



भारतीय पुनर्वास परिषद्  
सामाजिक न्याय और अधिकारिता मंत्रालय के अधीन एक सांविधिक निकाय  
दिव्यांगजन सशक्तिकरण विभाग, भारत सरकार

**REHABILITATION COUNCIL OF INDIA**

A Statutory Body of Ministry of Social Justice and Empowerment  
Department of Empowerment of Persons with Disabilities (Divyangjan), Government of India



F.No.: 7-128/RCI/2021

Date: 12 May, 2021

**CIRCULAR**

Sub.: Model Recruitment Rules for the Rehabilitation Professionals & Personnel under RCI –reg.

The existing Model Recruitment Rules (2016) have been revised and approved by the General Council (GC) of RCI in its 43<sup>rd</sup> meeting held on 16.02.2021.

All the appropriate authorities are advised to give due consideration to these revised model recruitment rules (2021) while appointing the rehabilitation professional / personnel in various setups. This is implemented with immediate effect. (copy enclosed)

(Dr.Subodh Kumar)  
Member Secretary

Encl.: As above.

Copy to:

1. All appropriate authorities
2. All concerned Training Institutes, University departments
3. RCI website

**RECRUITMENT RULES FOR SPECIAL EDUCATION TEACHERS/ SPECIAL EDUCATORS**

Name of the post	Number of post	Classification	Pay Band and grade pay pay scale (as per 7 <sup>th</sup> CPC)	Whether selection post or non-selection post	Age limit for direct recruits	Educational and other qualification required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation if any	Method of recruitment whether by direct recruitment or by deputation absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/ deputation absorption grades from which promotion/ deputation absorption to be made	If a departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
Special Education Teachers- Post Graduate Teacher (PGT)	As per the need (ratio)	Group-B	Level-8 Rs.47600 – 151100		35 yrs.(relaxation as per the Government norms)	a) Master's Degree from a recognized University with at least 50% marks in aggregate in the concerned subjects – i) PGT (English) ii) PGT (Hindi) iii) PGT (History) iv) PGT (Pol. Sc.) v) PGT (Sociology) vi) PGT (Music) b) B.Ed. Sp. Ed. or its equivalent from a RCI recognized and must be registered with RCI	NA	2 yrs.	Direct	Level-7 Rs.44900 - 142400		

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Name of the post	Number of post	Classification	Pay Band and grade pay pay scale (as per 7 <sup>th</sup> CPC)	Whether selection post or non-selection post	Age limit for direct recruits	Educational and other qualification required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation if any	Method of recruitment whether by direct recruitment or by promotion or by deputation absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/ deputation absorption grades from which promotion/ deputation absorption to be made	If a departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
Special Education Teachers-Trained Graduate Teacher(TGT)	As per the need (ratio)	Group-B	Level-7 Rs.44900 - 142400		35 yrs.	B.Ed.Spl.Ed. or its equivalent from a RCI recognized and must be registered with RCI	NA	2 yrs.	Direct	Level-6 Rs.35400 - 112400		
Special Education Teachers-Primary Teacher (PRT)	As per the need (ratio)	Group-B	Level-6 Rs.35400 – 112400		30 yrs.	D.Ed.Spl.Ed. or its equivalent from a RCI recognized Institute and must be registered with RCI	NA	2 yrs.	Direct	NA		
Special Education Teachers- Pre-Primary Teacher	As per the need (ratio)	Group-B	Level-6 Rs.35400 – 112400		30 yrs.	D.E.C.S.E. or its equivalent from a RCI recognized Institute and must be registered with RCI	NA	2 yrs.	Direct	NA		

**Abbreviation D.E.C.S.E.- Diploma in Early Childhood Special Education, D.Ed.Spl.Ed.-Diploma in Education Special Education, B.Ed.Spl.Ed.-Bachelor in Education Special Education**

**Justification: Salary of PRT, TGT and PGT has been proposed in line with salary being offered by Kendriya Vidyalaya.**

**RECRUITMENT RULES FOR TEACHING & NON-TEACHING POSITIONS IN CLINICAL PSYCHOLOGY AND REHABILITATION PSYCHOLOGY (Entry level)**

Name of the post	Number of post	Classification	Pay Band and grade pay pay scale (as per 7 <sup>th</sup> CPC)	Whether selection post or non-selection post	Age limit for direct recruits	Educational and other qualification required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation if any	Method of recruitment whether by direct recruitment or by promotion or by deputation absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/ deputation absorption grades from which promotion/ deputation absorption to be made	If a departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
Assistant Professor in Clinical Psychology or Rehabilitation Psychology (Teaching)	As per RCI Norms	Group-A	Level-11 Rs.67700 - 208700	Selection	35 yrs.	M.Phil Clinical Psychology or Rehabilitation Psychology from RCI recognized centre and Psy.D. in Clinical Psychology or in Rehabilitation Psychology, as case may be, from RCI recognized Centre or Ph.D. in subject related to Clinical Psychology or Rehabilitation Psychology from UGC recognized University or Post M.Phil at least 1 yr. of clinical or teaching Experience as	Yes	2 yr. from the date of appointment	Direct or by Promotion	Clinical Psychologist or Rehabilitation Psychologist Position	Head of the Institute, Head of the Department Clinical or Rehabilitation Psychology, as case may be and an External Subject Expert in the same area	NA

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						Clinical Psychologist/Rehabilitation Psychologist in a teaching Dept. recognised by RCI, or Dept. of Psychiatry or Paediatrics Recognised by MCI or independent work experience as a Specialist/ Consultant at Multi-speciality hospital with valid CRR all through the period of work experience						
Clinical Psychologist or Rehabilitation Psychologist (Non-Teaching)	As per local need	Group-A	Level-10 Rs.56100 - 177500	Selection	35 yrs.	M.Phil Clinical Psychology or M.Phil Rehabilitation Psychology from RCI recognized Centre with valid CRR	NA	2 yr. from the date of appointment	Direct	NA	Head of the Institute, Head of the Department Clinical or Rehabilitation Psychology, as case may be and an External Subject Expert in the same area	NA
Associate Clinical Psychologist or Associate Rehabilitation	As per local need	Group-B	Level-8 Rs.47600 – 151100	Selection	35 yrs.	Professional Diploma in Clinical Psychology or Post-graduate Diploma in Rehabilitation	NA	2 yr. from the date of appointment	Direct	NA	Head of the Institute, Head of the Department Clinical or	NA

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Psychologist (Non-Teaching)						Psychology from RCI recognized Centre with valid CRR					Rehabilitatio n Psychology, as case may be and an External Subject Expert in the same area	
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**RECRUITMENT RULES FOR POSTS IN THE FIELD OF PROSTHETICS & ORTHOTICS**

Name of the Post	Number of Posts	Classification	Level (As per 7 <sup>th</sup> CPC)	Whether Selection Post or Non-Selection Post	Age limit for Direct recruits	Educational and Other Qualification required for direct recruitment	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Period of probation if any	Method of recruitment whether by direct recruitment or by promotion or by deputation absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion / deputation absorption grades from which promotion / absorption to be made	If a departmental promotion Committee exists what is its composition	Circumstances in which Public Service Commission to be consulted in making recruitment
1	2	3	4	5	6	7	8	9	10	11	12	13
Prosthetist & Orthotist / Junior Prosthetist / Junior Orthotist / Prosthetist/ Orthotist	As per need	Group B	Level-7 Rs.44900 - 142400	Not Applicable	30 yrs. or as prescribed by Appointing Authority	Bachelor in Prosthetics & Orthotics (B.P.O.) degree from any Institute recognised by RCI	Not applicable	2 years	Direct Recruitment (DR)	N.A	As per Government guidelines	N.A
Senior Prosthetist / Senior Orthotist/ Senior Prosthetist & Orthotist	As per need	Group A	Level-10 Rs.56100 - 177500	Non Selection	35 years or as prescribed by Appointing Authority	1. BPO from any Institute recognised by RCI with 5 years' experience or 2. MPO from any Institute recognised by RCI with 2 years' experience	Age: No Educational Qualifications: Yes	2 Years	Promotion failing which by Direct Recruitment	From the posts of Prosthetist & Orthotist / Junior Prosthetist / Junior Orthotist /	As per DOPT/Public Service Commission guidelines	Always

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										Prosthetist / Orthotist		
Technical Officer (Prosthetics & Orthotics)/ District Differently Abled Welfare Officer/ Manager Training/ Manager Production/ Superintendent (P & O)	As per need	Group A	Level-11 Rs.67700 - 208700	Non Selection	40 yrs	1.BPO from any Institute recognised by RCI with 10 years' experience or 2. MPO from any Institute recognised by RCI with 7 years' experience	Age: No Educational Qualifications: Yes	2 Years	Promotion failing which by Direct Recruitment	From the posts of Senior Prosthetist / Senior Orthotist/ Senior Prosthetist & Orthotist	As per DOPT/Public Service Commission guidelines	Always
Senior Technical Officer ( P & O) / Chief Prosthetist & Orthotist/ Deputy Director ( P & O)	As per need	Group A	Level-12 Rs.78800 - 209200	Non Selection	40 yrs	1. MPO from any Institute recognised by RCI with 10 years' experience	Age: No Educational Qualifications: Yes	2 Years	Promotion failing which by Direct Recruitment	From the posts of Technical Officer (Prosthetics & Orthotics)/ District Differently Abled Welfare Officer/ Manager Training/ Manager Production	As per DOPT/Public Service Commission guidelines	Always
Director (P & O)	As per need	Group A	Level-13 Rs.123100 - 215900	Non Selection	40 yrs	1. MPO from any Institute recognised by RCI with 10 years' experience, Desirable Ph.D. in P&O	Age: No Educational Qualifications: Yes	2 yrs.	Promotion failing which by Direct Recruitment	From the posts of Senior Technical Officer ( P & O) / Chief	As per DOPT/Public Service Commission guidelines	Always

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										Prosthetist & Orthotist/ Deputy Director ( P & O)		
Prosthetist & Orthotist / Demonstrator (Prosthetics & Orthotics)/ Tutor (Prosthetics / Tutor (Orthotics)/ Jr.Prosthetist/Jr. Orthotist/	As per need	Group B	Level-7 Rs.44900-142400	Not Applicable	30 yrs. or as prescribed by Appointing Authority	1.Bachelor in Prosthetics & Orthotics (B.P.O.) degree from any Institute recognised by RCI	Not applicable	2 yrs.	Direct Recruitment	N.A	As per Government guidelines	N.A
Lecturer (Prosthetics & Orthotics)	As per need	Group A	Level-10 Rs.56100 - 177500	Non Selection	35 years or as prescribed by Appointing Authority	1. BPO from any Institute recognised by RCI with 5 years' experience or 2. MPO from any Institute recognised by RCI	Age: No Educational Qualifications: Yes	2 Years	Promotion failing which by Direct Recruitment	From the posts of Prosthetist & Orthotist / Junior Prosthetist / Junior Orthotist / Prosthetist / Orthotist/ Demonstrator (P &O)/Tutor (Prosthetics)/ Tutor (Orthotics)	As per DOPT/Public Service Commission guidelines	Always
Assistant Professor	As per need	Group A	Level-11 Rs. 67700 -	Non Selection	40 yrs	1. MPO from any Institute recognised	Age: No Educational	2 Years	Promotion failing which	From the posts of	As per DOPT/Public	Always

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(Prosthetics & Orthotics)			208700			by RCI with 5 years' experience	Qualifications: Yes		by Direct Recruitment	Lecturer (Prosthetics & Orthotics)	Service Commission guidelines	
Associate Professor (Prosthetics & Orthotics)	As per need	Group A	L-12 Rs.78800-209200	Non Selection	40 years or as prescribed by Appointing Authority	Master in Prosthetics & Orthotics from any Institute recognised by RCI with a minimum of 10 years of teaching experience Desirable: Ph. D. in Prosthetics & Orthotics	Age: No Educational Qualifications: Yes	2 Years	Promotion failing which by Direct Recruitment	From the posts of Assistant Professor (Prosthetics & Orthotics) with a minimum 05 years of teaching experience	As per DOPT/Public Service Commission guidelines	Always
Professor (Prosthetics & Orthotics)	As per need	Group A	L-13 Rs.123100-215900	Not Applicable	40 yrs. or as prescribed by Appointing Authority	1. Master in Prosthetics & Orthotics from any Institute recognised by RCI, with a minimum of 05 years of teaching experience as Associate Professor (Prosthetics & Orthotics) 2. Ph.D. in Prosthetics & Orthotics	Not applicable	2 years	Promotion failing which by Direct recruitment	Promotion from Associate Professor or Assistant Professor with 10 years of teaching experience	As per Government guidelines	N.A

**RECRUITMENT RULES FOR THE FACULTY IN AUDIOLOGY SPEECH LANGUAGE PATHOLOGY**

Name of the post	Number of post	Classification	Pay Band and grade pay pay scale (as per 7 <sup>th</sup> CPC)	Whether selection post or non-selection post	Age limit for direct recruits	Educational and other qualification required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation if any	Method of recruitment whether by direct recruitment or by promotion or by deputation absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation absorption grades from which promotion/deputation absorption to be made	If a departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
Professor-Audiology	As per the requirement of the programme	Group "A" Gazette	Level-13 Rs.123100-215900		50 years	<b>Essential</b> a) M.Sc.(Sp & Hg)/MASLP/M.Sc. (Audiology)/ equivalent and Ph.D. (in core areas) b) 10 years teaching experience at PG/UG level; of which 4 years shall be post PhD in the field c) A minimum of two Publications with a cumulative impact factor of 10. d) Valid RCI registration <b>Desirable:</b>	Not applicable	Two years	Direct or promotion	5 years as Associate Professor-Audiology with Ph.D. in Level 12 as per Seventh Pay Commission	Group "A" Departmental Promotion Committee as per the Byelaws of the organization	

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Professor- Speech Language Pathology	As per the requirement of the program me	Group "A" Gazette d	Level-13 Rs.123100- 215900	50 years	Experience of running under-graduate training Programs <b>Essential</b> a) M.Sc.(Sp & Hg)/MASLP/M.Sc. (SLP)/ equivalent and Ph.D. (in core areas) b) 10 years teaching experience at PG/UG level; of which 4 years shall be post PhD in the field c) A minimum of two Publications with a cumulative impact factor of 10. d) Valid RCI registration <b>Desirable:</b> Experience of running under-graduate training programs	Not applicable	Two years	Direct or promotion	5 years as Associate Professor- Speech Language Pathology with Ph.D. in Level 12 as per Seventh Pay Commissio n	Group "A" Departmental Promotion Committee as per the Byelaws of the organization
Associate Professor – Speech Language Pathology	As per the requirement of the program me	Group "A" Gazette d	Level-12 Rs. 78800- 209200	40 years	<b>Essential</b> a) M.Sc. (Sp& Hg) / MASLP/ M.Sc. (Speech Language Pathology) or its equivalent b) 8 years teaching experience at	Not applicable	Two years	Direct or Promotion	5 years as Assistant Professor- Speech Language Pathology in Level-11 <b>Or</b> 5 years as	Group "A" Departmental Promotion Committee as per Byelaws of respective organization

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Associate Professor – Audiology	As per the requirement of the programme	Group “A” Gazette d	Level-12 Rs. 78800-209200	40 years	<p>PG/UG level</p> <p>c) Minimum 5 publications with a cumulative impact factor of 5.</p> <p>d) Valid RCI registration</p> <p><b>Desirable:</b> Ph.D. (in the core area*) Experience of running undergraduate training Programs</p> <p><b>Essential</b></p> <p>a) M.Sc. (Sp&amp; Hg) / MASLP/ M.Sc. (Audiology) or its equivalent</p> <p>b) 8 years teaching experience at PG/UG level</p> <p>c) Minimum 5 publications with a cumulative impact factor of 5.</p> <p>d) Valid RCI registration</p> <p><b>Desirable:</b> Ph.D. (in the core area*) Experience of</p>	Not applicable	Two years	Direct or Promotion	<p>Lecturer (Speech &amp; Hearing/ Speech Pathology/ Speech Language Pathology/ Speech Language Sciences/ Audiology / Speech Language Pathology &amp; Audiology) in Level-10</p> <p>5 years as Assistant Professor-Audiology in Level-11</p> <p><b>Or</b></p> <p>5 years as Lecturer (Speech &amp; Hearing/ Speech Pathology/ Speech Language Pathology/ Speech Language Sciences/ Audiology</p>	Group “A” Departmental Promotion Committee as per Byelaws of respective organization	
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Assistant Professor – Speech Language Pathology	As per the requirement of the programme	Group “A” Gazette d	Level-11 Rs.67700 – 208700	35 years	<p>running under-graduate training Programs</p> <p><b>Essential</b></p> <p>a) M.Sc. (Sp&amp; Hg) / MASLP/ M.Sc. (Speech Language Pathology) or its equivalent</p> <p>b) 2 years teaching experience at PG/UG level</p> <p>c) Minimum 5 publications with a cumulative impact factor of 5.</p> <p>d) Valid RCI registration</p> <p><b>Desirable:</b></p> <p>a) Ph.D. (in the core area*)</p> <p>b) Publications</p>	Not applicable	Two years	Direct	/ Speech Language Pathology & Audiology) in Level-10  Not applicable	As per the Bye-laws of the respective organization	Lecturer (Speech & Hearing/ Speech Pathology/ Speech Language Pathology/ Speech Language Sciences/ Audiology / Speech Language Pathology & Audiology) working for three year in Level-10 should be re-designated as Assistant Professor. Incumbent working as Lecturer (Speech & Hearing/ Speech
Assistant Professor – Audiology	As per the requirement of the program	Group “A” Gazette d	Level-11 Rs.67700 – 208700	35 years	<p><b>Essential</b></p> <p>a) M.Sc. (Sp&amp; Hg) / MASLP/ M.Sc. (Audiology) or its equivalent</p>	Not applicable	Two years	Direct	Not applicable	As per the Bye-laws of the respective organization	Incumbent working as Lecturer (Speech & Hearing/ Speech

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	me					<p>b) 2 years teaching experience at PG/UG level</p> <p>c) Minimum 5 publications with a cumulative impact factor of 5.</p> <p>d) Valid RCI registration</p> <p><b>Desirable:</b></p> <p>a)Ph.D. (in the core area*)</p> <p>b)Publications</p>					<p>Pathology/ Speech Language Pathology/ Speech Language Sciences/ Audiology / Speech Language Pathology &amp; Audiology) working for three year in Level-10 should be re-designated as Assistant Professor</p>
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**RECRUITMENT RULES FOR CLINICAL POSTS IN AUDIOLOGIST & SPEECH LANGUAGE PATHOLOGIST**

Name of the post	Number of post	Classification	Pay Band and grade pay pay scale (as per 7 <sup>th</sup> CPC)	Whether selection post or non-selection post	Age limit for direct recruits	Educational and other qualification required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation if any	Method of recruitment whether by direct recruitment or by promotion or by deputation absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation absorption grades from which promotion/deputation absorption to be made	If a departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
<b>Audiologist &amp; Speech Language Pathologist</b>	As per need	Group-B	Level-7 Rs.449 00 - 142400		30 yrs.	B.Sc. Degree in Speech and Language Sciences or Bachelor in Audiology, speech and Language Pathology (BASLP) from a recognized University or its equivalent and must have valid RCI registration	NA	2 yrs.	Direct			
<b>Audiologist</b>	As per need	Group-B	Level-7 Rs.449 00 - 142400		30 yrs.	B.Sc. Degree in Speech and Language Sciences or Bachelor in Audiology, speech and Language Pathology (BASLP) from a recognized	NA	2 yrs.	Direct			

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<b>Speech Language Pathologist</b>	As per need	Group-B	Level-7 Rs.449 00 - 142400		30 yrs.	University or its equivalent and must have valid RCI registration B.Sc. Degree in Speech and Language Sciences or Bachelor in Audiology, speech and Language Pathology (BASLP) from a recognized University or its equivalent and must have valid RCI registration	NA	2 yrs.	Direct			
<b>Senior Audiologist &amp; Speech Language Pathologist</b>	As per need	Group-A	Level-9 Rs.531 00 - 167800		35 yrs.	Master in Audiology, Speech and Language Pathology (MASLP) degree from a recognized University or its equivalent and must have valid RCI registration		2 yrs.	Direct or promotion- (PB-2, 9300-34800 + GP 4800) for five years			
<b>Senior Audiologist</b>	As per need	Group-A	Level-9 Rs.531 00 - 167800		35 yrs.	Master in Audiology, speech and Language Pathology (MASLP)/ M.Sc. (Audiology) degree from a recognized University or its equivalent and must have valid RCI registration		2 yrs.	Direct or promotion (PB-2, 9300-34800 + GP 4800) for five years			

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<b>Senior Speech Language Pathologist</b>	As per need	Group-A	Level-9 Rs.531 00 - 167800	35 yrs.	Master in Audiology, speech and Language Pathology (MASLP)/ M.Sc. (Speech Language Pathology) degree from a recognized University or its equivalent and must have valid RCI registration	2 yrs.	Direct or promotion (PB-2, 9300- 34800 + GP 4800) for five years			
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**RECRUITMENT RULES FOR SPEECH & HEARING TECHNICIANS / HEARING AID AND EAR MOULD TECHNICIAN**

Name of the post	Number of post	Classification	Pay Band and grade pay pay scale (as per 7 <sup>th</sup> CPC)	Whether selection post or non-selection post	Age limit for direct recruits	Educational and other qualification required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation if any	Method of recruitment whether by direct recruitment or by promotion or by deputation absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation absorption grades from which promotion/deputation absorption to be made	If a departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
<b>Speech &amp; Hearing Technician</b>	As per need	Group "C"	Level-4 Rs.25500-81100		30 years	a) Diploma in Hearing Language and Speech (DHLS) from a recognised institution b) Valid RCI registration		<b>2 years</b>	<b>Direct</b>			
<b>Hearing Aid and Ear mould Technician</b>	As per need	Group "C"	Level-4 Rs.25500-81100		30 years	a) Diploma in Hearing Language and Speech (DHLS) or Diploma in Hearing Aid & Earmould Technology (DHA&ET) or its equivalent from a recognised institution b) Valid RCI registration		<b>2 years</b>	<b>Direct</b>			

**MINIMUM QUALIFICATIONS FOR APPOINTMENT OF FACULTY IN AUDIOLOGY AND SPEECH LANGUAGE PATHOLOGY (ASLP)**

These minimum qualifications have been framed by Rehabilitation Council of India for maintenance of standards in higher education in the field of Audiology and Speech Language Pathology. These minimum standards must be maintained in the institute offering Bachelor and Master Programme in Audiology and Speech Language Pathology approved by Rehabilitation Council of India.

**Preamble:**

There shall be only three designations for faculty in the field of Audiology and Speech Language Pathology for direct recruitment i.e., Assistant Professor, Associate Professor and Professor.

No faculty shall be appointed, promoted or designated as Professor unless he or she possesses a Ph.D. in Speech & Hearing/ Audiology/ Speech Language Pathology/Core area of Audiology and Speech Language Pathology.

**Transition plan for the revision of designation and pay scales for the faculty:**

The below mentioned transitions will take place automatically without any screening/ selection procedures.

- a. Lecturers with Level-10 already in service in the pre-revised scale with 3 years of service shall be re-designated as Assistant professors with the GP of Rs.6600/ Level-11.
- b. An Assistant professors or existing Lecturers with Level-10, who have completed service of 08 years, shall be eligible to move to GP of Rs.7600/ Level-12 and shall be re-designated as Associate Professor.
- c. Incumbent Readers should be re-designated as Associate Professors and shall be placed in pay band –III with GP of Rs.7600 (Level-12).
- d. Incumbent Readers with five years of post Ph.D in Speech & Hearing/ Audiology/ Speech Language Pathology/Core area of Audiology and Speech Language Pathology to be promoted as Professor in Audiology/ Speech Language Pathology. They should be placed in the GP of Rs.8700/Level-13.

**A. Guidelines for Career Advancement Scheme (CAS) for faculty positions:**

The career advancement of all the faculty except Profession at Level 13 A of will be based on the following:

- 50% contribution of research activity
- 30% assessment of domain knowledge (as extracted from the API scores for a period of 5 years)
- 20% for interview performance

The pay structure and career advancement for faculty of Audiology and Speech Language Pathology positions shall be as indicated below:

1. An Assistant Professor who has completed 5 years of service in the GP of Rs.6 600, shall be eligible, to move to an GP of Rs.7600. All faculties should meet the API requirement mentioned in Appendix-A (Table 1-4).
2. An Associate Professor who has completed four years post Ph.D. service at GP of Rs. 7600 shall be eligible to move to GP of Rs. 8700 as Professor. Possession of Ph.D. degree is must for a Professor. All faculty should meet the API requirement mentioned in Appendix-A (Table 1-4).
3. Ten percent of the positions of Professor in an organization shall be eligible to be placed in the pay scale of level 13 (A) and shall continue to be designated as Professor. Eligibility for elevation as a Professor to this pay scale shall be a minimum of ten years of teaching and research experience as professor either in the pre-revised scale or the revised scale of Professor, on satisfying the required API criteria. They will be assessed for the following criteria.
  - 50% contribution of peer evaluation of the research activity carried out.
  - 30% performance evaluation and other credentials by referral procedure
  - 20% for interview performance.

**Screening cum Evaluation Committee for CAS promotion of faculty and equivalent academic positions from one GP to the other higher GP shall consist of:**

1. The Director/ Joint Secretary as the Chairperson of the Committee or as per the Byelaws of the organization
2. Three Professors in the pre-revised GP Rs.8700, one of them in the concerned discipline

3. The quorum for the committee shall be three, including one subject expert.

**ACADEMIC PERFORMANCE INDICATORS (APIs) AND PROPOSED SCORES FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS APPLICABLE TO FACULTY OF AUDIOLOGY AND SPEECH LANGUAGE PATHOLOGY**

**APPENDIX -A**

**Table 1**

**CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES FOR FACULTY**

Sl. No.	Nature of Activity	Maximum Score per year
<b>CATEGORY – I (A)</b>	<b>ESSENTIAL</b>	
1.	Lectures , Seminars, tutorials, practicals, contact hours undertaken as percentage of those actual allocated	50
2.	Lectures or other teaching duties in an access of respective organizations norms	10
3.	a) Preparation and imparting of clinical knowledge/ instructions as per curriculum; syllabus enrichment by providing additional resources (clinical skills) to students b) Preparation and imparting of knowledge/ instructions as per curriculum; syllabus enrichment and / or providing additional resources (advanced and innovative techniques/ technological methods in the respective fields) to students.	40
4.	Examination duties such as invigilation, question, internal, external examiner, paper settings, evaluation, assessment, custodian, reviewer, adjudicator, entrance examination etc. as percentage of those actual allocated.	15
5	Faculty evaluation rating (75 % score by the mode scores rated by student and 25% self-appraisal by the concerned faculty)	10

**Table 2**

**CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSION RELATED ACTIVITIES FOR FACULTY IN AUDIOLOGY AND SPEECH-LANGUAGE PATHOLOGY DISCIPLINE**

Sl. No.	Nature of Activity	Maximum Score per year
<b>CATEGORY - II (A)</b>	<b>CO-CURRICULAR AND EXTENSION ACTIVITIES</b>	
1.	Co-curricular, extensions services such as organizing and participating in camps, NSS officer, part of NSS team, community service, organizing /participating in the awareness program such as about noise awareness, open day celebrations, any other awareness day, Hindi diwas, working for placement cell etc. Contribution to Corporate life in the Institute through meetings, popular lectures, subject related events, articles in magazines, newspapers for creating awareness among the public about the various activities of the Institute and or awareness about the various issues and or health related conditions.	20
2.	Serving as mentor, member/chairpersons of various committees such as anti-ragging committee, squad, hostel warden, guest house I/C, CC/JS coordinator, participation in various events such as sports cultural etc. Students and Staff Related Socio Cultural and Sports programs (intra/inter-departmental and inter-collegiate).	15
3.	Professional development activities such as participation in seminars, conferences, short term training courses, talks, lectures.	15

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	Professional Ethics and Campus Development Activities like Institutional infrastructure projects, Co-curricular student educational program like Environmental Education etc. and value based programs, in the TV/Radio Channels.	
<b>CATEGORY – II (B)</b>	<b>PROFESSION - RELATED CONTRIBUTION (Administration and leadership)</b>	Maximum score per year
1.	Institutional Governance responsibilities like, Serving as Head of Department/section/Academic coordinator / in charge (to be assigned proportionate score) Chairperson Entrance examination, President/ Vice president/ Secretary of student and staff welfare committee of Alumni association , ISHA, other professional bodies , any other membership of institutional committees.	15
2.	Coordinator, Officer designated for RTI, Staff Grievance Officer, Vigilance Officer, quality control, product cell, patent related, Research committee, Ethics committee.	10
3.	Membership in profession related committees at state, national level, international level	10
4.	Participation in subject associations, conferences, seminars without paper presentation	05 per participation with maximum score of 20
5.	Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance	05 per participation with maximum score of 20
6.	Membership of professional associations committees, Boards of Studies, editorial committees of journals/institutional publications. Editor of any ISSN/ ISBN journal (for editor to be assigned per year).	05 per committee/ position with a maximum score of 25
7,	Office bearer of staff and student welfare association, ISHA, any other local, national and international body.	02 per organization per year with a maximum score of 20
8.	Reviewer of any ISSN/ ISBN or any other journal either published at national or international level. Reviewer for projects/ thesis	5/ per article with a maximum score of 30
9	BOS, BOAE, doctoral committee member, dissertation committee member, selection committee member, chairperson/ member of any other research committee. Chairperson/ member for the scrutiny of application for the APS/new recruiters/ any other committee such as inquiry, framing guidelines/ Expert member for any committee/RCI assessment / NAAC/ syllabus modifications/ or any other academic, research, advocacy/ serving as expert in the court or any other committee	5/ per meeting with a maximum score of 25
<p>Note: It is suggested that additional administrative responsibilities available at organization should be put on rotation basis, to provide equal opportunity for all the academic staff. However, positions on election basis are open, but one person should not be holding the same position for more than two terms. Further, the score to be converted into percentage for bringing the uniformity based on the actual assigned and carried out responsibilities.</p>		

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**Table 3**  
**CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS FOR FACULTY IN AUDIOLOGY AND SPEECH LANGUAGE PATHOLOGY**

Sl. No.	APIs	<i>Faculties of Audiology and Speech Language Pathology</i>	Max. points per unit per year
III -A	Research Publication (Journals)	Referred journals	15 per publication
		Non-referred but recognized and reputed journals and periodical having ISBN/ ISSN Nos.	10 per publication
		Edited Conference proceedings as full papers (abstract not be included)	10 per publication
III- B	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers.	50 /sole author; 10 /chapter in an edited book
		Subject Books by national level publishers/ state and central government publications with ISBN/ISSN numbers.	25 /sole author 5 per chapter in an edited book
		Subject Books by Other local publishers with ISBN/ISSN numbers.	15 /sole author 3per chapter in an edited book
		Chapters contributed to edited knowledge based volumes published by International Publishers.	10/per chapter
		Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers & with numbers of national & international directories.	5 / Chapter
III-C- Tests/tools		Tests/tools published by International publishers	30 Sole author
		Tests published by national/ institutions with ISBN/ISSN numbers.	20 Sole author
III- D Research Projects- Extra and intra mural	Extra mural projects on-going as per the time frame stated by the organizations	Major projects amount received 10 lakhs and above	20/each
		Major projects amount received with grants above 5.0 lakhs up to 10.00 lakh	15 /each
		Minor projects amount received with grants above Rs.50,000 to Rs.5 lakh	10/each
	Intra mural projects on-going as per the time frame stated by the organizations	Major projects amount received 10 lakhs and above	15/each
		Major projects amount received with grants above 5.0 lakhs up to 10.00 lakh	10/each
		Minor projects amount received with grants above Rs.50,000 to Rs.5 lakh	5/each
	Completed Extramural projects : Quality Evaluations	Completed project report submitted (Acceptance from funding agency) of Major project above 10 lakh	20/each
		Completed project report submitted (Acceptance from funding agency) of Major project above 5 lakh up to 10 lakh	15/each
		Completed project report submitted (Acceptance from funding agency) of Major project above 0.50 up to 5 lakh	10/each

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	Completed Intramural projects : Quality Evaluations	Completed project report submitted (Acceptance from funding agency) of Major project above 10 lakh	15/each
		Completed project report submitted (Acceptance from funding agency) of Major project above 50 lakh up to 10 lakh	15/each
		Completed project report submitted (Acceptance from funding agency) of Major project above 0.50 up to 5 lakh	10/each
<b>III-E</b>			
	Post-doctoral	5 per candidate	
	Doctoral	155 per candidate	
	Master's level dissertation	5 per candidate	
	Independent Projects	5 per candidate	
	Post-doctoral	3 per candidate	
	Doctoral	3 per candidate( per year maximum for five years)	
	Master's level dissertation	3 per candidate	
	Independent Projects	3 per candidate	
	Post-doctoral	2.5	
	Doctoral	8	
	Master's level dissertation	2.5	
	Independent Projects	2	
	Post-doctoral	1	
	Doctoral	1 ( per candidate per year maximum for five years)	
	Master's level dissertation	1	
	Independent Projects	1.5	
<b>III-F</b>			

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Papers presented in conferences/seminars /workshops	10/each
	7.5/each
	5/each
	3/ each
Invited resource person	10/each
	5/each
	3/each
	2/each
Chairperson in any scientific conference	10/each
	5/each
	3/each
	2/each
Co-Chairperson in any scientific conference	5/each
	3/each
	2/each
	1/each

<b>III - G Awards / Honors/ Recognitions/ Fellowship titles/ Post-doctoral Research degrees like D.Sc., D.Litt., etc.</b>			
(i)	Discipline specific Awards	a) Awards by Accredited International Bodies; National bodies like by UGC, ICSSR, ICCR, Sahitya Academy and Professional Academies like Gnana-peetaward	50 /each
		b) State/university level	20 each
		c) Regional / local	10 each
(ii)	Honours/ Recognitions	a) Foreign countries Governments & International bodies like UNESCO etc.; National like Padma Sri etc.	50 each
		b) State/university level	20 each
		c) Professional Subject Based associations	15 each
		d) Regional / local by GO/NGOs/Rotary/ Lions etc.,	5 each
(iii)	Fellowship Titles	a) Foreign universities/bodies like Trinity title etc.; Indian Academies of Languages, Arts,	50 each
		b) Discipline specific National level Associations	2 each
(iv)	Post-doctoral degrees /visiting scholars	National or international organization WHO, commonwealth fellowships, Welcome trust, Fulbright, Sir CV Raman, Tata memorial, ICMR, DST UGC.	50 each (for one programme/activity/visit only one of the fellowships will be considered)
		(b) Honorary doctorate conferred by UGC – recognized universities	30 each

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**Table 4**

**Minimum Point norms of the APIs to be applied for the Promotion of faculty of Audiology and Speech Language Pathology for Screening Committee Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)**

Sl. No.	Assessment Category / System	Minimum Average Yearly or Cumulative API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) and Weightages for Screening Committee Assessment		
		Faculty of Audiology and Speech Language Pathology		
		Associate Professor GP increase from Rs.6600 to 7600 ( Pre-revised)	Professor Promotion with GP of Rs.8700	Professor with Pay scale GP 8900
(i)	Teaching-learning, Evaluation Related Activities (category I)	60/Year	60/Year	60/Year
(ii)	Co-curricular, Extension, & Profession related activities (Category II)	20/Year	20/Year	20/Year
(iii)	Minimum total average annual Score under Categories I and II	100/Year	100/Year	100/Year
(iv)	Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively	10/Year (40/assessment period)	40/Year (120/assessment period)	50/Year (500/assessment period)
	Expert Assessment System	Selection Committee	Selection Committee	Peer Evaluation
(v)	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100)	30% - Research Evaluation 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - Research evaluation. 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	(a) 50% - Peer evaluation of research. 50 % - Performance evaluation and other credential by referral procedure

**MINIMUM QUALIFICATIONS FOR APPOINTMENT OF AUDIOLOGIST/ SPEECH LANGUAGE PATHOLOGIST/ AUDIOLOGIST & SPEECH LANGUAGE PATHOLOGIST, AND PROMOTION SCHEME**

These minimum qualifications have been framed by Rehabilitation Council of India for maintenance of standards in higher education in the field of Audiology and Speech Language Pathology. These minimum standards must be maintained in the institute offering Bachelor and Master Programme in Audiology and Speech Language Pathology approved by Rehabilitation Council of India. These are also applicable for the Audiologist/Speech Language Pathologist/Audiologist & Speech Language Pathologist working in various setups such as Hospitals, Medical Colleges, PSU, Railways, Defence, National Institutes, ESI Hospitals, Nursing Homes, DDRC, CRCs or any other organization providing clinical services for persons with speech, language and hearing disorders.

**Preamble:**

Professionals providing services to the Persons with Speech, Language and Hearing Disorders in various setups shall have the following designations:

- a. Audiologist
- b. Speech-Language Pathologist
- c. Audiologist & Speech-Language Pathologist
- d. Speech-Language Pathologist & Audiologist
- e. Speech Therapist and Audiologist

Professionals working in the institutions offering Bachelor and Master Programme in Audiology and Speech Language Pathology approved by Rehabilitation Council of India shall have the following cadre designations, depending on their qualification and experience:

- a. Audiologist-Grade II
- b. Speech Language Pathologist-Grade-II
- c. Audiologist-Grade I
- d. Speech Language Pathologist Grade-I
- e. Senior Audiologist
- f. Senior Speech Language Pathologist
- g. Chief Audiologist
- h. Chief Speech Language Pathologist

**Transition plan for the revision of designation and pay scales for the existing Audiologist/ Speech Language Pathologist/Audiologist & Speech Language Pathologists or any other equivalent designation in field of Audiology and Speech Language Pathology**

The below mentioned transitions shall take place automatically without any screening/ selection procedures for the existing Audiologist/Speech Language Pathologist/ Audiologist & Speech Language Pathologist/ Speech-Language Pathologist & Audiologist, from their current designation and pay structure with immediate effect.

Existing Cadre designation	Existing Pay	Professional qualification	Years of Experience in the position held	New Cadre Designation	Revised Pay
Audiologist & Speech Language Pathologists	Any lower than GP Rs.4600 Level-07 (7th	Bachelors in Speech and Hearing or equivalent	Less than 5 years	Audiologist Grade II /Speech Language	Rs.GP 4600 Level-07 (7th pay matrix)

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(ASLP) / Speech-Language Pathologist & Audiologist/ Clinical Assistants (Speech & Hearing)/ Research Assistants (Speech & Hearing) or equivalent	pay matrix)	with valid registration in CRR of RCI		Pathologist Grade II/ Audiologist & Speech Language Pathologist Grade II	
Audiologist & Speech Language Pathologists (ASLP) / Speech-Language Pathologist & Audiologist/ Clinical Assistants (Speech & Hearing)/ Research Assistants (Speech & Hearing)	Any lower than GP Rs.4800 Level-08 (7th pay matrix)	Bachelors in Speech and Hearing or equivalent with valid registration in CRR of RCI	Experience of 5 years or more completed in existing cadre	Audiologist Grade I /Speech Language Pathologist Grade I /Audiologist & Speech Language Pathologist Grade I	GP Rs.4800 Level-08 (7th pay matrix)
Audiologist & Speech Language Pathologists (ASLP) / Speech-Language Pathologist & Audiologist/ Clinical Assistants (Speech & Hearing)/ Research Assistants (Speech & Hearing)	Any lower than GP Rs.5400 Level-9 (7th pay matrix)	Bachelors in Speech and Hearing or equivalent with valid registration in CRR of RCI	Experience of 10 years or more completed in existing cadre	Senior Audiologist/ Senior Speech Language Pathologist/ Senior Audiologist & Speech Language Pathologist	GP Rs.5400 Level-9 (7th pay matrix)
Audiologist & Speech Language Pathologists (ASLP) / Speech-Language Pathologist & Audiologist/ Clinical Assistants (Speech & Hearing)/ Research Assistants (Speech & Hearing)	Any lesser than GP Rs.5400 Level-10 (7th pay matrix)	Bachelors in Speech and Hearing or equivalent with valid registration in CRR of RCI	Experience of 15 years or more completed in existing cadre	Senior Audiologist/ Senior Speech Language Pathologist/ Senior Audiologist & Speech Language Pathologist	GP Rs.5400 Level-10 (7th pay matrix)
Audiologist & Speech Language Pathologists (ASLP) / Speech-Language Pathologist & Audiologist/ Clinical Supervisor (Speech & Hearing)/ Research officer (Speech & Hearing)	Any less than GP Rs.4800, Level-8 (7th pay matrix)	Masters in Speech and Hearing or equivalent with valid registration in CRR of RCI	Less than 5 years	Audiologist/Speech Language Pathologist/Audiologist & Speech Language Pathologist Grade I	GP Rs.4800 Level-8 (7th pay matrix)

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Audiologist & Speech Language Pathologists (ASLP) / Speech-Language Pathologist & Audiologist/ Clinical Supervisor (Speech & Hearing)/ Research officer (Speech & Hearing)	Any lesser than GP Rs.5400 Level-9 (7th pay matrix)	Masters in Speech and Hearing or equivalent with registration in CRR of RCI	Experience of 5 years or more completed in existing cadre	Senior Audiologist/Speech Language Pathologist/Audiologist & Speech Language Pathologist	GP Rs.5400 Level-9 (7th pay matrix)
Audiologist & Speech Language Pathologists (ASLP) / Speech-Language Pathologist & Audiologist/ Clinical Supervisor (Speech & Hearing)/ Research officer (Speech & Hearing)	Any lesser than GP Rs.5400, Level-10 (7th pay matrix)	Masters in Speech and Hearing or equivalent with valid registration in CRR of RCI	Experience of 10 years or more completed in existing cadre	Senior Audiologist/Speech Language Pathologist/Audiologist & Speech Language Pathologist	GP Rs.5400 Level-10 (7th pay matrix)
Audiologist & Speech Language Pathologists (ASLP) / Speech-Language Pathologist & Audiologist/ Clinical Supervisor (Speech & Hearing)/ Research officer (Speech & Hearing)	Any lesser than GP Rs.6600, Level-10 (7th pay matrix)	Masters in Speech and Hearing or equivalent with valid registration in CRR of RCI	Experience of 15 years or more completed in existing cadre	Chief Audiologist/Speech Language Pathologist/Audiologist & Speech Language Pathologist	GP Rs.6600 Level-11 (7th pay matrix)
Audiologist & Speech Language Pathologists (ASLP) / Speech-Language Pathologist & Audiologist/ Clinical Supervisor (Speech & Hearing)/ Research officer (Speech & Hearing)	Any lesser than GP Rs.6600, Level-10 (7th pay matrix)	Masters in Speech and Hearing or equivalent with valid registration in CRR of RCI	Experience of 20 years or more completed in existing cadre	Chief Audiologist/Speech Language Pathologist/Audiologist & Speech Language Pathologist	GP Rs.7600 Level-12 (7th pay matrix)

The candidates with Bachelor's degree in Speech and Hearing or equivalent will only be promoted up to Senior Audiologist/ Senior Speech Language Pathologist/Senior Audiologist & Speech Language Pathologist with a pay band of Rs.5400, Level-10 (7th pay matrix).

The consolidated pay shall be fixed at the cell 1 of the respective level of Pay in the 7<sup>th</sup> pay matrix. An annual increment of at least 3% of the basic pay or consolidated pay shall be added to the pay being drawn on each completed year of experience.

The salaries shall be revised as per the subsequent pay commissions

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**Promotion Scheme for Clinical Posts**

Promotion of all clinical posts (Audiologist and Speech Language Pathologist/ Audiologist/ Speech Language Pathologist) shall be based on merit and the scheme is therefore known as “merit based promotion scheme” (MBPS).

**1. General Guide Lines**

1.1. Promotion shall involve 3 step process.

- 1.1.1. ASLP\* who have completed five years of regular service in the present pay/pay band shall be eligible for applying for promotion to the next higher pay/pay band under ‘merit based promotion scheme’.
- 1.1.2. Performance of the ASLP\* shall be documented annually in the form of Annual Performance Appraisal Report (APAR). The guidelines of Govt. of India can be used to choose the parameters of APAR.
- 1.1.3. Performance of the ASLP\* as assessed in APAR in previous **five** years, immediately preceding the date of proposal for promotion shall be referred to. Table 1– provides guidelines for minimum APAR grading to be considered eligible for the promotion to next higher pay band
- 1.1.4. A duly constituted committee which shall also include a competent authority from outside the organization considers all cases those are eligible for promotion for a clinical skill test. Table 1 --- gives minimum score required on clinical test for a candidate to be selected for an interview.
- 1.1.5. Duly constituted standing selection committee shall interview all those candidates who are recommended by the screening committee for interview. Selection committee after assessing the candidate in interview records their recommendation as “promoted to....” or “unfit”. In the interview, 40% weightage shall be given to APAR, 40% to results of clinical skill test and 20% to performance in interview.

Existing Cadre designation	Pay	Years of Experience	New Cadre Designation	Pay
Audiologist/ Speech Language Pathologist/ Audiologist & Speech Language Pathologist Grade II or any other equivalent designation	GP Rs.4600 Level-07 (7th pay matrix)	5 years completed in the existing position	Audiologist Grade I /Speech Language Pathologist Grade I / Audiologist & Speech Language Pathologist Grade I	GP Rs.4800 Level-08 (7th pay matrix)
Audiologist/ Speech Language Pathologist/ Audiologist & Speech Language Pathologist Grade I or any other equivalent designation	GP Rs.4800 Level-08 (7th pay matrix)	5 years completed in the existing cadre	Senior Audiologist/ Speech Language Pathologist/ Audiologist & Speech Language Pathologist	GP Rs.5400 Level-09 (7th pay matrix)
Audiologist/Speech Language Pathologist/Audiologist & Speech Language Pathologist Grade I	GP Rs.5400 Level-09 (7th pay matrix)	5 years completed in the existing cadre	Senior Audiologist/ Speech Language Pathologist/Audiologist & Speech Language Pathologist	GP Rs.5400 Level-10 (7th pay matrix)
Senior Audiologist/ Speech Language Pathologist/Audiologist & Speech Language Pathologist	GP Rs5400 Level-10 (7th pay matrix)	5 years completed in the existing cadre	Chief Audiologist/ Speech Language Pathologist/Audiologist & Speech Language Pathologist	GP Rs.6600 Level-11 (7th pay matrix)
Senior Audiologist/ Speech Language Pathologist/ Audiologist & Speech Language Pathologist	GP Rs6600 Level-11 (7th pay matrix)	5 years completed in the existing cadre	Chief Audiologist/ Speech Language Pathologist/Audiologist & Speech Language Pathologist	GP Rs.7600 Level-12 (7th pay matrix)

The candidates with Bachelor’s degree in Speech and Hearing or equivalent will only be promoted up to Senior Audiologist/ Senior Speech Language Pathologist/Senior Audiologist & Speech Language Pathologist with a pay band of Rs.5400, Level-10 (7th pay matrix).

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**Table 1. Promotion guidelines for clinical staff**

	<b>From grade</b>	<b>To grade</b>	<b>Minimum qualifying score for APAR of the last 5 years</b>	<b>Minimum qualifying score for clinical skill test</b>	<b>Minimum qualifying score for interview Score</b>	<b>Minimum Overall qualifying score for promotion*</b>	<b>To be re-designated as</b>
Audiologist/ Speech Language Pathologist/ Audiologist & Speech Language Pathologist Grade II	PB2 GP 4600 Level-7	PB2 GP 4800 Level-8	50%	50%	50%	60%	Audiologist/Speech Language Pathologist/ Audiologist & Speech Language Pathologist Grade I
Audiologist/Speech Language Pathologist/Audiologist & Speech Language Pathologist Grade I	PB2 GP 4800 Level-8	PB2 GP 5400 Level-9	50%	50%	50%	60%	Senior Audiologist/ Senior Speech Language Pathologist/ Senior Audiologist & Speech Language Pathologist
Senior Audiologist/ Senior Speech Language Pathologist/ Senior Audiologist & Speech Language Pathologist	PB2 GP 5400 Level-9	PB3 GP 5400 Level-10	50%	50%	50%	60%	Senior Audiologist/ Senior Speech Language Pathologist/ Senior Audiologist & Speech Language Pathologist
Senior Audiologist/ Senior Speech Language Pathologist/ Senior Audiologist & Speech Language Pathologist	PB3 GP 5400 Level-10	PB3 GP 6600 Level-11	50%	50%	50%	60%	Chief Audiologist/ Chief Speech Language Pathologist/ Chief Audiologist & Speech Language Pathologist
Chief Audiologist/ Chief Speech Language Pathologist/ Chief Audiologist & Speech Language Pathologist	PB3 GP 6600 Level-11	PB3 GP 7600 Level-12	50%	50%	50%	60%	Chief Audiologist/ Chief Speech Language Pathologist/ Chief Audiologist & Speech Language Pathologist

- All those who are considered unfit (based on APAR, clinical skill test and interview) may put up again in the following year.

\*ASLP is referred as professional working on any of the designation mentioned in Scope of Practice of Rehabilitation Council of India i.e., Audiologist/ Speech Language Pathologist/ Audiologist & Speech Language Pathologist/ Speech Language Pathologist & Audiologist/ Speech Therapist and Audiologist/ Audiologist-Grade I/ Speech Language Pathologist Grade-I/ Audiologist-Grade II/ Speech Language Pathologist-Grade-II

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**Table 1- Promotion guidelines for Speech & Hearing Technician/Hearing Aid and Ear Mould Technician**

	From grade	To grade	Minimum qualifying score for APAR of the last 5 years	Minimum qualifying score for skill test	Minimum qualifying score for interview Score	Minimum Overall qualifying score for promotion*	To be re-designated as
Speech & Hearing Technician/ Hearing Aid and Ear Mould Technician (Promotion from the grade of Speech & Hearing Technician/ Hearing Aid and Ear Mould Technician with at least five years service in that Grade)	GP 2400/4	GP 2800/5	50%	50%	50%	60%	Senior Technician Grade-II
Senior Technician Grade II (Promotion from the grade of Junior Technician Grade II with at least eight years service in that Grade)	GP 2800/5	GP 4200/6	50%	50%	50%	60%	Senior Technician Grade-I
Senior Technician Grade I (Promotion from the grade of Junior Technician Grade I with at least ten years service in that Grade)	GP 4200/6	GP 4600/7	50%	50%	50%	60%	Senior Technician Grade-I

Promotion of all clinical posts shall be based on merit and the scheme is therefore known as “merit based promotion scheme”.

**Transition plan for the revision of designation and pay scales for Speech & Hearing Technician/ Hearing Aid and Ear Mould Technician:**

The below mentioned transitions will take place automatically without any screening/ selection procedures.

- a. An incumbent at GP of Rs. 2400 Level 4 who have completed service of 05 years, shall be eligible to move to GP of Rs.2800 Level-5 and re-designated as Speech & Hearing Technician/Hearing Aid and Ear Mould Technician Grade II.
- b. An incumbent at GP of Rs. 2800 Level 5 who have completed service of 13 years, shall be eligible to move to GP of Rs.4200 Level-6 and re-designated as Speech & Hearing Technician/Hearing Aid and Ear Mould Technician Grade I.

**Promotion Scheme for Technician Posts**

Promotion of all technician posts shall be based on merit and the scheme is therefore known as “merit based promotion scheme”.

**General Guide Lines**

- 1.2. Promotion shall involve 3 step process.
  - 1.2.1. Technician\* who have completed five years of regular service in the present pay band shall be eligible for applying for promotion to the next higher pay band under ‘merit based promotion scheme’.
  - 1.2.2. Performance of the Technician\* as assessed in APAR in previous **five** years, immediately preceding to the date of proposal for promotion shall be consulted. Table – provides guidelines for minimum APAR grading shall be considered eligible for the promotion to next higher payband

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- 1.2.3. A duly constituted committee which shall also include a competent authority from outside the organization considers all cases those are eligible for promotion for a clinical skill test. Table --- gives minimum score required on clinical test for a candidate to be selected for an interview.
- 1.2.4. Duly constituted standing selection committee shall interview all those candidates who are recommended by the screening committee for interview. Selection committee after assessing the candidate in interview records their recommendation as “promoted to...” or “unfit”. In the interview, 40% weightage shall be given to APAR, 40% to results of skill test and 20% to performance on interview.

\*Technician refers to Speech & Hearing Technician/Hearing Aid and Ear Mould Technician

- \* two case Illustration for promotion

Case No	A	B	C	Overall out of 110 ( A + B+ C)
	APAR for five years out of 50 (Maximum score of APAR one can have is 10 per year. ( 10 per year multiplied by number of year i.e. 5 : 50)	Skill Test out of 20 marks	Interview out of 40 marks	
1	A persons obtains APPAR score of 5 in last five years , thus his total score will be 25	10 marks	20 marks	55 Though he obtained 50% in each domain but does not score 60% aggregate, hence not qualified for promotion
2	A persons obtains APPAR score of 6 in last five years , thus his total score will be 30	15 marks	30 marks	75 Obtained 50% in each domain and more than 60% aggregate, hence does qualify for promotion