



No.BT/AI/21021/01/2018

Dated: 3rd July, 2018

To

Director,
National Centre for Cell Science,
NCCS Complex,
Ganeshkhind, Pune-411007.

Subject:- Forwarding of approved Recruitment Rules of NCCS, Pune-reg.

Sir,

I am directed to enclose for further necessary action a copy of the Recruitment Rules of the National Centre for Cell Science, (NCCS), Pune which have been approved by the Hon'ble Minister for Science & Technology and Earth Sciences vide his office Dy. No. 5019 dated 31.05.2018.

Encls: As above.

Yours faithfully,

(J.P. Meena)

Under Secretary to the Govt. of India

Tel: 2436 2885

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Copy to:-

Scientist 'G'(AD) - Nodal Officer for NCCS, Pune for information.

(Under Clause 30 of Bye-laws of NATIONAL CENTRE FOR CELL SCIENCE, PUNE)

RECRUITMENT RULES-2018

1. SHORT TITLE AND COMMENCEMENT

These Rules may be called "NATIONAL CENTRE FOR CELL SCIENCE Recruitment Rules-2018". They shall come into force from the date of notification by the Institute with the approval by the Government of India.

2. MANDATE / AIMS & OBJECTIVES:

- i. To meet manpower requirements of the Institute by recruiting competent employees in terms of requisite capabilities, skills, qualification, aptitude, merit and suitability with a view to fulfill Institute's objectives.
- ii. To attract, select and retain the best talent available keeping in view the changing needs of the Institute.
- iii. To establish an objective and reliable system of selection.
- iv. To integrate growth opportunities of the employees with fulfillment of Institute's objectives.
- v. To provide for a system, which is, fair, objective and transparent in matters of promotion of employees.
- vi. To ensure compliance with relevant Government policies and directives on recruitment and promotion.

3. DEFINITIONS and ABBREVIATIONS :

In these Rules unless the context otherwise requires the following terms shall mean as under :

- i. **Approving Authority:** shall be as specified at Clause 12 to these Rules .
- ii. **Appointing authority:** shall be as specified at Clause 12 to these rules and shall be that authority who is holding charge in regular capacity under these rules.
- iii. **Bye Laws:** shall mean the Bye Laws framed and amended from time to time having the approval of the Government under whom the Autonomous Institute lies.
- iv. **Cadre:** Shall essentially mean as total strength of a service (*in all relevant grades ie from lowest to highest grade comprising lowest recruitment grade to highest promotional grade*) or a part of a service sanctioned as a separate unit.
- v. **Competent Authority:** In relation to exercise of powers under these rules shall essentially be the Minister- in charge of Department of Biotechnology/Ministry of Science and Technology or any such authority to which such power is so delegated.
- vi. **DBT:** shall mean the Department of Biotechnology under Ministry of Science and Technology, Government of India.
- vii. **Departmental Recruitment Committee (DRC):** Shall be as per DBT instructions issued vide OM dated 19.07.2016 or DoPT/CVC, provided that CVO of NCCS shall not be part of any such selection committee.
- viii. **Departmental Promotion Committee (DPC):** Shall be as per DBT instructions issued vide DBT OM dated 19.07.2016 or DoPT/CVC, provided that CVO of NCCS shall not be part of any such selection committee. One of the committee member shall be of reserved community in case of posts being reserved or candidates appearing for the recruitment belong to reserved community even if the post for which recruitment is held is unreserved.
- ix. **Director:** shall mean the Director of the Institute.
- x. **DoPT:** shall mean the Department of Personnel and Training, Government of India.
- xi. **Duty Post:** shall mean all the posts which are included in Row 3 of schedule to these rules.
- xii. **EFC:** shall mean the Expenditure Finance Committee of the Government.
- xiii. **Institute** shall mean the National Centre for Cell Science (NCCS).
- xiv. **Government:** means the Central Government represented by Department of Biotechnology, Ministry of Science & Technology.

- xv. **Governing Body:** shall have the same meaning as defined in Memorandum of Association and the Bye Laws of the Institute. It shall at all times have ex-officio members of the Government.
- xvi. **Levels:** means level of posts specified in the Schedule-7/1-4 to these Rules as per 7th Pay Commission recommendations.
- xvii. **MHA:** shall mean Ministry of Home Affairs under Government of India.
- xviii. **MEA:** shall mean Ministry of External Affairs under Government of India
- xix. **NPA:** means Non Practicing Allowance granted to medical and veterinary posts as per the Bye Laws of NCCS & extant rules of Govt. of India
- xx. **Recruitment Rules (RRs):** shall mean the Rules framed by the Governing Body for the purposes of appointment to the duty posts specified in the Schedules to these Rules and approved by the Government.
- xxi. **Schedule:** shall mean the Schedules attached to these rules.
- xxii. **SCSC:** The Search Cum Selection Committee shall have the same meaning as defined in DoPT OM No AB 14017/11/2004-Estt.(RR) dtd 30.07.2007, 21.10.2015 & 06.04.2016. The Director of the Institute shall be an essential member of the committee for appointments to posts in Level-14 and above except to appointment for the post of Director. The SCSC shall be got approved from Minister in Charge.
- xxiii. **The expressions "Scheduled Castes", "Scheduled Tribes", "Other Backward Classes" and the "The Persons with Disabilities"** shall have the meaning respectively assigned to them in the Constitution of India/Acts of Parliament.

4. CONSTITUTION:

On the date of commencement of these Rules, such of the persons who have been engaged/appointed with due process in terms of extant instructions of Government of India on regular (Group A, B, C & D in Scientific, Technical & Administrative Cadre) or on contract basis to Duty Posts and who will be appointed* in terms of these Rules shall be deemed to have been appointed to the posts under these rules and constitute the total operational strength of the work force of the Institute. The inter-se-seniority of officers/staff in each grade, who are appointed as per these Rules at the initial constitution shall be determined as per the date of regular appointment to the respective posts/grades/level subject to the condition that their inter-se-seniority within their respective posts/grades shall not be disturbed;

(: shall also include contractually appointed persons on the rolls of the Institute before commencement of these Rules, whose appointments are recommended for confirmation and regularization by a duly constituted three member committee so constituted 90 days before the end of the contract period with the approval of the Approving Authority. Minutes of the committee shall be approved by the Approving Authority with the purpose of absorbing them permanently in the Institute. In the interest of administration and with the mutual consent of the contractual employee, Executive Director/NABI may constitute the confirmation committee (for all such employees in Level 13A and below) at an earlier date before the end of the contractual period which is not earlier than 90% of the successful completion of total contract period. 100-50% benefit of period spent on Contract basis after regularization of services in the grade is to be counted for eligibility for promotion to next grade).*

5. SCHEDULES to these Rules: are detailed as under:

- i. **Schedule-7/1*:** Position of Posts created with the approval of the Cabinet/Department of Expenditure.
- ii. **Schedule - 7/2:** Appointment to posts in Scientific Cadre:
- iii. **Schedule - 7/3:** Appointment to posts in Technical Cadre
- iv. **Schedule - 7/4:** Appointment to posts in Administrative Cadre.

** provided that the Institute shall take necessary steps to get the approval of the Department for revival of positions (if any) whose currency has since lapsed and shall not initiate any exercise to fill up any such lapsed position till approval of the same is obtained from the Department.*

6. ELIGIBILITY NORMS: Shall at all times conform to provisions of Para 8 of DBT OM No BT/AI/14013/3/2011 dtd 19.07.2016 w.r.t. NATIONALITY, AGE, EDUCATIONAL



QUALIFICATIONS and extant DoPT instructions. Work experience if required, shall be counted from the date of acquiring minimum educational qualifications and as on the closing date of advertisement notified for filling the post.

7. LEVELS (7th CPC scales), AUTHORISED STRENGTH

- i. The names, designation, levels for Scientific, Technical, Administrative posts and technical posts are detailed vide **Schedule 7/1-4** of these Rules .
- ii. The orders for creation of these posts are detailed vide the EFC document issued by Department of Biotechnology vide order No. BT/IS/04/005/89 Vol. II dated 30.12.1992 of these Rules.
- iii. Notwithstanding anything contained in Clause 7(i-ii) of these Rules, the Government may by notification.
 - a) Make additions, alterations, substitutions or modifications to the number of sanctioned duty posts or grades, designation and Pay scales of duty posts specified in **Schedule 7/1-4** of these Rules.
 - b) Appoint any officer to a Duty post in the appropriate grade against the sanctioned post of the Institute.

8. FUTURE MAINTENANCE OF THE SERVICE and Method of Recruitment For Scientific & other Cadre Posts:

- i. From the commencement of these rules, all the initial appointments to be made in levels by method of direct recruitment as specified in the Schedules to these Rules.
- ii. The particular method of appointment (by Direct Recruitment /Promotion /Deputation /Contract *(including Short term Contract)* or Absorption to any level and percentage of appointment by each method is detailed in the Schedules to these Rules.
- iii. Post which are essentially to be filled by direct recruitment method shall be under the purview of reservation as per Govt. of India rules. Reservation rules for members of Scheduled Caste/Scheduled Tribes/Other Backward Community shall be applicable in terms of extant DoPT instructions circulated vide DBT OM no BT/AI/14013/3/2011 dtd 19.07.2016 and issued thereafter.
- iv. Scientific cadre posts in Level-07 to Level-14 including those associated with Non Practicing Allowance (NPA) detailed vide Schedule- 7/2 of these Rules shall be eligible for appointment and promotion under the Modified Flexible Complementing Scheme-2010 as per extant DoPT instructions and amendments thereof.
- v. Upper age limit for unreserved candidates shall be as per extant DoPT instructions for all posts to be filled by Direct Recruitment method. Age relaxations as per DoPT OM No. 15012/2/2010-Estt. (D) dtd 27.03.2012 for candidates belonging to SC/ST/OBC community, Physically Handicapped and Ex-serviceman shall be applicable.
- vi. Upper age limit shall not be applicable for existing employees of the Institute or any employee of Department of Biotechnology or Autonomous Institutions funded by DBT, if they apply for the posts of the Institute under these rules which are proposed to be filled by Direct Recruitment/Deputation method. Upper age limit may be relaxed by 01 years in case of exceptional and meritorious candidates by the approving authority prior to appointment for positions in Level-14 and above.
- vii. Educational Qualifications required for eligibility are detailed vide Schedules 7/2-4 of these Rules. Equivalence of qualifications as in vogue for appointments under the Central Government shall be applicable for the purpose of determining equivalence of qualifications.
- viii. The residency period required for the promotions to higher grades and eligibility norms are detailed vide Schedules 7/2-4 of these Rules.
- ix. Composition and level of DRC, DPC shall be as per Clause 3(vii-viii) these Rules.
- x. Detailed procedure for recruitment, periodicity between two recruitments shall be got approved from the Appointing authority before advertisement.



- xi. Instructions contained vide DBT OM No. BT/01/71/2016-PVC dated 23.01.2017 and other instructions issued by the Department of Biotechnology, DoPT, CVC in matters of recruitment and MHA for filling up of posts in Rajbhasha Cadre shall be strictly adhered to as and when these instructions are issued.
- xii. **Following shall be the Application Fees for candidates applying for posts to be filled by open advertisement**

Applying for ->	Level 9 and Below	Level -10 and above	Level 14 and above
Unreserved candidates	Rs 200/-	Rs 500/-	Rs 1000/-
OBC/Women candidates	Rs 100/-	Rs 300/-	Rs 500/-
Unreserved candidates from abroad with OCI Status	USD \$ 15	USD \$ 30	USD \$ 30
OBC/Women candidates from abroad with OCI Status	USD \$ 10	USD \$ 20	USD \$ 20

- a. All efforts to be made by the Institution to have posts filled by open advertisement to be a cost neutral exercise.
- b. The fee structure shall be reviewed every 02 years by a duly constituted committee under the chairmanship of the Director.

9. METHOD OF SELECTION

- i. The method of appointment for all the positions is detailed at **Schedules-7/2-4** and shall be filled in terms of DBT OM no BT/AI/14013/3/2011 dtd 19.07.2016 and extant DoPT instructions amended from time to time. Provided that all the scientific cadre posts filled on Direct Recruitment basis shall fall under the purview of reservation rules vide DOP&T O.M. No. 9/2/73-Estt. (SCT) dated 23.06.1975 unless exempted by the Hon'ble Minister of the Administrative department in whose jurisdiction the Institute lies.
- ii. Committees constituted for the purposes of each method of appointment shall be in conformity with the Clause 3 (vii - viii) of these Rules and detailed at Schedules 7/2-4 of these Rules and in conformity with DBT OM no BT/AI/14013/3/2011 dtd 19.07.2016 and extant DoPT instructions amended from time to time.
- iii. CVO of the Institute and any official of the Institute whose name is figuring in the agreed list or is not clear from the vigilance angle shall **NOT** be member of any such committee.
- iv. No person who is a recipient of grants or funding from the Ministry concerned i.e. (DST, DSIR-CSIR or DBT) or who is closely related to such a recipient shall be invited as a member of any such appointment Committee.
- v. Complete transparency shall be observed in the all appointments.
- vi. The posts mentioned in the Schedules shall be filled by positive act and shall be advertised/notified before being filled up after due approval from the Approving Authority as provided in the RRs.
- vii. There shall be no change in vacancy or any of the procedures once the recruitment (*including criteria of eligibility, qualifying standards and criteria of empanelment*) or promotion has been initiated by way of advertisement/notification and the conditions mentioned in the advertisement/notification shall be strictly adhered to except with the approval of competent authority.
- viii. The actual method of appointment by direct recruitment/ promotion /deputation /absorption /contract including application fees, experience, qualifying criteria for recruitment as well as promotion for unreserved/ reserved/ physically challenged /ex-servicemen candidates shall be elaborated in detail by separate orders and shall be in conformity in terms of extant DoPT instructions circulated vide DBT OM no BT/AI/14013/3/2011 dtd 19.07.2016 and issued thereafter. The same shall be got approved from the Approving Authority before actually recruiting/promoting any candidate/ employee.
- ix. The panel recommended by the DRC/DPC prepared in order of merit for all posts in below Level 14 shall be got approved from the Approving authority before being implemented and shall be valid for a period of one year.



- x. Offer of appointment/promotion shall be made only for those posts which have been advertised/notified as per clause No. 9i(a) and 9i(b) above.
- xi. Appointments shall be made by the Appointing authority
- xii. There shall be a minimum gap of 06 months between two cycles of recruitment/promotion (*from the date of advertisement/notification till approval from approving authority.*)
- xiii. All recruitment / promotion exercise once initiated shall be compulsorily finalized before a maximum period of 08 months for recruitment and 04 months for promotion unless stayed by orders of Court or otherwise by the Government. Efforts shall be made to finalize the exercise in minimum period by observing all due procedures in a transparent manner.
- xiv. In case of shortage of staff/difficulty in filling of posts then if considered necessary to relax the eligibility conditions, prior approval of the Approving Authority shall be obtained before any norms are relaxed/modified and that too before the same is advertised or notified.

10. Determination of MERIT before APPOINTMENT

- i. In case of selection of two or more candidates in the same Grade on the same date the recommendation shall invariably be made in order of merit of selected candidates for the purpose of determining seniority. In case, the marks obtained are same than merit among such candidates shall be decided as under:
 - a) Age : Elder one will be placed above in merit.
 - b) By experience and if the same is also same then the names of candidates shall be arranged in order of merit alphabetically to determine merit and seniority.
- ii. All appointments in the Institute will be subject to the selected candidates being found medically fit by the medical authority as prescribed in the Rules. The Institute will empanel Hospitals in Pune who will certify medical fitness of newly appointed candidates recommended for appointment on direct recruitment basis.

11. FIRST APPOINTMENT:

- i. For all cases of Direct Recruitment for the Level 14 or below shall be in conformity in terms of extant DoPT instructions circulated vide DBT OM no BT/AI/14013/3/2011 dtd 19.07.2016 and issued thereafter.
- ii. All appointments in the Institute will be subject to the selected candidates being found medically fit by the medical authority as prescribed in the rules.

12. APPOINTING AUTHORITY AND APPROVING AUTHORITY:

- i. **For Director:** Chairman, Governing Body after the approval of the Appointments Committee of Cabinet, Govt. of India
- ii. **For all posts in Level 14 and above:** Chairman, Governing Body with the approval of the Minister in-charge of the Department of Biotechnology, Govt. of India.
- iii. **For positions carrying from Level 13A and below :** Director, NCCS, Pune.

13. PROBATION AND CONFIRMATION:

- i. A candidate/staff member on appointment by direct recruitment /Contract including Short term contract (>2 years period) (*except for the post of Director*) shall be on probation for a period of two years from the date he/she assumes charge of the post.
- ii. Notwithstanding anything contained in rules above, the probation period of a staff member may be terminated or extended for a period not exceeding two years with the approval of the authority defined at *Clause 13 (v)* of these Rules.
- iii. If the probation is terminated, whether at the end of the normal probationary period or at the end of the extended period.
 - a) The services of the probationer, if he was directly recruited, will be terminated forth with, and

- b) If the probationer was an employee of the Institute and was appointed as an internal candidate, he/she will be reverted back to his earlier post/ grade.
- iv. There shall, in each case of satisfactory completion of probation, be a written order to that effect confirming successful completion of probation period. The order shall specify the date on which the probation is deemed to have been satisfactorily completed. In the absence of such an order, the probation period will not be deemed to have been confirmed meaning thereby, that confirmation of probation period is not automatic but shall be done by a positive act with due process after the Departmental Confirmation Committee formed with the approval of the Approving Authority recommends the same. In any case, such a committee shall always be framed within 30 days of completion of probation period or extended period of probation. The committee shall make its recommendations within 08 weeks of its constitution.
- v. All cases of confirmation of probation shall be approved by
- Chairman, Governing Body for confirmation in Level-14 and above,
 - Director for confirmation in Level-13A and below.
- vi. The Approving authority shall approve the recommendations of the confirmation committee. In case, the approving authority does not agree with the recommendations of the confirmation committee, he shall record his reasons in writing before disapproving the recommendations and terminate the services of the probationer forthwith.
- vii. The services of the probationer shall be regularized on the date of issue of order for confirmation, only after which he shall be deemed to be the regular employee of the Institute till his resignation/death/superannuation whichever is earlier.
- viii. Only regularly confirmed staff shall be eligible for service benefits of the Institute like leave benefits, pay and allowances, annual increments, medical benefits, other benefits, etc.
- ix. Only a regularly appointed and confirmed employees shall be eligible for promotion in order of seniority subject to meeting eligibility conditions of minimum service in the grade as detailed at Schedule-7/2-4 of these Rules,
- subject to the clearance from vigilance, minimum grading of very good in his annual performance report for last 04 years and on recommendations of duly constituted DPC.
- x. Services of contractual employees shall be governed by contract agreement terms and conditions signed by the employee with the Institute during the period of contract and not by these Rules unless such employees are duly confirmed and regularized by due process as outlined at Clause 4 of these Rules.

14. NATIONALITY:

- Only Indian citizen shall be eligible for appointment for all Technical and administrative posts are detailed in Schedule 7/1.
- Indian citizens and persons with OCI status shall be eligible for appointment for all Scientific posts detailed in Schedule 7/1 subject to the condition that for all appointments to posts in Scientific Cadre of persons who are having Overseas Citizen of India (OCI) status, prior necessary clearances from Ministry of Home Affairs (MHA) and Ministry of External Affairs (MEA), or any authority specified by Government of India from time to time should be in place before appointment is offered to such individuals.

15. METHOD OF APPOINTMENT BY DEPUTATION/ABSORPTION: Subject to the candidate having educational qualifications and experience as specified in the Schedules, candidates from other Central Government/State Government, Ministries / Departments, Semi-Govt. Organizations, Universities, Research Institutions, Autonomous Bodies, Public Sector Undertakings, can be taken on deputation basis provided that:

- The period of deputation shall be subject to a maximum of three/five years, which can be extended up to a maximum period of five/seven years only after the written consent of the incumbent and lending organization. The total period of deputation including the period of deputation in another ex- cadre post held immediately preceding this appointment in the same or some other organization/department shall not normally



exceed 3/5 years unless extended up-to the prescribed maximum period of 5 years with consent of the candidates and the lending organization. The terms and conditions for tenure of deputation shall be as applicable in terms of extant Govt. of India instructions issued from time to time.

- ii. Subject to the approval of the lending Ministries/Departments/Organizations/Institutions etc. as also the willingness of the incumbent, the candidate can be absorbed in the Institute at any time during the period of deputation against a vacant post, if selected by the Selection Committee.
- iii. Candidate appointed on deputation shall not have any claim for any promotion during the period of deputation. However, such candidate may be considered for promotion incase of absorption, after such absorption takes effect.
- iv. In the case of a person, who is initially taken on deputation and absorbed later, his seniority in the grade in which he/she is absorbed will normally be counted from the date of absorption. If he has however been holding already (on the date of absorption) the same or equivalent grade on regular basis in his parent department, such regular service in the grade shall also be taken into account in fixing his seniority subject to the condition that he will be given seniority from the date he has been holding the post on deputation or the date from which he has been appointed on regular basis to the same or equivalent grade in his parent department whichever is earlier.
- v. The departmental candidates in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation.
- vi. Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for duration of one year or more can be filled on deputation basis from officers of other organizations as mentioned above.
- vii. During the period of Deputation, the candidate's term shall be regulated by the Conduct Rules of the borrowing Institute.
- viii. Borrowing organization shall be responsible for making any such contribution as mandated by the lending organization if the lending organization is a Central/State Government like foreign service contribution, PF, gratuity, etc.
- ix. The lien of the candidate appointed on deputation shall be retained in the lending organization if the lending organization is Central/State Government till the period of deputation. On the expiry of the period of deputation the candidate shall be repatriated back to his parent department immediately.
- x. Posts filled by Deputation shall be exempt from the purview of Reservation Rules.
- xi. **Cooling off period between two successive Deputations:** at least 3 years
- xii. **Authority to Waiver Cooling of Period:** Shall be Chairman, Governing Board for officers in Level-15 and above and Director of the Institute for officers in Level-14 and above.

16. METHOD OF APPOINTMENT BY PROMOTION: Promotion will be given to employees as under

(i) Promotion for Scientific Cadre:

In Scientific cadre, the promotion will be made through Modified Flexible Complementing Scheme (MFCS) (in situ promotion). The promotion will be governed as per DoP&T O.M. No. AB-14017/37/2008-Estt (RR) dated 10.09.2010 as amended from time to time. A scientific will be eligible for promotion through the process of MFCS as applicable to the 'Scientific personnel' in the Scientific Departments of the Government of India and will be subject to amendment from time to time.

Sl. No.	Pay band & grade pay	Designation	Minimum Residency Period linked to Performance
1.	PB-3 (Rs.15600-39100) Grade Pay Rs.5400/	Scientist B/Staff Scientist-II or equivalent	3 years.
2.	PB-3 (Rs.15600-39100) Grade Pay Rs. 6600/	Scientist C/Staff Scientist-III or equivalent	4 years.
3.	PB-3(Rs.15600-39100)	Scientist D/Staff	4 years.



	Grade Pay Rs. 7600/	Scientist-IV or equivalent	
4.	PB-4 (Rs.37400-67000) Grade Pay Rs. 8700	Scientist E/Staff Scientist-V or equivalent	5 years.
5.	PB-4 (Rs.37400-67000) Grade Pay Rs. 8900	Scientist F/Staff Scientist-VI or equivalent	5 years.
6.	PB-4(Rs. 37400-67000) Grade Pay Rs. 10000/	Scientist G/ Staff Scientist-VII or equivalent	—

(ii) Promotion for Administrative Cadre:

In Administrative Cadre, financial upgradation will be available in the next higher grade pay whenever an employee has completed 10 years of service in the same grade, as per Modified Assured Career Progression Scheme (MACP), as applicable to administrative personnel in the Departments of the Government of India and will be subject to amendment from time to time.

(iii) Promotion for Technical Cadre: The Merit and Normal Assessment Scheme (MANAS)* for promotion of Technical staff members will be followed as per CSIR guidelines (MANAS) vide CSIR's letter No. 17(65/P.42)/90-PPS(pt. II) dated 18.01.1991 (**copy enclosed as Anneure-7A**) amended from time to time. The Merit and Normal Assessment Scheme (MANAS) can be downloaded from the following link:-

http://www.csir.res.in/sites/default/files/PolicyDoc_44.pdf

17. LIABILITY OF OFFICERS TO SERVE IN INDIA OR ABROAD: All the employees who are appointed against these Rules shall be liable to serve anywhere in the country or abroad as per the directions of the Director of the Institute.

18. DISQUALIFICATION: No person

- i. who has entered into or contracted a marriage with a person having a spouse living, or
- ii. who is having a spouse living, has entered in or contracted a marriage with any other person, shall be eligible for appointment to any of the said posts;
- iii. whose character and antecedent has been objected by District Magistrate & Collector or whose identity has not been established by the Police.

shall be eligible for appointment to the service on regular basis or engagement on contract basis.

19. REVOCATION of APPOINTMENT: can be done at any stage during the period of probation (*without notice*) or during service (*after the expiry of period of 14 days from the issue of show cause notice and the same received by the employee*) if the appointed person at any stage before or after appointment has:

- a) Withheld information, given any false information or provided false certificates/ testimonials so as to secure appointment through wrongful means or intent,
- b) lied under oath,
- c) has been convicted of a criminal offence under Criminal Procedure Code and awarded punishment under any of the provisions of Indian Penal Code
- d) indulged in activities which are prejudicial to the interests of the STATE.

20. CONTRACT APPOINTMENTS:

- a) All engagements on contract basis against a cadre post shall be governed by the contract agreement signed by the employee with the Institute in terms of Clause 13(x) of these Rules.
- b) The Institute shall get model contract agreement duly approved from the Governing Body.

- c) No contractual engagement shall exceed a period of 36 months (for Scientific Cadre except the post of Executive Director) which may be extended by the Institute with the mutual consent of the employee and the Institute for not more than further period of 24 months.
- d) For non-scientific cadre staff, no contract shall exceed for a period of more than 11 months.
- e) The contract appointments will be made as per the bye laws of the institute.
- 21. DISPLAY of RRs:** These Rules shall be displayed on the website of the Institute for a period of 07 days before being notified by the Institute.
- 22. PERIODIC REVIEW OF RRs :** shall be compulsorily done once in 05 years with view to affecting the changes as are necessary to bring them in conformity with the changed position, including additions to or reductions in the strength of the lower and higher level posts.
- 23. AUTHORITY to exercise powers under these Rules:** Only regularly appointed Appointing Authority on substantive/regular/fulltime basis shall have powers to exercise authority under these Rules. Under these Rules, Officiating Director/In Charge/Protem/looking after Directors shall not have any appointing powers.
- 24. POWERS to RELAX/AMEND/MODIFY:** Notwithstanding anything contained in these Rules any of the provisions in these Rules can be relaxed/amended/modified with the approval of the competent authority in the Government of India upon the recommendations of the Governing Body of the Institute, provided they are in conformity with the instructions of the Government of India.
- 25. JURISDICTION OF THE COURTS:** In cases of any dispute arising between the Institute and others, the jurisdiction of The High Court of Mumbai in whose jurisdiction the Institute lies shall apply.
- 26. SAVING:** Nothing in these Rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the candidates belonging to the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, the Ex-Servicemen and the other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

Schedules:

- (i) **Schedule - 7/1:** Position of Posts created with the approval of the Cabinet/Department of Expenditure.
- (ii) **Schedule - 7/2:** Appointment to posts in Scientific Cadre:
- (iii) **Schedule - 7/3:** Appointment to posts in Technical Cadre
- (iv) **Schedule - 7/4:** Appointment to posts in Administrative Cadre.



(1)

Sub:- Benefit of Assessment to Engg./Architectural staff.

I am directed to state that the Engineering/Architectural staff was extended the benefit of assessment for the first time under Group-V of NRAS with effect from 1.2.1981.

There has been a demand for quite some time that the benefit of assessment available to Group-III under MANAS may be extended to such Engineering/Architectural staff.

The matter has been examined in consultation with Finance. It has accordingly been decided by the DGSIR that such Engineering/Architectural staff covered under Group-V(A) of MANAS may be allowed to exercise an irrevocable option upto 28th February 1991 to come over to Group-III or Group-II will be subject to the following conditions.

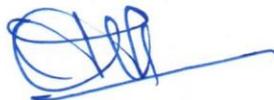
- a) Option will be effective from 1.4.1990 and assessment of such personnel will be considered in accordance with the procedure as laid down in the respective Group II or III of MANAS;
- b) Assessment fallen due on or before 31.3.1990 will be considered under Group-V(A) of MANAS;
- c) In case of assessments falling due on or after 1.4.90, service rendered in Group-V(A) will be computed for assessment towards residency period in Group II or III under MANAS;
- d) On placement in Groups II or III such staff will be assigned duties, as considered essential and applicable to Group II or III, as the case may be, and they may be posted to any of the Labs./Inssts. in Council's interest;
- e) Provision of special incentives under para 6.4.7. of MANAS will not be applicable on such option;
- f) No further recruitment will be permissible under Group V(A).

The above instructions may kindly be brought to the notice of all concerned and notified by displaying it on the Notice Boards. All COAs/AOs. are advised to ensure wide publicity of these instructions as no further extension of opting will be allowed under any circumstances. The option, if any, exercised be notified and placed on record.

Those who do not exercise the option by the stipulated date will continue to be governed by provision of Group V(A) under MANAS.

Kindly acknowledge receipt.

Copy of CSIR letter No. 17(65/P.42)/90-PPS(Pt.II) dated 18.1.1991



Schedule-7/1

NCCS : Details of Sanctioned Posts by Department of Expenditure

S.No	Department	Designation	Pay Band	GP	Level in 7th CPC	Sanctioned Strength	Posts already Created	On Roll as on 31.12.2017	Vacancy (Col. 9-Col. 10)	REMARKS
							EFC Sanctioned vide DBT letter BT/IS/04/005/89 Vol. II dated 30.12.1992 & A-12018/2/94-E-II dated 26.03.1998 (Total 55 Positions sanctioned as Variable)			
1	2	3	4	5	6	7	8	9	10	11
1		DIRECTOR				1	1	1	0	
	Scientific	Scientist G	PB4	10000	14	2	2	0	2	
	Scientific	Scientist F	PB4	8900	13A	0	0	0	0	
	Scientific	Scientist E	PB4	8700	13	0	0	0	0	
	Scientific	Scientist D	PB 3	7600	12	38	38	21	17	
	Scientific	Scientist C	PB 3	6600	11	8	8	8	0	
	Scientific	Scientist B	PB 3	5400	10	5	5	5	0	
	Scientific	Scientist A	PB 3	4600	7	1	1	1	0	
		Sub Total				55	55	36	19	
2	Technical	Technical Officer C	PB3	6600	11	2	2	1	1	
	Technical	Technical Officer B	PB3	5400	10	8	8	5	3	
	Technical	Technical Officer A	PB2	4600	7	4	4	3	1	
	Technical	Technician C	PB2	4200	6	12	12	9	3	
	Technical	Technician B	PB1	2800	5	42	42	36	6	
	Technical	Assistant Technician	PB1	1900	2	26	26	19	7	
		Sub Total				94	94	73	21	
3	Administrative	Officer D	PB3	7600	12	2	2	0	2	
	Administrative	Officer C	PB3	6600	11	2	2	2	0	
	Administrative	Officer B	PB3	5400	10	2	2	1	1	
	Administrative	Officer A	PB2	4600	7	7	7	6	1	
	Administrative	Office Asstt B	PB2	4200	6	18	18	18	0	
	Administrative	Office Asstt A	PB1	2400	4	4	4	4	0	
	Administrative	Clerk-cum-Stores Asstt.	PB1	1900	2	1	1	1	0	
	Administrative	Helper A	PB1	1800	1	7	7	7	0	
	Administrative	Sr. Driver	PB1	2400	4	1	1	0	1	
	Administrative	Jr. Driver	PB1	1800	1	4	4	4	0	
		Sub Total				48	48	43	5	
		Grand Total				197	197	152	45	

Schedule-7/2 : Posts in Scientific Cadre of National Centre for Cell Science, Pune

S. No.	Type	DIRECTOR	Scientist G
1	2	3	4
1	Department	HEAD of the Institute	Scientific
2	Level in 7th CPC	15	14
3	Sanctioned Strength	1	2
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	Not Applicable	No***
6	Is post exempted from consultation with UPSC before being filled	Not Applicable	Not Applicable
7	Nationality of Candidates recommended for appointment	Indian	Indian
8	Method of Appointment	On Deputation/ On Short term Contract basis	By Promotion/Deputation failing which by Direct Recruitment
9	%age of each method of appointment	Not Applicable	Not Applicable
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	No	Yes
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for unreserved candidates	Not exceeding 58 yrs (on/for deputation/short term contract)	Not exceeding 58 yrs (on/for deputation/short term contract)
12	Educational Qualification and Experience	(In case of recruitment by promotion/deputation/absorption grades from which promotion/Deputation/absorption to be made) 1. Scientists from Central/State Governments, Research Institutes, Autonomous Bodies, Government Funded Research Organizations/Institutions etc. (i) Holding analogous post on regular basis in the parent department; Or (ii) With 5 years' service in level No. 14 or equivalent in the parent cadre/Department and possess the qualification & experience as below:- Essential (i) Ph.D. in any areas of Natural Sciences such as Life Sciences / Agricultural / Veterinary / Medical / Physics / Chemistry etc. (ii) Minimum 15 years research experience in the field of Biotechnology / Cell Biology with significant contribution in the areas of modern biology. (iii) Excellent track record as evidenced by research publications, patents and awards. Desirable (i) Experience in successfully running large programme centre, institution. (ii) Experience of guiding research activities in relevant field.	Ph.D. or equivalent with original work as evidenced by patents or publications. Evidence of leadership with 15 years experience of Post-qualification in R & D.
13	Experience for Deputation	2. In case of non-availability of eligible candidates, the Search-cum-Selection Committee may recommend for re-advertising the post after suitably relaxing the eligibility criteria, if deemed necessary and also explore the feasibility of operating the post at a lower level from the prescribed level of the post of Director. 3. The period of Deputation includes period of deputation in other ex-cadre posts, held immediately preceding this appointment in the same or some other organization/Department should ordinarily not exceed 5 years. The maximum age limit for appointment on deputation (ISTC) should not exceed preferably 56 years as on the closing date of receipt of applications.	Scientists from Central/State Governments, Research Institutes, Autonomous Bodies etc. (i) Holding analogous post on regular basis in parent Department or (ii) With 5 years' service in Level 13A or equivalent in the parent cadre/ Department and possess the essential qualification & experience as mentioned above
14	Composition of Selection Committee	Selection through Search-cum-Selection Committee as per instructions of DoPT in this regard	Secretary, DBT/ Chairman, Governing Body or his nominee- Chairman, Director, NCCS - Member 3 outside experts to be nominated by the Chairman Governing body-Member, Member of reserved community in case of the post has been reserved or candidate appearing for recruitment belongs to reserved category even if the post for which the recruitment is held is unreserved. Member from minority community also (can be a grade below) in cases of candidates from minority community appearing for recruitment. Only religious minorities are to be considered.
15	Composition of Confirmation committee	NA	As approved by the Chairman, Governing Body.
16	Promotion by Selection (S) or Non Selection (NS)	NA	NA
17	Composition of Promotion Committee	NA	--
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	NA	--

* AS outlined vide DBT OM No. BT/AI/14013/3/2011 dated 16.06.2017

**The guidelines circulated vide DBT OM No BT/AI/14013/3/2011 dtd 19.07.2016 will be followed.

*** Specific relaxation may be sought from Hon'ble Minister of Science & Technology.

Schedule-7/2 : Posts in Scientific Cadre of National Centre for Cell Science, Pune

S. No.	Type	Scientist F	Scientist E	Scientist D	Scientist D (Medical Scientist)- NPA Post
1	2	5	6	7	8
1	Department	Scientific	Scientific	Scientific	Scientific
2	Level in 7 th CPC	13-A	13	12	12
3	Sanctioned Strength	0	1	34	1
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	Selection	Selection
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No***	No***	No***	No***
6	Is post exempted from consultation with UPSC before being filled	Not applicable	Not applicable	Not applicable	Not applicable
7	Nationality of Candidates recommended for appointment	Indian	Indian	Indian	Indian
8	Method of Appointment	By Promotion/Deputation failing which by Direct Recruitment	By Promotion/Deputation failing which by Direct Recruitment	By Promotion/Deputation failing which by Direct Recruitment	Direct Recruitment / Deputation
9	%age of each method of appointment	Not applicable	Not applicable	Not applicable	Not applicable
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	Yes	Yes	Yes	Yes
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for unreserved candidates	Not exceeding 55 years	Not exceeding 55 years	Not exceeding 45 years	Not exceeding 45 years
12	Educational Qualification and Experience	Ph.D. or equivalent with original work as evidenced by patents or publications. Evidence of leadership with 12 years experience of Post-qualification in R & D.	1st class or equivalent in M.Tech./M.D./M.V.Sc./M.Pharm. M.Sc. with at least eleven years research experience OR Ph. D. with original work as evidenced by patents or publications. Evidence of leadership with about 8 years experience in R & D.	1st class or equivalent in M.Tech./M.D./M.V.Sc./M.Pharm. OR M.Sc. with Ph.D. with original work as evidenced by patents or publications. Evidence of leadership with 9 years experience in R & D OR Ph.D with at least five years research experience in the relevant subject.	1st class or equivalent in M.D./MBBS with Ph. D., with original work as evidenced by patents or publications. Evidence of leadership with 9 years experience in R & D.
13	Experience for Deputation	Scientists from Central/State Governments, Research Institutes, Autonomous Bodies etc. (i) Holding analogous post on regular basis in parent Department or (ii) With 5 years' service in Level 13 or equivalent in the parent cadre/ Department and possess the essential qualification & experience as mentioned above	Scientists from Central/State Governments, Research Institutes, Autonomous Bodies etc. (i) Holding analogous post on regular basis in parent Department or (ii) With 5 years' service in Level 12 or equivalent in the parent cadre/ Department and possess the essential qualification & experience as mentioned above	Scientists from Central/State Governments, Research Institutes, Autonomous Bodies etc. (i) Holding analogous post on regular basis in parent Department or (ii) With 5 years' service in Level 11 or equivalent in the parent cadre/ Department and possess the essential qualification & experience as mentioned above	Scientists from Central/State Governments, Research Institutes, Autonomous Bodies etc. (i) Holding analogous post on regular basis in parent Department or (ii) With 5 years' service in Level 11 or equivalent in the parent cadre/ Department and possess the essential qualification & experience as mentioned above
14	Composition of Selection Committee	<p align="center">The committee shall comprise of</p> <p>a) Minimum 03 member committee to be nominated by Director of Officers in Level 13 and above. The proceedings of the committee shall be got approved from the Director of the Institute.</p> <p>b) member of reserved community in case of the post has been reserved or candidate appearing for recruitment belongs to reserved category even if the post for which the recruitment is held is unreserved.</p> <p>c) member from minority community also (can be a grade below) in cases of candidates from minority community appearing for recruitment. (only religious minorities are to be considered i.e., muslim, sikh, Jain, Christians, Sikhs, Parsis, Buddhists and not any other minorities like linguistic etc.)</p> <p>d) Member of women/OBC member in case of female/OBC candidates appearing for the recruitment</p> <p>e) No member of the vigilance organisation shall be part of Selection Committee.</p>			
15	Composition of Confirmation committee	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director
16	Promotion by Selection (S) or Non Selection (NS)	NA	NA	NA	NA
17	Composition of Promotion Committee	<p align="center">The committee shall comprise of</p> <p>a) Minimum 03 member committee to be nominated by Director of Officers in Level 14. The proceedings of the committee shall be got approved from the Director of the Institute.</p> <p>b) member of reserved community in case of the post has been reserved or candidate appearing for recruitment belongs to reserved category even if the post for which the recruitment is held is unreserved.</p>			
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	5	5	4	4

Schedule-7/2 : Posts in Scientific Cadre of National Centre for Cell Science, Pune

S. No.	Type	Scientist D (Veterinary Scientist) - NPA Post	Scientist C	Scientist C (Animal House) - NPA Post	Scientist B
1	2	9	10	11	12
1	Department	Scientific	Scientific	Scientific	Scientific
2	Level in 7th CPC	12	11	11	10
3	Sanctioned Strength	1	8	1	4
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	Selection	Selection
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No***	No***	No***	No
6	Is post exempted from consultation with UPSC before being filled	Not applicable	Not applicable	Not applicable	Not applicable
7	Nationality of Candidates recommended for appointment	Indian	Indian	Indian	Indian
8	Method of Appointment	Direct Recruitment / Deputation	By Promotion/Deputation failing which by Direct Recruitment	Direct Recruitment / Deputation	Direct Recruitment
9	%age of each method of appointment	Not applicable	Not applicable	Not applicable	Not applicable
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	Yes	Yes	Yes	Yes
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for unreserved candidates	Not exceeding 45 years	Not exceeding 40 years	Not exceeding 40 years	Not exceeding 35 years
12	Educational Qualification and Experience	1st class or equivalent in M.V.Sc. with 9 years' of R&D experience in areas of cell biology, tissue engineering, animal models and their clinical management, transplantation and regenerative medicine as evidenced by patents or publications OR Ph.D with at least five years research experience in the relevant subject.	1st class or equivalent in M. Tech./M.D./M.V.Sc./ M. Pharm/M.Sc. with 5 years experience OR Ph. D. with original work as evidenced by patents or publications. Evidence of leadership with about 4 years experience in R & D.	1st class or equivalent in M.V.Sc. with about 5 years' experience in Breeding, Care, Nutrition, Maintenance, Quality control and Health monitoring and clinical management of laboratory animals OR M.V.Sc. with Ph. D. with original work as evidenced by patents or publications. Evidence of leadership with about 4 years experience in R & D.	1st class in M.Sc./M. Tech./M.D./ M.V.Sc. /M. Pharm. with 3 years experience in R & D or Ph.D. in relevant field with 1 year post doctoral experience.
13	Experience for Deputation	Scientists from Central/State Governments, Research Institutes, Autonomous Bodies etc. (i) Holding analogous post on regular basis in parent Department or (ii) With 5 years' service in Level 11 or equivalent in the parent cadre/ Department and possess the essential qualification & experience as mentioned above	Scientists from Central/State Governments, Research Institutes, Autonomous Bodies etc. (i) Holding analogous post on regular basis in parent Department or (ii) With 5 years' service in Level 10 or equivalent in the parent cadre/ Department and possess the essential qualification & experience as mentioned above	Scientists from Central/State Governments, Research Institutes, Autonomous Bodies etc. (i) Holding analogous post on regular basis in parent Department or (ii) With 5 years' service in Level 10 or equivalent in the parent cadre/ Department and possess the essential qualification & experience as mentioned above	Not Applicable
14	Composition of Selection Committee	<p align="center">The committee shall comprises of</p> <p>a) Minimum 03 member committee to be nominated by Director of Officers in Level 13 and above. The proceedings of the committee shall be got approved from the Director of the Institute.</p> <p>b) member of reserved community in case of the post has been reserved or candidate appearing for recruitment belongs to reserved category even if the post for which the recruitment is held is unreserved.</p> <p>c) member from minority community also (can be a grade below) in cases of candidates from minority community appearing for recruitment. (only religious minorities are to be considered i.e., muslim, sikh, Jain, Christians, Sikhs, Parsis, Buddhists and not any other minorities like linguistic etc.)</p> <p>d) shall essentially comprises of women/OBC member in case of female/OBC candidates appearing for the recruitment</p> <p>e) No member of the vigilance organisation shall be part of Selection Committee.</p>			
15	Composition of Confirmation committee	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director
16	Promotion by Selection (S) or Non Selection (NS)	NA		NA	
17	Composition of Promotion Committee	<p align="center">The committee shall comprise of</p> <p>a) Minimum 03 member committee to be nominated by Director of Officers in Level 14. The proceedings of the committee shall be got approved from the Director of the Institute.</p> <p>b) member of reserved community in case of the post has been reserved or candidate appearing for recruitment belongs to reserved category even if the post for which the recruitment is held is unreserved.</p>			
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	4	4	4	3

Schedule-7/2 : Posts in Scientific Cadre of National Centre for Cell Science, Pune

S. No.	Type	Scientist B (Veterinary Scientist)- NPA Post	Scientist A (Animal House)- NPA Post	Total
1	2	13	14	15
1	Department	Scientific	Scientific	
2	Level in 7th CPC	10	7	
3	Sanctioned Strength	1	1	55
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No	No	
6	Is post exempted from consultation with UPSC before being filled	Not applicable	Not applicable	
7	Nationality of Candidates recommended for appointment	Indian	Indian	
8	Method of Appointment	Direct Recruitment	Direct Recruitment	
9	%age of each method of appointment	Not applicable	Not applicable	
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	Yes	Yes	
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for unreserved candidates	Not exceeding 35 years	Not exceeding 30 years	
12	Educational Qualification and Experience	1st class in M.V.Sc. with 3 years' experience in animal cell and tissue culture or Ph.D. in relevant field with 1 year post doctoral experience.	B.V.Sc. &A.H./B.V.Sc. with 1 years' experience in laboratory animal breeding, husbandry their health and clinical management.	
13	Experience for Deputation	Not Applicable	Not Applicable	
14	Composition of Selection Committee	<p align="center">The committee shall comprises of</p> <p>a) Minimum 03 member committee to be nominated by Director of Officers in Level 13 and above. The proceedings of the committee shall be got approved from the Director of the Institute.</p> <p>b) member of reserved community in case of the post has been reserved or candidate appearing for recruitment belongs to reserved category even if the post for which the recruitment is held is unreserved.</p> <p>c) member from minority community also (can be a grade below) in cases of candidates from minority community appearing for recruitment. (only religious minorities are to be considered i.e., muslim, sikh, Jain, Christians, Sikhs, Parsis, Buddhists and not any other minorities like linguistic etc.)</p> <p>d) shall essentially comprises of women/OBC member in case of female/OBC candidates appearing for the recruitment</p> <p>e) No member of the vigilance organisation shall be part of Selection Committee.</p>		
15	Composition of Confirmation committee	As approved by the Director	As approved by the Director	
16	Promotion by Selection (S) or Non Selection (NS)			
17	Composition of Promotion Committee	<p align="center">The committee shall comprise of</p> <p>a) Minimum 03 member committee to be nominated by Director of Officers in Level 14. The proceedings of the committee shall be got approved from the Director of the Institute.</p> <p>b) member of reserved community in case of the post has been reserved or candidate appearing for recruitment belongs to reserved category even if the post for which the recruitment is held is unreserved.</p>		
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	3	3	

Schedule 7/3 : Posts in Technical Cadre of National Centre for Cell Science, Pune

S. No.	Type	Technical Officer C (Lab)	Technical Officer B (Lab)	Technician C (Lab)	Technician B (Lab)	Assistant Technician (Lab)	Technical Officer A (Animal House)	Assistant Technician (Animal house)	
1	2	3	4	5	6	7	8	9	
1	Department	Technical	Technical	Technical	Technical	Technical	Technical	Technical	
2	Level in 7th CPC	11	10	6	5	2	7	2	
3	Sanctioned Strength	1	4	7	31	9	1	3	
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	Selection	Selection	Selection	Selection	Selection	
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No	No	No	No	No	No	No	
6	Is post exempted from consultation with UPSC before being filled	NA	NA	NA	NA	NA	NA	NA	
7	Nationality of Candidates recommended for appointment	Indian	Indian	Indian	Indian	Indian	Indian	Indian	
8	Method of Appointment	Through promotion failing which Direct Recruitment/Deputation	Through promotion failing which Direct Recruitment/Deputation	Through promotion failing which Direct Recruitment/Deputation	Direct Recruitment	Direct Recruitment	Through promotion failing which Direct Recruitment/Deputation	Direct Recruitment	
9	%age of each method of appointment	NA	NA	NA	NA	100% By DR	NA	100% By DR	
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	No	No	No	No	No	No	No	
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for unreserved candidates	40 years	35 years	30 years	18 - 25 years	18 - 25 years	30 years	18 - 25 years	
12	Educational Qualification and Experience for Direct Recruitment	M.Sc. with 10 years experience in the relevant field or B.Sc. with 15 years experience in the relevant field. Candidate should have minimum of 60% marks in aggregate in qualifying examination.	M.Sc. with 6 years experience in the relevant field or B.Sc. or equivalent with 10 years experience in the relevant field. Candidate should have minimum of 60% marks in aggregate in qualifying examination.	M.Sc. with 2 years of relevant experience in R&D organizations. Candidate should have minimum of 60% marks in aggregate in qualifying examination.	B.Sc. with three years' R&D experience in the required area. Candidate should have 60% marks in aggregate in qualifying examination.	H.S.C. Or Intermediate in science with 3 years experience in R & D laboratory OR H.S.C. or Intermediate in Science with DMLT having 1 year experience in R&D laboratory. Candidate should have 50% marks in aggregate in qualifying examination.	B.V.Sc. with 1 year experience or B.Sc. (Zoology/Animal Science/Life Science) with 10 years' experience in breeding and care of laboratory animals with in Experimental Animal Facility of R&D Laboratory. Candidate should have 60% marks in aggregate in qualifying examination.	H.S.C. or Intermediate in Science with 50%marks and 3 years experience in Experimental Animal Facility of R & D Laboratory OR H.S.C. or Intermediate with Diploma in MLT. Having 1 year experience in Experimental Animal Facility of R & D Laboratory	
13	Experience for Deputation	--	--	--	--	--	--	--	
14	Composition of Selection Committee	Director's nominee- Chairman One Senior faculty member-Member 3 outside experts in the relevant areas- Member One expert belonging to one from SC/ST/OBC community- Member One expert from minority community- Member					Director's nominee- Chairman One Senior faculty member-Member 3 outside experts in the relevant areas- Member One expert belonging to one from SC/ST/OBC community- Member One expert from minority community- Member		
15	Composition of Confirmation committee	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director	
16	Promotion by Selection (S) or Non Selection (NS)	NA	NA	NA	NA	NA	NA	NA	
17	Composition of Promotion Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	As per the Merit and Normal Assessment Scheme (MANAS)* (see para 16.(iii) of NCCS Recruitment Rules 2018 (Annexure-7)).							
19	Relaxation Clause	In case of candidates found otherwise suitable for the posts in the Pay Level 5 and below, the prescribed eligibility criteria may be relaxed with the approval of the Chairman, Governing Body.							

* AS outlined vide DBT OM No. BT/AI/14013/3/2011 dated 16.06.2017

**The guidelines circulated vide DBT OM No BT/AI/14013/3/2011 dtd 19.07.2016 will be followed.

Schedule 7/3 : Posts in Technical Cadre of National Centre for Cell Science, Pune

S. No.	Type	Technical Officer B (Computer)	Technical Officer A (Computer)	Technician C (Computer)	Technician B (Computer)	Technical Officer B (Lib & Doc)	Technician C (Lib & Doc)
1	2	10	11	12	13	14	15
1	Department	Technical	Technical	Technical	Technical	Technical	Technical
2	Level in 7th CPC	10	7	6	5	10	6
3	Sanctioned Strength	1	1	1	4	1	1
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	Selection	Selection	Selection	Selection
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No	No	No	No	No	No
6	Is post exempted from consultation with UPSC before being filled	NA	NA	NA	NA	NA	NA
7	Nationality of Candidates recommended for appointment	Indian	Indian	Indian			
8	Method of Appointment	Through promotion failing which Direct Recruitment/Deputation	Through promotion failing which Direct Recruitment/Deputation	Through promotion failing which Direct Recruitment/Deputation	Direct Recruitment	Through promotion failing which Direct Recruitment/Deputation	Through promotion failing which Direct Recruitment/Deputation
9	%age of each method of appointment	NA	NA	NA	100% By DR	NA	NA
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	No	No	No	No	No	No
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for unreserved candidates	35 years	30 years	30 years	18 - 25 years	35 years	30 years
12	Educational Qualification and Experience for Direct Recruitment	M.C.S / M.C.M. / M.Sc. (Computer) / M.C.A. with 6 years' experience OR B.C.S. / B.Sc. (Computer) / B.C.A. with 10 years' experience OR Degree in Engineering (Computer) / AMIE with 6 years' experience OR Diploma in Engineering (Computer) / Graduate plus Diploma in Computer Applications with 10 years' experience in the relevant field. Candidate should have 60% marks in aggregate in qualifying examination.	M.C.S / M.C.M. / M.Sc. (Computer) / M.C.A. with 5 years experience OR B.C.S. / B.Sc. (Computer) / B.C.A. with 8 years experience OR Degree in Engineering (Computer) / AMIE with 5 years experience OR Diploma in Engineering (Computer) / Graduate plus Diploma in Computer Applications with 8 years experience in the relevant field.	M.C.S / M.C.M. / M.Sc. (Computer) / M.C.A. with 1 year experience or BCS/ B.Sc.(Computer) / B.C.A. with 5 years experience or AMIE/ Degree in Engineering (Computer) / Graduate plus Diploma in Computer Applications with 5 years relevant experience.	Graduate in Computer Sciences and having good typing speed. Three years experience in handling Softwares and Data Entry Operation.	M.A./M.Sc / M.Com. with B.Lib/ M.Lib. with 9 years experience OR Graduate in any discipline with B.Lib. with 10 years relevant experience.	M.A./M.Sc/M.Com plus B.Lib. with 1 year experience or Graduate in any discipline with B.Lib. with 5 years relevant experience.
13	Experience for Deputation	--	--	--	--	--	--
14	Composition of Selection Committee	Director's nominee- Chairman One Senior faculty member-Member 3 outside experts in the relevant areas- Member One expert belonging to one from SC/ST/OBC community- Member One expert from minority community- Member					
15	Composition of Confirmation committee	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director
16	Promotion by Selection (S) or Non Selection (NS)	NA	NA	NA	NA	NA	NA
17	Composition of Promotion Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	As per the Merit and Normal Assessment Scheme (MANAS)* (see para 16.(iii) of NCCS Recruitment Rules 2018 (Annexure-7)).					
19	Relaxation Clause	In case of candidates found otherwise suitable for the posts in the Pay Level 5 and below, the prescribed eligibility criteria may be relaxed with the approval of the Chairman, Governing Body.					

* AS outlined vide DBT OM No. BT/AI/14013/3/2011

**The guidelines circulated vide DBT OM No BT/AI/

Schedule 7/3 : Posts in Technical Cadre of National Centre for Cell Science, Pune

S. No.	Type	Technician B (Lib & Doc)	Technician B (Photography)	Technical Officer C (I&M)	Technical Officer B (I&M)
1	2	16	17	18	19
1	Department	Technical	Technical	Technical	Technical
2	Level in 7 th CPC	5	5	11	10
3	Sanctioned Strength	1	1	1	1
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	Selection	Selection
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No	No	No	No
6	Is post exempted from consultation with UPSC before being filled	NA	NA	NA	NA
7	Nationality of Candidates recommended for appointment				
8	Method of Appointment	Direct Recruitment	Direct Recruitment	Through promotion failing which Direct Recruitment/Deputation	Through promotion failing which Direct Recruitment/Deputation
9	%age of each method of appointment	100% By DR	100% By DR	NA	NA
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	No	No	No	No
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for unreserved candidates	18 - 25 years	18 - 25 years	40 years	35 years
12	Educational Qualification and Experience for Direct Recruitment	Graduate with B. Lib. with three years experience in the relevant field.	Graduate in any discipline with Diploma in Photography with 5 years experience / Degree in Photography with one year experience of Scientific Photography including photomicrography etc.	AMIE/ B.E./ B.Tech. in Engineering or M.Sc. [Instrumentation/ Electronics / Physics] with 8 years experience in relevant area or M. Tech./M.E. with 5 years experience in relevant area. Candidate should have minimum of 60% marks in aggregate in qualifying examination.	M.E./M.Tech. in Engineering with 2 years of experience in relevant area or AMIE/B.E./B.Tech in Engineering or M.Sc. in Instrumentation/ Physics/ Design/ Electronics with 6 years' experience in relevant field or Diploma in Engineering / B. Sc. [Physics/Electronics/Design/ Instrumentation] with 10 years' experience in relevant field. Candidate should have minimum of 60% marks in aggregate in qualifying examination.
13	Experience for Deputation	--	--	Officials of the Central Govt, State Govt, Central / State Universities, Autonomous Insts, Public Sector Undertakings subject to fulfillment of the following conditions : 1) Holding analogous post on regular basis in the parent cadre and 2) Possessing qualification and experience as prescribed for Direct Recruits.	
14	Composition of Selection Committee				
15	Composition of Confirmation committee	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director
16	Promotion by Selection (S) or Non Selection (NS)	NA	NA	NA	NA
17	Composition of Promotion Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	As per the Merit and Normal Assessment Scheme (MANAS)* (see para 16.(iii) of NCCS Recruitment Rules 2018 (Annexure-7)).			
19	Relaxation Clause	In case of candidates found otherwise suitable for the posts in the Pay Level 5 and below, the prescribed eligibility criteria may be relaxed with the approval of the Chairman, Governing Body.			

* AS outlined vide DBT OM No. BT/AI/14013/3/2011

**The guidelines circulated vide DBT OM No BT/AI/



Schedule 7/3 : Posts in

S. No.	Type	Technical Officer B (Civil)	Technical Officer A (I&M)	Technician C (I&M)	Technician B (I&M)	Assistant Technician (I&M)
1	2	20	21	22	23	24
1	Department	Technical	Technical	Technical	Technical	Technical
2	Level in 7 th CPC	10	7	6	5	2
3	Sanctioned Strength	1	2	3	5	14
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	Selection	Selection	Selection
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No	No	No	No	No
6	Is post exempted from consultation with UPSC before being filled	NA	NA	NA	NA	NA
7	Nationality of Candidates recommended for appointment					
8	Method of Appointment	Direct Recruitment / Deputation	Through promotion failing which Direct Recruitment/Deputation	Through promotion failing which Direct Recruitment/Deputation	Through promotion failing which Direct Recruitment/Deputation	Direct Recruitment
9	%age of each method of appointment	NA	NA	NA	NA	100% By DR
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	No	No	No	No	No
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for unreserved candidates	35 years	30 years	30 years	18 - 25 years	18 - 25 years
12	Educational Qualification and Experience for Direct Recruitment	M.E./M.Tech. in Civil Engineering with 2 years of experience in relevant area or AMIE/ B.E./B.Tech in Civil Engineering with 6 years' experience in relevant field or Diploma in Civil Engineering with 10 years' experience in relevant area. Candidate should have minimum of 60% marks in aggregate in qualifying examination.	AMIE/ B.E./ B.Tech. in Engineering or M.Sc. [Physics / Electronics/ Instrumentation] with 3 years experience after degree. Diploma in engineering / B.Sc. in [Physics/ Electronics/ Instrumentation] with 7 years experience in relevant area. Candidate should have 60% marks in aggregate in qualifying examination.	M.Sc. or equivalent qualification in [Physics/ Electronics/ Instrumentation] with 1 years' experience, or B.Sc. [Physics/ Electronics/ Instrumentation] with 5 years' experience. AMIE/B.E./B.Tech degree in engineering with 2 years experience. Candidate should have minimum of 60% marks in aggregate in qualifying examination.	Diploma in Engineering with 5 years experience. Candidate should have 60% marks in aggregate in qualifying examination.	ITI certificate in respective trade with 1 year experience.
13	Experience for Deputation	Officials of the Central Govt, State Govt, Central / State Universities, Autonomous Insts, Public Sector Undertakings subject to fulfillment of the following conditions : 1) Holding analogous post on regular basis in the parent cadre and 2) Possessing qualification and experience as prescribed for Direct Recruits.	--	--	--	--
14	Composition of Selection Committee					
15	Composition of Confirmation committee	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director	As approved by the Director
16	Promotion by Selection (S) or Non Selection (NS)	NA	NA	NA	NA	NA
17	Composition of Promotion Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee	Same as Selection Committee
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	As per the Merit and Normal Assessment Scheme (MANAS)* (see para 16.(iii) of NCCS Recruitment Rules 2018 (Annexure-7)).				
19	Relaxation Clause	In case of candidates found otherwise suitable for the posts in the Pay Level 5 and below, the prescribed eligibility criteria may be relaxed with the approval of the Chairman, Governing Body.				

* AS outlined vide DBT OM No. BT/AI/14013/3/2011

**The guidelines circulated vide DBT OM No BT/AI/

Schedule 7/4 - Posts of Administrative Cadre of National Centre for Cell Science, Pune

S. No.	Type	Officer D (Administration)	Officer C (Administration)	Officer B (Administration; Stores & Purchase)
1	2	3	4	5
1	Department	Admin	Admin	Admin
2	Level in 7th CPC	12	11	10
3	Sanctioned Strength	1	1	2
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	Selection
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No	No	No
6	Is post exempted from consultation with UPSC before being filled	NA	NA	NA
7	Nationality of Candidates recommended for appointment	Indian	Indian	Indian
8	Method of Appointment	By deputation / direct recruitment	By deputation / By direct recruitment/ By promotion	By deputation / By direct recruitment/ By promotion
9	%age of each method of appointment	100 % by DR / Deputation	50 % by DR / Deputation OR 50% by Promotion	50 % by DR / Deputation OR 50% by Promotion
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	No	No	No
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for Educational Qualification and Experience	50 years	40 years	35 years
12		A distinguished Academic record with post graduate degree in Arts/ Commerce/ Science/ Engineering/ Management/ Law/ P.G. Diploma in Personnel Management from an recognized (like UGC, AICTE) Institute/University, with at least 5 years experience in the Level No. 11 of the Pay Matrix or equivalent in an organization of repute subject to total relevant experience of 9 years in a responsible capacity. Persons having experience of work in R&D organizations belonging to Govt. of India will be given preference. The candidates should have the knowledge of Administration, Conduct Rules, Estate, Finance, GFR, Stores and Purchase and should be familiar with Information & Communication Technologies. The persons working in non-Government or reputed private organizations should have equivalent experience as mentioned for Government servants and their total pay should be similar or more than the consolidated pay described.	Graduate in any branch with P. G. Diploma in Management or equivalent, or Degree in Law / training in Secretarial work or passed UPSC examination of Section Officers/ Stenographer/ Private Secretary/ Stores & Purchase Officer. He/She should be in the Level No. 10 with 5 years or with 8 years in experience in the Level No. 7 & should be familiar with Information & Communication Technologies. The persons working in non-Government or reputed private organizations should have equivalent experience as mentioned for Government servants and their total pay should be similar or more than the consolidated pay described.	Graduate in any discipline or Post Graduate diploma in Management with 3 years experience in the Level No. 7 or 7 years service in the Level No. 6. The candidates should have the knowledge of Administration OR Stores and Purchase and should be familiar with Information & Communication Technologies. The persons working in non-Government or reputed private organizations should have equivalent experience as mentioned for Government servants and their total pay should be similar or more than the consolidated pay described.
13	Experience for Deputation	Officials of the Central Govt, State Govt, Central / State Universities, Autonomous Institutes, Public Sector Undertakings subject to fulfillment of the following conditions : 1) Holding analogous post on regular basis in the parent cadre OR 2) Possessing qualification and experience as prescribed for Direct Recruits. Age preferably below 55 for candidates selected on deputation.	Officials of the Central Govt, State Govt, Central / State Universities, Autonomous Institutes, Public Sector Undertakings subject to fulfillment of the following conditions : 1) Holding analogous post on regular basis in the parent cadre OR 2) Possessing qualification and experience as prescribed for Direct Recruits. Age preferably below 45 for candidates selected on deputation.	Officials of the Central Govt, State Govt, Central / State Universities, Autonomous Institutes, Public Sector Undertakings subject to fulfillment of the following conditions : 1) Holding analogous post on regular basis in the parent cadre OR 2) Possessing qualification and experience as prescribed for Direct Recruits. Age preferably below 40 for candidates selected on deputation.
14	Composition of Selection committee	Director's nominee- Chairman One Senior faculty member-Member 3 outside experts in the relevant areas- Member One expert belonging to one from SC/ST/OBC community- Member One expert from minority community- Member		Director's nominee- Chairman One Senior faculty member-Member 2 outside experts in the relevant areas- Member Sr. Officer from NCCS Admin/Finance/S&P - Member One expert belonging to one from SC/ST/OBC community- Member One expert from minority community- Member
15	Composition of Confirmation committee	As approved by Director	As approved by Director	As approved by Director
16	Promotion by Selection (S) or Non Selection (NS)	--	Selection	Selection
17	Composition of Promotion Committee	Same as Recruitment Committee	Same as Recruitment Committee	Same as Recruitment Committee
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	--	--	5 years
19		* The Drivers will be recruited on contract basis after the superannuation of existing incumbents.		
20	MACPS for Administrative Cadre	The provisions of MACPS of DoP&T (O.M. No. 35034/3/2008-Estt. (D) dated 19.05.2009 and further modified from time to time) shall be applicable on all Administrative cadre posts where no further promotional avenues are available(see para 16.(ii) of NCCS Recruitment Rules 2018 (Annexure-7)).		
21	Relaxation Clause	In case of candidates found otherwise suitable for the posts in the Pay Level 5 and below, the prescribed eligibility criteria may be relaxed with the approval of the Chairman, Governing Body.		

* The hindi posts are approved by the DBT as per the directives of Rajbhasha Guidelines and the approval of detailed schedules are in process.

* AS outlined vide DBT OM No. BT/AI/14013/3/2011 dated 16.06.2017

**The guidelines circulated vide DBT OM No BT/AI/14013/3/2011 dtd 19.07.2016 will be followed.

Schedule 7/4 - Posts of Administrative Cadre of National Centre for Cell Science, Pune

S. No.	Type	Officer A (Administration; Accounts; Internal Auditor)	Office Assistant B (Administration ; Accounts)	Office Assistant A	Sr. Driver	Junior Driver
1	2	6	7	8	9	10
1	Department	Admin	Admin	Admin	Admin	Admin
2	Level in 7th CPC	7	6	4	4	2
3	Sanctioned Strength	7	18	4	1	4
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	Selection	Selection	Selection
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No	No	No	No	No
6	Is post exempted from consultation with UPSC before being filled	NA	NA	NA	NA	NA
7	Nationality of Candidates recommended for appointment	Indian	Indian	Indian	Indian	Indian
8	Method of Appointment	By Promotion / By Direct Recruitment	By Promotion / By Direct Recruitment	By Promotion / By Direct Recruitment	By Promotion / By Direct Recruitment	By Direct Recruitment
9	%age of each method of appointment	50% by Direct Recruitment or 50% by Promotion	50% by Direct Recruitment or 50% by Promotion	75% by Direct Recruitment or 25% by Promotion	As per DOPT Guidelines	100% by DR
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	No	No	No	No	No
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for Educational Qualification and Experience	30 years	30 years	18 to 25 years	18 to 25 years	18 to 25 years
12	Experience for Deputation	Graduate in any discipline and minimum 3 years experience in the level No. 6 of the pay matrix or 5 years experience in Level No. 4 having a knowledge of administration, finance & Audit and Stores & Purchase and good working knowledge in computer operations & should be familiar with Information & Communication Technologies.	Graduate with minimum 5 years in the level No. 4 of the pay matrix or 8 years experience in the level No. 2 & should be familiar with Information & Communication Technologies.	Graduate with typing speed of 40 wpm & should be familiar with Information & Communication Technologies with minimum one years' experience in the relevant field.	Passed 10th standard or equivalent from recognised Board or Institution. Possession of valid driving license for light and heavy vehicles. Knowledge of motor mechanisms (The candidate should be able to remove minor defects in vehicles.) Experience of driving a motor car for five years.	Xth pass. Must possess driving license for light and heavy vehicles with three years' experience.
13	Composition of Selection committee	Director's nominee- Chairman One Senior faculty member- Member 2 outside experts in the relevant areas- Member Sr. Officer from NCCS Admin/Finance/S&P - Member One expert belonging to one from SC/ST/OBC community- Member One expert from minority community- Member				
15	Composition of Confirmation committee	As approved by Director	As approved by Director	As approved by Director	As approved by Director	As approved by Director
16	Promotion by Selection (S) or Non Selection (NS)	Selection	Selection	Selection	Selection	--
17	Composition of Promotion Committee	Same as Recruitment Committee	Same as Recruitment Committee	Same as Recruitment Committee	Same as Recruitment Committee	Same as Recruitment Committee
18	Minimum yrs of regular service required in existing grade for promotion to next higher grade	5 years	5 years	5 years	6 years	9 years
19	* The Drivers will be recruited on contract basis after the superannuation of existing incumbents.					
20	MACPS for Administrative Cadre	The provisions of MACPS of DoP&T (O.M. No. 35034/3/2008-Estt. (D) dated 19.05.2009 and further modified from time to time) shall be applicable on all Administrative cadre posts where no further promotional avenues are available(see para 16.(ii) of NCCS Recruitment Rules 2018 (Annexure-7)).				
21	Relaxation Clause	In case of candidates found otherwise suitable for the posts in the Pay Level 5 and below, the prescribed eligibility criteria may be relaxed with the approval of the Chairman, Governing Body.				

* AS outlined vide DBT OM No. BT/AI/14013/2011 dated* AS outlined vide DBT OM No. BT/AI/14013/2011 dated 16.06.2017

The guidelines circulated vide DBT OM No BT/AI/14013The guidelines circulated vide DBT OM No BT/AI/14013/2011 dtd 19.07.2016 will be followed.

The 4 hindi posts are approved by the DBT as per the directives of Rajbhasha Guidelines and the approval of detailed schedules are in process.

Schedule 7/4 - Posts of Administrative Cadre of National Centre for Cell Science, Pune

S. No.	Type	Helper A	Officer D (Accounts)	Officer C (Accounts)	Clerk Cum Stores Assistant	Total
1	2	11	12	13	14	13
1	Department	Admin	Admin	Admin	Admin	
2	Level in 7th CPC	1	12	11	2	
3	Sanctioned Strength	7	1	1	1	48 + 4 # = 52
4	Is the post a Selection Post(S) or Non Selection Post (NS)	Selection	Selection	Selection	Selection	
5	Whether the posts are exempt from the purview of reservations in appointments for members of SC/ST/OBC's community	No	No	No	No	
6	Is post exempted from consultation with UPSC before being filled	NA	NA	NA	NA	
7	Nationality of Candidates recommended for appointment	Indian	Indian	Indian	Indian	
8	Method of Appointment	By Direct Recruitment	By deputation / direct recruitment	By deputation / direct recruitment	By Direct Recruitment	
9	%age of each method of appointment	100% by DR	100% by DR / Deputation	100% by DR / Deputation	100% by DR	
10	Is the post included in modified Flexible complementing Scheme for promotions (only for posts in Scientific cadre)	No	No	No	No	
11	Age of Direct Recruits if method of appointment is by Direct Recruitment for Educational Qualification and Experience	18 to 25 years	50 years	40 years	18 to 25 years	
12	Experience for Deputation	Standard X th pass.	Should be a graduate with the qualification of SAS/CA/ICWA/MBA (Finance) with 5 years experience in the Level No. 11 or 8 years' in the Level No. 9 or 10, in a responsible capacity in Accounts and Finance. The persons working in non-Government or reputed private organizations should have equivalent experience as mentioned for Government servants and their total pay should be similar or more than the consolidated pay described.	Should be a graduate with the qualification of SAS/ CA/ ICWA/MBA (Finance) with 5 years' experience in the Level No. 9 or 10 OR 8 years' experience in the Level No. 7 of the Pay Matrix as Pay and Accounts Officer/Accounts Officer. The persons working in non-Government or reputed private organizations should have equivalent experience as mentioned for Government servants and their total pay should be similar or more than the consolidated pay described.	The candidate with atleast H.S.C. qualification from the recognised institution having the knowledge of Basic Computer Operations (MSCIT or similar) and English typing at 30 wpm.	
13	Composition of Selection committee	Director's nominee- Chairman One Senior faculty member-Member 3 outside experts in the relevant areas- Member One expert belonging to one from SC/ST/OBC community- Member One expert from minority community- Member				
14	Composition of Confirmation committee	As approved by Director	As approved by Director	As approved by Director	As approved by Director	
15	Promotion by Selection (S) or Non Selection (NS)	--	--	--	--	
16	Composition of Promotion Committee	Same as Recruitment Committee	Same as Recruitment Committee	Same as Recruitment Committee	Same as Recruitment Committee	
17	Minimum yrs of regular service required in existing grade for promotion to next higher grade	--	--	--	8 years	
18		* The Drivers will be recruited on contract basis after the superannuation of existing incumbents.				
19	MACPS for Administrative Cadre	The provisions of MACPS of DoP&T (O.M. No. 35034/3/2008-Estt. (D) dated 19.05.2009 and further modified from time to time) shall be applicable on all Administrative cadre posts where no further promotional avenues are available(see para 16.(ii) of NCCS Recruitment Rules 2018 (Annexure-7)).				
20	Relaxation Clause	In case of candidates found otherwise suitable for the posts in the Pay Level 5 and below, the prescribed eligibility criteria may be relaxed with the approval of the Chairman, Governing Body.				

* AS outlined vide DBT OM No. BT/AI/14013/3/2011 dated* AS outlined vide DBT OM No. BT/AI/14013/3/2011 dated 16.06.2017

The guidelines circulated vide DBT OM No BT/AI/14013The guidelines circulated vide DBT OM No BT/AI/14013/3/2011 dtd 19.07.2016 will be followed.

The 4 hindi posts are approved by the DBT as per the directives of Rajbhasha Guidelines and the approval of detailed schedules are in process.



No. BT/21021/01/2018

BT/AZ/21021/01/2018

To

Dated: 31st August, 2018

4th September, 2018

The Director,
National Centre for Cell Science
NCCS Complex,
Ganeshkhind, Pune-411007.

Subject: Corrigendum to approved Recruitment Rules of NCCS, Pune-reg.

Sir,

I am directed to refer to your D.O. No. NCCS/Admin/Estt/2018/1416 dated 13.07.2018 and this Department's communication of even no. dated 03.07.2018 regarding forwarding the approved Recruitment Rules of NCCS, Pune.

2. In this regard, the typographical errors noticed in the RRs have been corrected. The corrections/revisions are tabulated as under:-

Sl. No.	Typographical errors/omissions at Clause No. /Schedule/Column	Revision/ correction proposed
1	In Clause 4 – Executive Director/NABI	The words ' <i>Executive Director/NABI</i> ' is to be changed to ' <i>Director, NCCS</i> '.
2.	In Clause 15(xii) – 'Authority to waiver cooling of period : shall be Chairman, GB for officers in Level 15 and above and Director of the Inst. for officer in Level 14 & above.	Level 14 & below. The word ' above ' is to be replaced by the word ' below '.
3.	In Clause 16 (ii) – 'Promotion to higher grades shall be subject to the availability of vacancies as per Schedule 7/4.'	The following sentence was omitted/deleted from Clause 16 (ii) and needs to be added:- 'Promotion to higher grades shall be subject to the availability of vacancies as per Schedule 7/4.'
4.	In Clause 16(iii) - Promotion of Technical cadre: Copy enclosed as Annexure-7 A	The words ' Copy enclosed as Annexure-7 'A ' is to be deleted .
5.	In Schedule 7/2 Column 8 (Scientist posts) Summary of Scientists (Total 55 Posts) Sanctioned strength in schedules is correct, summary require modification)	The summary of Scientists is as under: Director:1 Scientist G:2 Scientist F: 0 Scientist E: 1 Scientist D: 36 Scientist C: 9 Scientist B: 5 Scientist A: 1 (Total 55 posts)
6.	Schedule 7/2 Column 8 (Scientist D) Medical Scientist NPA post. At row 12 – "1st class or equivalent in M.D. / MBBS with Ph. D. ,with original work as evidenced by patents or publications. Evidence of leadership with 9 years experience in R & D <u>OR Ph.D with atleast 5 years of experience in the relevant subject.</u> "	The following line was not deleted in RRs and needs deletion. <u>OR Ph.D with atleast 5 years of experience in the relevant subject.</u>

Contd...2/c.

7.	Schedule 7/2 Column 10 of Scientist C. At row 12 – “1st class or equivalent in M. Tech./M.D./M.V.Sc./ M. Pharm, M.Sc. with 5 years experience OR Ph. D. with original work as evidenced by patents or publications. Evidence of leadership with about 4 years experience in R & D”.	“/” was not added between the words <u>M.Pharma</u> and <u>M.Sc</u> and needs addition.
8.	Schedule 7/2 Column 11 of Scientist C(Animal House – NPA Post). At row 12 – “1st class or equivalent in M.V.Sc. with about 5 years’ experience in Breeding, Care, Nutrition, Maintenance, Quality control and Health monitoring and clinical management of laboratory animals <u>OR Ph. D.</u> with original work as evidenced by patents or publications. Evidence of leadership with about 4 years experience in R & D.”	“1st class or equivalent in M.V.Sc. with about 5 years’ experience in Breeding, Care, Nutrition, Maintenance, Quality control and Health monitoring and clinical management of laboratory animals <u>OR M.V.Sc. with</u> Ph. D. with original work as evidenced by patents or publications. Evidence of leadership with about 4 years experience in R & D.”
9.	In Schedule 7/3 (Technical posts) Row no. 18 (at page 1) ‘As per the Merit and Normal Assessment Scheme (MANAS)* (see para <u>25.1 (iii)</u> of NCCS Recruitment Rules 2018 (<u>Annexure-7</u>)’ (at pages 2-4) ‘As per the Merit and Normal Assessment Scheme (MANAS)* (see para <u>25.2</u> of NCCS Recruitment Rules 2018 (<u>Annexure-7</u>)’	The words ‘ <u>25.1 (iii)</u> ’ (at pg. 1) and the words ‘ <u>25.2</u> ’ (pgs 2-4) are to be replaced by the words ‘ <u>16 (iii)</u> ’ The words ‘ <u>Annexure-7</u> ’ are to be deleted from pgs. 1-4 of Schedule 7/3 of RRs.
10.	In Schedules 7/4 (Administrative posts) at Row 20 for all posts. (at pages 1-3) The provision of MACPS of DoP&T O.M. No. 35034/3/2008-Estt. (D) dated 19.05.2009 and further modified (from time to time) shall be applicable on all Administrative cadre posts where no further promotional avenues are available (see para <u>25.3</u> of CDFD Recruitment Rules 2018 (<u>Annexure-7</u>).	The words “(see para <u>25.3</u> of CDFD Recruitment Rules 2018 (<u>Annexure-7</u>)” needs deletion in pages 1-3 and replaced by “(see para <u>16 (ii)</u> of NCCS Recruitment Rules 2018)”

3. The above corrigendum may accordingly be made a part of the approved Recruitment Rules of NCCS, Pune forwarded vide this Department’s communication of even no. dated 03.07.2018.

Yours faithfully,

(J.P. Meena)

Under Secretary to the Govt. of India
Tel. : 011-2436 2885