Selection/D.P.C. exists what is its composition	<p>Appointing Authority                      Director General, ICMR or his nominee- Chairman</p> <p>Member I                                      External expert from other Scientific or Academic Institute</p> <p>Member II                                      Internal expert from institute/centre/Hqrs</p> <p>Member III                                      Representative from Reserved category</p> <p>The Appointing Authority will nominate the committee. No member will be below the Group 'A' status.</p>

**Note:** 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 should be made to associate a Woman officer in the selection/ DPC/ Selection Committee as member II as shown above.