

Minutes of 24th Meeting of Executive Council of Indian Sign Language Research and Training Centre (ISLRTC), New Delhi held virtually on 22nd March, 2023 at 04:00 PM under the Chairpersonship of Sh. Rajesh Yadav, Joint Secretary, DEPwD and Chairperson, Executive Council of ISLRTC.

The 24th Meeting of Executive Council of ISLRTC was held virtually on 22nd March, 2023 at 04:00 PM, under the Chairpersonship of Sh. Rajesh Yadav, Joint Secretary, DEPwD and Chairperson, Executive Council of ISLRTC. The list of participants is at **Annexure-I**.

2. Sh. Rajesh Yadav, Joint Secretary welcomed all EC Members, thereafter, agenda items were discussed as under:

Item No.24.1

Confirmation of the minutes of 22nd meeting of EC held on 29th November, 2022 and Minutes of 23rd EC held on 21st December, 2022 respectively.

Minutes of the 22nd & 23rd EC meeting held on 29th November, 2022 and 21st December, 2022 under the Chairpersonship of Sh. Rajesh Yadav, Joint Secretary, DEPwD, were confirmed.

Item No.24.2

Action Taken Report on minutes of 22nd EC held on 29th November, 2022

The Council noted the action taken on the 22nd EC minutes held on 29th Nov, 2022.

Item No.24.3

Action Taken Report on minutes of 23rd meeting of EC held on 21st December, 2022

The Council noted the action taken on the minutes of the previous meeting held on 29th Nov, 2022.

Item No. 24.4

Engagement of Project Assistant

The Council accorded ex-post facto approval for engagement of Project Assistant for a period of one year from 09.11.2022 to 08.11.2023 with financial implication of Rs. 3,60,000/-.

Item No. 24.5

Engagement of 03 post of ISL Interpreter on contract basis

The Council accorded ex-post facto approval for engagement of 03 ISL Interpreter on contract basis for a period of 06 months w.e.f. 13th January, 2023 with financial implication of Rs. 5,40,000/-

Item No. 24.6

Engagement of M/s Pentaegis Security and Service Pvt. Ltd outsourcing agency for providing 06 DEO & 02 MTS as an Interim arrangement.

The Council accorded ex-post facto approval for engagement of M/s Pentaegis Security and Service Pvt. Ltd outsourcing agency for providing 06 DEO & 02 MTS as an Interim arrangement on minimum wages w.e.f. 21st Nov, 2022 to 31st Dec, 2022 with same terms and conditions of GeM contract with the Financial Implication of Rs. 2,15,421/-

Item no. 24.7

Extension of contract of M/s Pentaegis Security and Service Pvt. Ltd. for providing 02 Housekeeping Staff from 22nd November, 2022 till 31st December, 2022.

The Council accorded ex-post facto approval for extension of contract of M/s Pentaegis Security and Service Pvt. Ltd for providing 02 housekeeping staff from 22nd Nov, 2022 till 31st Dec, 2022 on the same terms and conditions of GeM contract with the Financial Implication of Rs. 54,500/-.

Item no. 24.8

Engagement of Outsourcing Agency for providing 06 Data Entry Operator

The Council accorded ex-post facto approval for engaging M/s Shipra HR Solutions Pvt. Ltd. through GeM for providing 06 DEOs initially for a period of 01 year from 02nd January, 2023 to 01st January, 2024 with a financial implication of Rs. 21,94,754.14/-.

Item no. 24.9

Engagement of Outsourcing Agency for providing 02 MTS.

The Council accorded ex-post facto approval for engaging M/s Openmove Total Security Pvt. Ltd through GeM for providing 02 MTS initially for a period of 01 year from 02nd January, 2023 to 01st January, 2024 year with a financial implication of Rs. 6,20,102.43/-.

Item No. 24.10

Additional Space of ISLRTC

The Council accorded ex-post facto approval for acquiring additional space of 2893 sq. ft. area at 4th floor of NSIC business park and releasing amount of Rs.7,37,715/- towards advance rent and security deposit and the lay out plan provided by CPWD for the said space.

Item No.24.11

Recruitment for filling up the post of Librarian

The Council accorded ex-post facto approval to defer the recruitment of Librarian till the matter of pay fixation for the post is finalized or for a period of 01 year, whichever is earlier (i.e. from 01st week of Dec, 2022).

Item No. 24.12 and 12.13

02 Days Workshop on Basic ISL Signs and Divya Kala Mela, December & February

The Council noted the action taken by the Centre.

Item No. 24.14

Annual Maintenance of Computer

The Council approved the proposal for comprehensive Annual Maintenance Contract (CAMC) through GeM for Computers and peripheral devices with the estimated Financial Implication of Rs. 5,65,500/-.

Item No. 24.15

Engagement of Outsourcing Agency for providing 01 Accountant

The Council accorded ex-post facto approval for engaging M/s DS Manpower Services through GeM for providing an Accountant on contractual basis for a period of 05 months (i.e. upto 04th May, 2023) with a financial implication of Rs. 1,78,275/- .

Item No. 24.16

Uniform Recruitment Rules, Terms and Conditions of appointment of regular as well as contractual staff of National Institutes

The Council accorded approval to adopt the suggested recruitment rules, consolidated salary and terms and conditions circulated by DEPwD (**Annexure-II**) for future contractual appointments to the common/similar post at the Centre w.e.f. 01.07.2023.

Item No. 24.17

Delegation for Financial Powers of Director

The Council approved the delegation of financial power to Directors of National Institutes as suggested by DEPwD (**Annexure-III**) w.e.f. 01.04.2023.

Item No. 24.18

Delegation for Financial Powers (provision of imprest amount)

The Council accorded approval for provision of imprest amount as suggested by Department vide its letter dated 17th March, 2023, as per the details given below:

Sl. No.	Designation	Proposed Imprest money
1.	Head of the Department	Rs. 15,000/-
2.	Asst. Professor	Rs. 10,000/-
3.	Librarian	Rs. 10,000/-

Item No. 24.19**Payment of sitting fee i/r/o non official member of GC/EC**

The Council accorded approval for payment of sitting fee i/r/o non official member of GC/EC in accordance to the suggestion of DEPwD vide its letter dated 17th March, 2023 as per the details given below w.e.f. 01.04.2023.

Sl. No.	Name of Committee	Category of committee as per para 2.1 of OM of Department of Expenditure	Proposal of Sitting fee
1.	Executive Council (EC)	Other Committees	Rs. 3,000/- + TA/DA
2.	General Council	Other Committees	Rs. 4,000/- + TA/DA

Item No. 24.20**Budget for the FY 2023-24**

The Council approved the budget proposal of the Centre for Rs. 848.00 lakh for Financial Year 2023-24 as under:

Salaries Head	360.00 lakh
General Head	400.00 lakh
Creation of Capital Asset	88.00 lakh
TOTAL	848.00 lakh

Additional Item No.1

At the end of the meeting the Chairperson asked about the status of 90 hours self-learning module on ISL for various stakeholders. The Council was apprised that the syllabus of the module has been shared with Sh. Arun C Rao, In this regard Sh. Rao informed the Council that the syllabus is being reviewed and the final module will be prepared shortly as per the requirement.

The meeting ended with thanks to the Chair.

Annexure-I

List of participants in the 24th Executive Council meeting of ISLRTC held virtually on 22nd March, 2023 at 04:00 PM.

Sl. No.	Name	Designation / organization
1.	Sh. Rajesh Yadav	Joint Secretary, DEPwD & Director, ISLRTC
2.	Mrs. Nisha Grover	Director, Akshar Trust, Vadodara
3.	Sh. A. S. Narayanan	President, National Association of the Deaf (NAD), New Delhi
4.	Sh. Arun C Rao	President, ASLI, New Delhi
5.	Sh. Gaurav Verma,	Member, ISLIA
6.	Sh. Kamla Kant Pandey	Lecturer, Uttar Pradesh, Institute of Hearing Handicapped, Allahabad, U.P.
7.	Sh. Padmakar Tulshiram Ingle,	Vivekanand Pratishthan Jalgaon, Maharashtra
8.	Sh. Navin Kumar	Under Secretary, DEPwD
9.	Sh. Harish Soni	Assistant Professor, ISLRTC
10.	Dr. Andesha Mangla	Assistant Professor, ISLRTC
11.	Dr. Abhishek Kumar Srivastava	Assistant Professor, ISLRTC
12.	Sh. Rakesh Kumar Gangwal	Assistant Professor, ISLRTC
13.	Ms. Annu Gautam	Interpreter, ISLRTC
14.	Ms. Poongothai. G	Interpreter, ISLRTC
15.	Sh. Sanjay Kumar	Deputy Director (Admin) & Officer in-Charge, ISLRTC

Annexure- II

Via email
Via speedpost

F. No. N-602/11/2022-NI
Government of India
Ministry of Social Justice & Empowerment
Department of Empowerment of Persons with Disabilities

5th Floor, Pt. Deendayal Antyodaya Bhawan, CGO Complex
Lodhi Road, New Delhi – 110003. Dated: 25.03.2023

To,
Director,
National Institutes.

Subject: Proposed Recruitment Rules for various posts of CRCs, Consolidate Remuneration and terms and conditions of appointment of various posts of NIs – reg.

Sir,

I am directed to refer to Department's letter dated 22.03.2023 on the subject mentioned above vide which Proposed RRs for various posts of CRCs were forwarded for the approval of respective Executive councils. However, few discrepancies were observed in the earlier draft RRs and Consolidate remuneration. Therefore, Revised Recruitment Rules comprises of following documents is hereby forwarded for the approval of respective Executive Council of concerned NI:

- a) Recruitment Rules for the Contractual post of CRCs.
- b) Recruitment Rules for the Regular posts of CRCs including Director, CRCs.
- c) Consolidated remuneration for common contractual staff at NIs and CRCs.
- d) Terms & Conditions for the contract Appointments.

2. As per earlier directions, new terms and conditions and remuneration will apply to existing contractual posts w.e.f. 1st July, 2023.

Yours faithfully,

Navin Kumar

(Navin Kumar)
Under Secretary (NI)



Navin Kumar
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DEO (NI)

DRAFT RECRUITMENT RULES FOR THE REGULAR POST OF DIRECTOR, CRC

1	Name of the post	Director, CRC
2	Number of post	01 (One)
3	Classification	Group "A"
4	Level in the Pay Matrix	Level 12 in the Pay Matrix (Rs. 78800-209200) For contract: Consolidated remuneration of Rs. 90,000/- per month with provision of annual increment @ 3%.
5	Whether, Selection post or non selection post	Selection
6	Age limit for direct recruits	As detailed in item no. 10
7	Educational and other qualifications required for direct recruits	Not Applicable as above
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9	Period of probation if any	Not applicable
10	Method of recruitment whether by direct recruitment or by direct recruitment or by promotion or by deputation of absorption and percentage of the vacancies to be filled by various methods	On Deputation/ Short Term Contract (i) On deputation initially for a period of 3 years and thereafter extendable, after review of performance, on yearly basis as per rules of Government of India governing deputation from time to time (ii) On Contract initially for a period of 3 years and thereafter extendable on yearly basis, after review of the performance, up to 5 years or till the age of 65 years whichever is earlier <u>with the approval of GC of concern NI.</u> Age Limit:- Maximum age limit will be 56 years for deputation and 62 years for short term contract (Age shall be reckoned as on closing date of receipt of application)
11	In case of recruitment by promotion/ deputation, level in the pay matrix from which Promotion/ deputation to be made (Essential & Desirable)	For Deputation:- (A) Officers under Central / State Government / Universities / Public Sector Undertaking / Autonomous / Statutory Organization. (i) Holding Analogous posts in pay matrix as per 7 th CPC or equivalent grade and minimum 5 years experience of research or rehabilitation or administration in the field of disability OR (ii) Holding posts in Level 11 of the Pay Matrix as per the 7 th CPC or equivalent grade with 5 years service in the grade and minimum 5 years experience of research or rehabilitation or administration in the field of disability OR (iii) Holding posts in Level 10 in the Pay Matrix as per the 7 th CPC or equivalent grade with 8 years service in the grade and minimum 5 years experience of research or rehabilitation or administration in the field of disability and Possessing the following qualifications:- (B) Essential qualifications and requirements :- Post Graduate Degree in Special Education or any other discipline from a recognized University / Institution with 55% marks or equivalent grade. (C) Desirable Qualifications :- (i) Ph.D. For Contract:- Essential and desirable qualifications as prescribed for deputation and as mentioned under (B) and (C) above would be required with 10 years experience of research or rehabilitation or administration in the field of disability.
12	If a D.P.C. exists what is its composition	No DPC Exists. However, as per the provision for Group 'A' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

June 25/3/2023

**CONSOLIDATED SALARY FOR COMMON CONTRACTUAL STAFFS AT NATIONAL
INSTITUTES AND COMPOSITE REGIONAL CENTRES**

Sl. No.	Designation	Level	Basic Pay in Pay Level	Existing Consolidated Salary	Proposed Consolidated Salary w.e.f. 1 st July, 2023
1.	Director (CRC)	12	78,800	80,000	90,000
2.	Assistant Professor (PMR)*	11	67,700	70,000	75,000
3.	Assistant Professor (Speech)	11	67,700	65,000	75,000
4.	Assistant Professor (CP)	11	67,700	65,000	75,000
5.	Assistant Professor (SE)	11	67,700	65,000	75,000
6.	Lecturer Physiotherapy	10	56,100	55,000	60,000
7.	Lecturer Occupational Therapy	10	56,100	55,000	60,000
8.	Administrative Officer	10	56,100	45,000	50,000
9.	Rehabilitation Officer	7	44,900	45,000	50,000
10.	Prosthetist & Orthotist	7	44,900	40,000	50,000
11.	Assistant	6	35,400	40,000	45,000
12.	Clinical Assistant	6	35,400	40,000	50,000
13.	Accountant	6	35,400	40,000	45,000
14.	Special Educators/O&M Instructor	6	35,400	40,000	45,000
15.	Vocational Instructor	6	35,400	40,000	45,000
16.	Workshop Supervisor	4	25,500	30,000	35,000
17.	Clerk/Typist	2	19,900	22,000	25,000

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25/3/2023

Terms and Conditions for contract appointment in NIs/CRCs

- i. A fixed monthly amount shall be admissible and the remuneration may be regulated as per the terms and conditions of the contract. No other allowances will be admissible.
- ii. Annual increment @3% shall be allowed during the term of the contract.
- iii. Paid leave of absence may be allowed @ 1.5 days for each completed month of service.
- iv. The term of appointment shall ordinarily be for an initial period not exceeding 3 years. It may be extendable up to maximum 5 years. Beyond 3 years it may be extended with the approval of GC of concern NI, provided in no case shall it be extended beyond 5 years.
- v. In case of Group 'A' post, the contract can be renewed up to total 3 years based on the performance appraisal which is to be initiated by Director of respective National Institute and to be reviewed by Joint Secretary and Chairperson, Executive Council of concerned Institute.
- vi. In case of Group 'B' and 'C' posts, the contract can be renewed up to total 3 years by Director of the Institute based on performance appraisal by a Committee constituted by the Director of National Institute.
- vii. The contractual appointment would be on full time basis and they would not be permitted to take up any other commercial assignment during the period of consultancy.
- viii. The engagement of contractual staff can be terminated by the competent authority at any time without assigning any reasons thereof by giving 30 days notice. However, in case a Consultant/contractual staff wishes to resign, he can resign by giving 30 days advance notice or remuneration in lieu thereof before resigning from the engagement.
- ix. Tenure of appointment on contract of retired employees should be maximum upto age of 65 years.

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25/3/2023
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Proposed Recruitment Rules for contractual posts of Composite Regional Centres (CRCs)

Sl. No.	Name of the Post	Essential and Desirable Qualification	Age Limit	Consolidated Salary per Month	Method of Recruitment
1.	Director	<p>(A) Essential Qualifications:- Post Graduate Degree in Special Education or any other discipline from a recognized University/ Institution with 55% marks or equivalent grade with 10 years experience of research or rehabilitation or administration in the field of disability</p> <p>(B) Desirable Qualifications:- Ph.D</p>	Maximum age limit will be 62 years (age shall be reckoned as on closing date of receipt of application)	Rs. 90,000/-	On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis, upto 5 years or till the age of 65 years whichever is earlier with the approval of GC of concern NI. As per the provision for Group 'A' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.
2.	Assistant Professor (PMR)	<p>(A) Essential Qualifications:-</p> <ol style="list-style-type: none"> MBBS. PG degree/Diploma in PMR/Pediatrics recognized by MCI/RCI Registration with MCI. Minimum 2 years experience in teaching or research in related field. <p>(B) Desirable Qualification:- Ph. D in the field of rehabilitation of Persons with Disabilities.</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 75,000/-	On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI. As per the provision for Group 'A' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.

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25/12/2023*

Sl. No.	Name of the Post	Essential and Desirable Qualification	Age Limit	Consolidated Salary per Month	Method of Recruitment
3.	Assistant Professor (Speech)	<p>(A) Essential Qualification:-</p> <ol style="list-style-type: none"> Post Graduate Degree (Full time course) in Speech and Hearing (Recognized by RCI) Registration with RCI. Minimum 5 years experience in teaching/research in related field. <p>(B) Desirable Qualification:-</p> <p>Ph. D in the field of rehabilitation of Persons with Disabilities.</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 75,000/-	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'A' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>
4.	Assistant Professor (CP)	<p>(A) Essential Qualifications:-</p> <ol style="list-style-type: none"> M. Phil. In Clinical or Rehabilitation Psychology (Full time course) (Recognized by RCI) Registration with RCI. Minimum 5 years experience in teaching/research in related field. <p>(B) Desirable Qualification:-</p> <p>Ph.D in the field of rehabilitation of Persons with Disabilities.</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 75,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'A' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>

June
25/6/2023

Sl. No.	Name of the Post	Essential and Desirable Qualification	Age Limit	Consolidated Salary per Month	Method of Recruitment
5.	Assistant Professor (SE)	<p>(A) Essential Qualifications:-</p> <ol style="list-style-type: none"> Master Degree with M.Ed. (Special Education) (Full time course) in any category recognized by RCI. Registration with RCI. Minimum 5 years experience in teaching/research in related field. <p>(B) Desirable Qualification:-</p> <p>Ph. D in the field of rehabilitation of Persons with Disabilities.</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 75,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'A' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>
6.	Lecturer Physiotherapy	<p>(A) Essential Qualifications:-</p> <ol style="list-style-type: none"> Master's in Physiotherapy from a recognized Institute (Full time) Minimum 3 years of experience in teaching/research in related field. . <p>(B) Desirable Qualification:-</p> <p>Possessing any RCI recognized qualifications.</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 60,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>

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25/10/2023

Sl. No.	Name of the Post	Essential and Desirable Qualification	Age Limit	Consolidated Salary per Month	Method of Recruitment
7.	Lecturer Occupational Therapy	<p>(A) Essential Qualification:-</p> <p>i. Master's in Occupational Therapy from a recognized Institute (Full time)</p> <p>ii. Minimum 3 years of experience in teaching/research in field of rehabilitation.</p> <p>(B) Desirable Qualification:- Possessing any RCI recognized qualification.</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 60,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>
8.	Administrative Officer	<p>(A) Essential Qualification:-</p> <p>i. Post Graduate Degree/ MBA from recognized University.</p> <p>ii. Minimum 5 years of experience in establishment/admin matters in any govt. Organization/Autonomous Bodies/Public Sector Undertaking/Semi Government/Quasi Government.</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 50,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>

June
25/12/2023

Sl. No.	Name of the Post	Essential and Desirable Qualification	Age Limit	Consolidated Salary per Month	Method of Recruitment
9.	Rehabilitation Officer	(A) Essential Qualification:- i. Post Graduate Degree in Social Work/Sociology/MDRA/ Psychology or equivalent from a recognized University. ii. Minimum 2 years relevant experience.	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 50,000	On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI. As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.
10.	Prosthetist & Orthotist	(A) Essential Qualification:- i. Degree in Prosthetics & Orthotics from a recognized Institute ii. Registered with RCI. iii. Minimum 2 years relevant experience.	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 50,000	On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI. As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.

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25/12/2023

Sl. No.	Name of the Post	Essential and Desirable Qualification	Age Limit	Consolidated Salary per Month	Method of Recruitment
11.	Assistant	<p>Essential Qualifications:-</p> <p>i. Graduate from a recognized University with knowledge of computer.</p> <p>ii. Minimum 2 Years of experience in administrative works in Govt. department / reputed organization.</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 45,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>
12.	Clinical Assistant (2)	<p><u>Clinical Assistant (Speech Therapist)</u></p> <p>(A) Essential Qualifications:-</p> <p>i. B.Sc. (Sp. & Hg.) equivalent</p> <p>ii. 2 years relevant experience</p> <p>iii. Registration with RCI</p> <p><u>Clinical Assistant (Developmental Therapist)</u></p> <p>(A) Essential Qualifications:-</p> <p>i. Post Gratitude Diploma in Early Intervention (PGDEI)/Bachelor in Occupational Therapy (BOT)/ Bachelor in Rehabilitation</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 50,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>

June 25/12/07

Sl. No.	Name of the Post	Essential and Desirable Qualification	Age Limit	Consolidated Salary per Month	Method of Recruitment
13.	Accountant	<p>Science/B.Ed. Special Education in Intellectual Disabilities (ID)/Specific Learning Disability (SLD)/Multiple Disability (MD) / Autism Spectrum Disorder (ASD)/ BRS (MR) / BMR /BRT / PGDDT</p> <p>ii. 2 years relevant experience</p> <p>iii. Registration with RCI</p> <p>(A) Essential Qualifications:-</p> <p>i. Commerce graduate from a recognized University with hands on knowledge of computer and Tally</p> <p>ii. Minimum 3 Years experience in handling accounts/cash in Govt. or Semi Govt. Establishment/ Autonomous bodies/ Public Sector Undertaking/ Government/ Quasi Govt.</p> <p>(B) Desirable Qualification:- M. Com/MBA (Fin.)</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 45,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>

June 25/12/2023

Sl. No.	Name of the Post	Essential and Desirable Qualification	Age Limit	Consolidated Salary per Month	Method of Recruitment
14.	Special Educators/O&M Instructor (2)	<p>(A) Essential Qualifications:-</p> <ul style="list-style-type: none"> i. Graduation with Diploma / B.Ed. / PG Diploma in Special Education or equivalent. ii. Minimum 2 Years of relevant experience iii. Registration with RCI <p>(B) Desirable Qualification:- M.Ed. in Special Education</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 45,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>
15.	Vocational Instructor	<p>(A) Essential Qualifications:-</p> <ul style="list-style-type: none"> i. Higher Secondary with Diploma in Vocational Training/ D.Ed. / B.Ed. / PG Diploma in Special Education/ Equivalent course recognized by RCI. ii. Minimum 2 Years of relevant experience iii. Registration with RCI <p>Desirable Qualification:- Graduation with diploma in Vocational Training.</p>	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 45,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>

June 25/2023

Sl. No.	Name of the Post	Essential and Desirable Qualification	Age Limit	Consolidated Salary per Month	Method of Recruitment
16.	Workshop Supervisor	<p>(A) Essential Qualifications:-</p> <ol style="list-style-type: none"> 10+2 or equivalent qualification. Diploma / Certificate in Prosthetics & Orthotics Minimum 2 Years of experience in the concerned area. 	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 35,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'C' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>
17.	Clerk/Typist	<p>(A) Essential Qualifications:-</p> <ol style="list-style-type: none"> Higher Secondary (10+2) or equivalent qualification. Typing Speed 35 wpm with computer knowledge. Minimum 2 Years of experience in the concerned area. 	Maximum age limit will be 56 years (age shall be reckoned as on closing date of receipt of application)	Rs. 25,000	<p>On Contract initially for a period of 3 years and thereafter extendable, after review of the performance, on yearly basis up to 5 Years with the approval of GC of concern NI.</p> <p>As per the provision for Group 'C' officers in the By-Laws of the respective Institute, Selection Committee will be constituted for selection of the post.</p>

June 25/13/2022

Comparison of old and proposed essential qualifications for the post of Assistant Professor (PMR) and Clinical Assistant (Development Therapist)

Sl No.	Name of Post	Essential Qualifications	
		Current	Proposed
1.	Assistant Professor (PMR)	<p>(A) Essential Qualifications:-</p> <ol style="list-style-type: none"> MBBS. PG degree/Diploma in PMR recognized by MCI/RCI Registration with MCI. Minimum 2 years experience in teaching or research in related field. <p>(B) Desirable Qualification:- Ph. D in the field of rehabilitation of Persons with Disabilities.</p>	<p>(A) Essential Qualifications:-</p> <ol style="list-style-type: none"> MBBS. PG degree/Diploma in PMR/Pediatrics recognized by MCI/RCI Registration with MCI. Minimum 2 years experience in teaching or research in related field. <p>(B) Desirable Qualification:- Ph. D in the field of rehabilitation of Persons with Disabilities.</p>
2.	Clinical Assistant (2)	<p><u>Clinical Assistant (Speech Therapist)</u></p> <p>(A) Essential Qualifications:- :</p> <ol style="list-style-type: none"> B.Sc. (Sp. & Hg.) equivalent 2 years relevant experience Registration with RCI <p><u>Clinical Assistant (Developmental Therapist)</u></p> <p>(A) Essential Qualifications:- :</p> <ol style="list-style-type: none"> BRS (MR) / BMR /BRT / PGDDT / PGDEI / Bachelor's / Master's in Rehabilitation Science or Equivalent. 2 years relevant experience Registration with RCI 	<p><u>Clinical Assistant (Developmental Therapist)</u></p> <p>(A) Essential Qualifications:- :</p> <ol style="list-style-type: none"> <i>Post Graduate Diploma in Early Intervention (PGDEI)/Bachelor in Occupational Therapy (BOT)/ Bachelor in Rehabilitation Science/B.Ed. Special Education in Intellectual Disabilities (ID)/Specific Learning Disability (SLD)/Multiple Disability (MD) / Autism Spectrum Disorder (ASD)/ BRS (MR) / BMR /BRT / PGDDT</i> 2 years relevant experience Registration with RCI

Jawad
25/12/2023

Draft Recruitment Rules to the post of Assistant Professor (PMR)

1.	Name of the post	Assistant Professor (PMR)
2.	Number of post	01 (One)
3.	Classification	Group 'A'
4.	Level in the Pay Matrix	Level 11 in Pay Matrix (Rs. 67700-208700)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	45 Years
7.	Educational and other qualifications required for direct recruits	<p>(A) Essential Qualifications:-</p> <ul style="list-style-type: none">i. MBBS.ii. PG degree/Diploma in PMR/Pediatrics recognized by MCI/RCIiii. Registration with MCI.iv. Minimum 2 years experience in teaching or research in related field. . <p>(B) Desirable qualification:-</p> <p>Ph. D in the field of rehabilitation of Persons with Disabilities.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment

Leung
25/3/2013

10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation
11.	In case of recruitment by promotion/deputation, from which promotion/deputation to be made	In case of recruitment by deputation grades from which deputation to be made: - Working on an analogous post or on the post of Lecturer or equivalent post in Level 10 for more than 5 years.
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'A' officers in the By-Laws of the respective Institute , Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Juvr
25/3/2023

Draft Recruitment Rules to the post of Assistant Professor (Speech & Hearing)

1.	Name of the post	Assistant Professor (Speech & Hearing)
2.	Number of post	01 (One)
3.	Classification	Group 'A'
4.	Level in the Pay Matrix	Level II in Pay Matrix (Rs. 67700-208700)
5.	Whether, Selection post or non selection post	Selection
6.	Age limit for direct recruits	45 Years
7.	Educational and other qualifications required for direct recruits	<p>(A) Essential Qualifications:-</p> <ul style="list-style-type: none"> i. Post Graduate Degree (Full time course) in Speech and Hearing (Recognized by RCI) ii. Registration with RCI. iii. Minimum 5 years experience in teaching/ research in related field. . <p>(B) Desirable qualification :- Ph. D in the field of rehabilitation of Persons with Disabilities.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation
11.	In case of recruitment by promotion/deputation, level in the	In case of recruitment by deputation grades from which deputation to be made: - Working on an

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	pay matrix from which promotion/deputation to be made	analogous post or on the post of Lecturer or equivalent post in Level 10 for more than 5 years.
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'A' officers in the By-Laws of the respective Institute. Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Answer
25/3/2022

Draft Recruitment Rules to the post of Assistant Professor (Clinical Psychology)

1.	Name of the post	Assistant Professor (Clinical Psychology)
2.	Number of post	01 (One)
3.	Classification	Group 'A'
4.	Level in the Pay Matrix	Level II in Pay Matrix (Rs. 67700-208700)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	45 Years
7.	Educational and other qualifications required for direct recruits	<p>(A) Essential Qualifications:-</p> <ul style="list-style-type: none"> i. M. Phil. in Clinical or Rehabilitation Psychology (Full time course) (Recognized by RCI) ii. Registration with RCI. iii. Minimum 5 years experience in teaching/ research in related field. . <p>(B) Desirable qualification:-</p> <p>Ph. D in the field of rehabilitation of Persons with Disabilities.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment whether by direct recruitment or by	Direct Recruitment failing which transfer on Deputation

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	promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	
11.	In case of recruitment by promotion/deputation. Level in the pay matrix from which promotion/deputation to be made	In case of recruitment by deputation grades from which deputation to be made :- Working on an analogous post or on the post of Lecturer or equivalent post in Level 10 for more than 5 years.
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'A' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Lusa
25/3/2023

Draft Recruitment Rules to the post of Assistant Professor (Special Education)

1.	Name of the post	Assistant Professor (Special Education)
2.	Number of post	01 (One)
3.	Classification	Group 'A'
4.	Level in the Pay Matrix	Level II in Pay Matrix (Rs. 67700-208700)
5.	Whether Selection post or non selection post	Selection
6.	Age limit for direct recruits	45 Years
7.	Educational and other qualifications required for direct recruits	<p>(A) Essential Qualifications :-</p> <ul style="list-style-type: none"> i. Master Degree with M.Ed. (Special Education) (Full time course) in any category recognized by RCI ii. Registration with RCI. iii. Minimum 5 years experience in teaching/ research in related field. . <p>(B) Desirable Qualifications:-</p> <p>Ph. D in the field of rehabilitation of Persons with Disabilities.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by	Direct Recruitment failing which transfer on Deputation

Jain
25/3/2023

	promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	
11.	In case of recruitment by promotion/deputation, from which promotion/deputation to be made	In case of recruitment by deputation grades from which deputation to be made :- Working on an analogous post on the post of Lecturer or equivalent post in Level 10 for more than 5 years.
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'A' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

June 25/3/2022

Draft Recruitment Rules to the post of Lecturer (Physiotherapy)

1.	Name of the post	Lecturer (Physiotherapy)
2.	Number of post	01 (One)
3.	Classification	Group 'A'
4.	Level in the Pay Matrix	Level 10 in Pay Matrix (Rs. 56100-177500)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years
7.	Educational and other qualifications required for direct recruits	<p>(A) Essential Qualifications:-</p> <p>i. Master's in Physiotherapy from a recognized Institute (Full time)</p> <p>ii. Minimum 3 years of experience in teaching/ research in related field. .</p> <p>(B) Desirable Qualification:-</p> <p>Possessing any RCI recognized qualifications.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment

*done
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10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation
11.	In case of recruitment by promotion/deputation, Level in the pay matrix from which promotion/ deputation to be made	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post.
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Juro
25/3/2013

Draft Recruitment Rules to the post of Lecturer (Occupational Therapy)

1.	Name of the post	Lecturer (Occupational Therapy)
2.	Number of post	01 (One)
3.	Classification	Group 'A'
4.	Level in the Pay Matrix	Level 10 in Pay Matrix (Rs. 56100-177500)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years
7.	Educational and other qualifications required for direct recruits	<p>(A) Essential Qualifications:-</p> <ul style="list-style-type: none"> i. Master's in Occupational Therapy from a recognized Institute (Full time) ii. Minimum 3 years of experience in teaching/ research in field of rehabilitation. <p>(B) Desirable Qualification:-</p> <p>Possessing any RCI recognized qualification.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation

Done
25/3/2023

11.	In case of recruitment by promotion/deputation. Level in the pay matrix from which promotion/deputation to be made	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Jura
25/3/2023

Draft Recruitment Rules to the post of Administrative Officer

1.	Name of the post	Administrative Officer
2.	Number of post	01 (One)
3.	Classification	Group 'A'
4.	Level in the Pay Matrix	Level 10 in Pay Matrix (Rs. 56100-177500)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	40 Years
7.	Educational and other qualifications required for direct recruits	<p>(A) Essential Qualifications:-</p> <ul style="list-style-type: none"> i. Post Graduate Degree/MBA from recognized University. ii. Minimum 5 years of experience in establishment/admin matters in any govt. Organization/Autonomous Bodies/Public Sector Undertaking/Semi Government /Quasi Government.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation

Done
25/3/2023

11.	In case of recruitment by promotion/deputation, Level in the pay matrix from which promotion/deputation to be made	In case of recruitment by deputation grades from which deputation to be made :- Working on an analogous post or on the post in Level 9 for more than 5 years or on the post in Level 8 for more than 8 years.
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

*done
25/4/2023*

Draft Recruitment Rules to the post of Rehabilitation Officer (Social Work & Placement)

1.	Name of the post	Rehabilitation Officer (Social Work & Placement)
2.	Number of post	01 (One)
3.	Classification	Group 'B'
4.	Level in the Pay Matrix	Level 7 in Pay Matrix (Rs. 44900-142400)
5.	Whether, Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years
7.	Educational and other qualifications required for direct recruits	(A) Essential Qualifications :- i. Post Graduate Degree in Social Work/Sociology/MDRA/Psychology or equivalent from a recognized University, ii. Minimum 2 years relevant experience.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation
11.	In case of recruitment by	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post .

Ans
25/3/2023

	promotion/deputation. Level in the pay matrix from which promotion/ deputation to be made	
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

done
25/3/2023

Draft Recruitment Rules to the post of Prosthetist & Orthotist

1.	Name of the post	Prosthetist & Orthotist
2.	Number of post	01 (One)
3.	Classification	Group 'B'
4.	Level in the Pay Matrix	Level 7 in Pay Matrix (Rs. 44900-142400)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years
7.	Educational and other qualifications required for direct recruits	(A) Essential Qualifications:- <ul style="list-style-type: none"> i. Degree in Prosthetics & Orthotics from a recognized Institute ii. registered with RCI. iii. Minimum 2 years relevant experience.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation

JWS
25/3/2023

11.	In case of recruitment by promotion/deputation, Level in the pay matrix from which promotion/deputation to be made	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post .
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

June
25/3/2023

Draft Recruitment Rules to the post of Orientation & Mobility Instructor

1.	Name of the post	Orientation & Mobility Instructor
2.	Number of post	01 (One)
3.	Classification	Group 'B'
4.	Level in the Pay Matrix	Level 6 in Pay Matrix (Rs. 35400-112400)
5.	Whether, Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years.
7.	Educational and other qualifications required for direct recruits	(A) Essential Qualifications:- <ul style="list-style-type: none"> i. Any degree with Diploma in Orientation and Mobility instruction / B.Ed / PG Diploma in Special Education (VI) or equivalent. ii. Minimum 2 Years relevant experience. iii. Registration with RCI
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation
11.	In case of recruitment by promotion/deputation.	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post .

Done
25/3/2023

	Level in the pay matrix from which promotion/deputation to be made	
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

JUNA
25/3/2023

Draft Recruitment Rules to the post of Special Educator

1.	Name of the post	Special Educator
2.	Number of post	01 (One)
3.	Classification	Group 'B'
4.	Level in the Pay Matrix	Level 6 in Pay Matrix (Rs. 35400-112400)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years
7.	Educational and other qualifications required for direct recruits	<p>Essential Qualifications:-</p> <ul style="list-style-type: none"> i. Graduation with Diploma / B.Ed. / PG Diploma in Special Education or equivalent. ii. Minimum 2 Years of relevant experience iii. Registration with RCI <p>Desirable Qualifications:-</p> <ul style="list-style-type: none"> i. M.Ed. in Special Education
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled	Direct Recruitment failing which transfer on Deputation

Leena
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	by various methods	
11.	In case of recruitment by promotion/deputation. Level in the pay matrix from which promotion/deputation to be made	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post .
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Jana
25/3/2023

Draft Recruitment Rules to the post of Vocational Instructor

1.	Name of the post	Vocational Instructor
2.	Number of post	01 (One)
3.	Classification	Group 'B'
4.	Level in the Pay Matrix	Level 6 in Pay Matrix (Rs. 35400-112400)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years
7.	Educational and other qualifications required for direct recruits	<p>Essential Qualifications:-</p> <ul style="list-style-type: none"> i. Higher Secondary with Diploma in Vocational Training/ D.I.d. / B.I.d. / PG Diploma in Special Education/ Equivalent course recognized by RCI.. ii. Minimum 2 Years of relevant experience iii. Registration with RCI <p>Desirable Qualification:-</p> <ul style="list-style-type: none"> i. Graduation with diploma in Vocational Training.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment. whether by direct recruitment or by promotion or by	Direct Recruitment failing which transfer on Deputation

Jana
25/3/2023

	deputation or by absorption and percentage of the vacancies to be filled by various methods	
11.	In case of recruitment by promotion/deputation, Level in the pay matrix from which promotion/deputation to be made	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post .
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Annex
25/3/2023

Draft Recruitment Rules to the post of Clinical Assistant

1.	Name of the post	Clinical Assistant
2.	Number of post	02 (Two)
3.	Classification	Group 'B'
4.	Level in the Pay Matrix	Level 6 in Pay Matrix (Rs. 35400-112400)
5.	Whether, Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years
7.	Educational and other qualifications required for direct recruits	<p>Clinical Assistant (Speech Therapist)</p> <p>Essential Qualifications:-</p> <ol style="list-style-type: none"> i. B.Sc. (Sp. & Hg.) equivalent ii. 2 years relevant experience iii. Registration with RCI <p><u>Clinical Assistant (Developmental Therapist)</u></p> <p>(A) Essential Qualifications:- :</p> <ol style="list-style-type: none"> i. Post Graduate Diploma in Early Intervention (PGDEI)/Bachelor in Occupational Therapy (BOT)/ Bachelor in Rehabilitation Science/B.Ed. Special Education in Intellectual Disabilities (ID)/Specific Learning Disability (SLD)/Multiple Disability (MD) / Autism Spectrum Disorder (ASD)/ BRS (MR) / BMR /BRT / PGDDT ii. 2 years relevant experience iii. Registration with RCI
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable

Amr
25/3/2025

9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation
11.	In case of recruitment by promotion/deputation, Level in the pay matrix from which promotion/deputation to be made	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Ans
25/3/2023

Draft Recruitment Rules to the post of Accountant

1.	Name of the post	Accountant
2.	Number of post	01 (One)
3.	Classification	Group 'B'
4.	Level in the Pay Matrix	Level 6 in Pay Matrix (Rs. 35400-112400)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years
7.	Educational and other qualifications required for direct recruits	<p>Essential Qualifications:</p> <ul style="list-style-type: none"> i. Commerce graduate from a recognized University with hands on knowledge of computer and Tally ii. 5 years experience in handling of accounts/cash of which minimum 3 Years experience in handling accounts/cash in Govt. or Semi Govt. Establishment/ Autonomous bodies/ Public Sector Undertaking/ Semi Government/ Quasi Govt. <p>Desirable qualification:</p> <ul style="list-style-type: none"> i. M. Com/MBA (Fin.)
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and	Direct Recruitment failing which transfer on Deputation

Leena
25/3/2023

	percentage of the vacancies to be filled by various methods	
11.	In case of recruitment by promotion/deputation. Level in the pay matrix from which promotion/deputation to be made	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post.
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

*done
25/12/2023*

Draft Recruitment Rules to the post of Assistant

1.	Name of the post	Assistant
2.	Number of post	01 (One)
3.	Classification	Group 'B'
4.	Level in the Pay Matrix	Level 6 in Pay Matrix (Rs. 35400-112400)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	35 Years
7.	Educational and other qualifications required for direct recruits	Essential Qualifications: i. Graduate from a recognized University with knowledge of computer. ii. Minimum 5 Years of experience in administrative works in Govt. department / reputed organization.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation
11.	In case of recruitment by promotion/deputation. Level in the pay matrix	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post .

Amans
25/3/2023

	from which promotion/ deputation to be made	
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'B' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Juwa
25/3/2023

Draft Recruitment Rules to the post of Workshop Supervisor-cum-store Keeper,

1.	Name of the post	Workshop Supervisor-cum-store Keeper
2.	Number of post	01 (One)
3.	Classification	Group 'C'
4.	Level in the Pay Matrix	Level 4 in Pay Matrix (Rs. 29200-92300)
5.	Whether, Selection post or non selection post	Selection
6.	Age limit for direct recruits	30 Years
7.	Educational and other qualifications required for direct recruits	Essential Qualifications:- i. 10+2 or equivalent qualification. ii. Diploma / Certificate in Prosthetics & Orthotics iii. Minimum 2 Years of experience in the concerned area.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation

Done
25/3/2020

11.	In case of recruitment by promotion/deputation, Level in the pay matrix from which promotion/deputation to be made	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post .
12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'C' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Done
25/3/2023

Draft Recruitment Rules to the post of Typist Clerk

1.	Name of the post	Typist Clerk
2.	Number of post	01 (One)
3.	Classification	Group 'C'
4.	Level in the Pay Matrix	Level 2 in Pay Matrix (Rs. 21700-69100)
5.	Whether. Selection post or non selection post	Selection
6.	Age limit for direct recruits	30 Years
7.	Educational and other qualifications required for direct recruits	Essential Qualifications: <ol style="list-style-type: none"> i. Higher Secondary (10+2) or equivalent qualification. ii. Typing Speed 35 wpm with computer knowledge. iii. Minimum 2 Years of experience in the concerned area.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion	Not Applicable
9.	Period of probation if any	2 years for direct recruitment
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	Direct Recruitment failing which transfer on Deputation
11.	In case of recruitment by promotion/deputation. Level in the pay matrix from which promotion/ deputation to be made	In case of recruitment by deputation grade from which deputation to be made :- Working on an analogous post .

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25/3/2023

12.	If a D.P.C. exists what is its composition	No DPC exists. However, as per the provision for Group 'C' officers in the By-Laws of the respective Institute, Selection Committee will be constituted.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

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25/3/2023

Annexure - III

F. No. N-2206/110/2022-NI (E 24107)
Govt. of India
Ministry of Social Justice & Empowerment
Department of Empowerment of Persons with Disabilities

5th Floor, Pt. Deendayal Antyodaya Bhawan,
CGO Complex, Lodhi Road, New Delhi - 110003
Dated the 25th March 2023

To,
Director of all National Institutes
(under administrative control of DEPwD)

Subject: Suggestive delegation of financial powers and other related matters -reg.

Madam/Sir,

I am directed to refer to this Department's letter of even number dated 17.03.2023 on the above subject forwarding therewith **suggestive** delegation of financial powers and other related matters. I am also to refer to this Department's letter of even number dated 23.03.2023 on the above subject conveying therewith certain entries which were inadvertently left out.

2. In this regard, the aforementioned documents have been compiled and are forwarded herewith, as under, for reference:

S. No.	Name of NIs	Date
1.	Delegation of Financial Powers to Directors of National Institutes	Annexure 1
2.	Delegation of Financial Powers to Directors of CRCs	Annexure 2
3.	Delegation of Financial Powers (Provision of imprest amount) to other officers of NIs & CRCs	Annexure 3
4.	payment of Sitting Fee in respect of non-official members of GC/EC of NIs	Annexure 4
5.	revision of internship/stipend. for different courses of the National Institutes/CRCs	Annexure 5

3. It is therefore requested to take further necessary action in this regard.

Yours faithfully,

Navin Kumar

(Navin Kumar)
Under Secretary (NI)

ISL/NI/2023
Cy. No. 8331 / 20
Date: 03.4.23/20

Navin Kumar
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Annexure 1Delegation of Financial Powers to Directors of National Institutes

Sl. No.	PARTICULARS	Powers
01	Sanction of TA/DA Advance & Final Bill	Full power as per entitlement and as per Gol rules/orders.
02	Sanction of LTC Advance & Final Bill	For regular employees against sanctioned posts and as applicable to Central Autonomous Bodies.
03	Sanction of Leave Encashment during LTC	
04	Sanction of Staff Advance	
05	Sanction of TA on Transfer & Retirement	
06	Sanction of House Building Advance and such other advances as per compendium of Advances	
07	Payments of Salary Arrears and other dues	Full power as per Gol entitlement and as per Gol rules/orders. Advances to staff as per 7 th CPC/latest Gol orders as applicable to Central Autonomous Bodies may be followed.
08	Sanction of Conveyance Charges/Advances	Agreed as per Gol rules applicable to Central Autonomous Bodies.
09	Sanction of Medical Advance to Staff	For regular employees against sanctioned posts.
10	Sanction of Medical Reimbursements Bills of the staff	
11	Sanction of Hospitalization Bills	Full Power as per CGHS Rates.
12	Sanction of Staff Claims viz, Children Education Allowance, Telephone Bills Reimbursement, News Paper Bills and others.	For regular employees against sanctioned posts. Full power as per Gol entitlement and as per Gol orders applicable to Central Autonomous Bodies
13	Approval of Statutory payments viz Electricity, Telephone, Insurance Charges, Telegrams, Taxes, LPG Gas, Postage etc	Full powers in compliance of GFR
14	Payment of Municipal Corporation Taxes, Water Bills	
15	Audit Fees	
16	Payment of Patient Diet	As per EC directions/norms
17	Sanction of the Legal Expenditure, Lawyers Fees etc	Full powers subject to the rates approved by the Ministry of Law, Gol from time to time.

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18	Sanction of Subsistence Allowances	Full powers in respect of employees whose Disciplinary Authority is Director.
19	Sanction of pay related matters including fixation of pay annual increment, special increment, advance increment special pay deputation duty allowances, other allowances etc.	Full powers, subject to the Gol rules/orders and observance of the principles as may be laid down by the Executive Committee
20	Sanction and determining security deposit payable/receivable for/from contracts.	Full power subject to Gol rules/orders.
21	Sponsoring academic activities in the area of rehabilitation and programs for Persons with Disabilities	Rs. 50,000 per program up to 4 programs per year. Beyond this on approval of the EC.
22	Payment of Stipends to the students	Full Power as per the rates approved by the EC
23	Payment of Honorarium to the guest faculty	Full Power as per rates approved by the EC.
24	Payment of TA/DA to the Non-Official Members for different meetings	As per Gol orders and approved by EC
25	Payment of Honorarium to the Non-Official Members for different meetings	As per Gol orders and approved by EC-
26	Sanction of Contingent/Miscellaneous Expenditure	Up to Rs. 50,000/- following GFR
27	Procurement of Printing, Building, Stationery, Stores & Consumable and other recurring expenditure	Up to Rs. 2,50,000/- annually following GFR & through GeM. Beyond Rs.2,50,000/- with approval of the EC.
28	Procurement of Capital Assets/Goods	Up to Rs. 5,00,000/- annually following GFR & through GeM. Beyond Rs.5,00,000/- with approval of the EC.
29	Engagement of Works contract	Up to Rs. 2,50,000/- annually following GFR. Beyond Rs.2,50,000/- with approval of the EC.
30	Hiring of Services including AMCs	Up to Rs. 5,00,000/- through GeM& following GFR annually. Beyond Rs. 5.00 lakh with the approval of EC.
31	Procurement of ADIP materials	Full Power subject to procurement from ALIMCO or through GeM

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32	Sanction of Contract for engagement of Security. Housekeeping & Manpower Services Agencies and release of periodic payments thereon.	Full power following GFR and through GeM only subject to reporting to the next consecutive EC.
33	Sanction of Provident funds dues at the time of retirement	For regular employees against sanctioned posts. Full power as per Gol entitlement and as per Gol rules/orders applicable to Central Autonomous Bodies.
34	Sanction of Retirement Benefits viz, Gratuity Leave encashment, Commutation of Pension etc.	For regular employees against sanctioned posts. Full power as per Gol entitlement and as per Gol rules/orders applicable to Central Autonomous Bodies.
35	Sanction of Advance /Final withdrawal from Provident funds	For regular employees against sanctioned posts. Full power as per Gol entitlement and as per Gol rules/orders applicable to Central Autonomous Bodies.
36	Sanction of Civil & Electrical Works	Up to Rs. 5 lakh annually. Beyond Rs. 5 lakh with approval of EC.
37	Repairs and Maintenance works/Contracts	Up to Rs. 5 lakh annually. Beyond Rs. 5 lakh with approval of EC.
38	Expenditure on Skill Development works	Full Powers as per the guidelines of the Ministry
39	Conduct of different programs delegated by the Ministry	Full Powers subject to approval of the budget by the Ministry
40	Sale of scrap/obsolete items etc	AS per GFR provisions
41	Re-appropriation of expenditure within sanctioned budget	Re-appropriation of expenditure among three Heads i.e. General, Salary and Capital is not allowed.
42	Any emergency expenditure	Full Power up to Rs. 2,50,000/- annually, subject to reporting in the next consecutive EC.

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25/3/2023

Annexure 2

Delegation of Financial Powers to Directors of CRCs

S. No.	Item of Expenditure	Extent of Power Proposed
1	CONTINGENCY EXPENDITURE Incurring contingent expenditure on behalf of the Head of office	I). Recurring expenditure – on each individual item – Rs.2000/- in each case per month II). Non-recurring expenditure – Rs.5000/- in each case per month
2	Petty works and Repairs GFR 136 & 137 (Now rule 143 of GFR, 2017)	Up to Rs. 25,000/- per year
3	Purchase of stores including office furniture, office equipment DFPR 21	Up to Rs. 10,000/-for each item with the ceiling of Rs. 50,000/- per year
4	Sanctioning advance to an employee of the centre to cover T.A. and D.A. expenditure in connection with tours, LTC etc.	Full powers as per GoI norms for all Group A, 'B' & 'C' staff working at the Centre.
5	Maintenance, upkeep and repairs to the vehicles	Up to Rs. 5,000/- per month.
6	Municipal rates and taxes and electrical charges	Full Power as per rules
7	Postal, Courier, Speed Post, Registered Post and Telegraph charges	Full Power as per rules
8	Printing, Binding and Stationery	As per GFR up to Rs.50,000/- per year.
9	Purchase of prescribed books for the courses as syllabus	Up to Rs. 1 Lakhs per year per course as per prescribed norms.
10	Purchase of other publication including journals	Up to Rs. 20,000/- per year per course.
11	Repairs to and removal of machinery	Up to Rs. 10,000/- per month for all works
12	Temporary advance paid from contingent grant a). Purchase of stationary b). Local purchase of rubber stamps and office seals	Up to Rs. 50,000/- per year
13	Telephone & trunk call charges a). Telephone b). Broad band connection	Up to Rs. 5,000 per month
14	Entertainment(Hospitality) expenditure	Upto Rs.50,000 per year
15	Hiring charges of vehicles, transport	Up to Rs.7,500/- per month subject

*Done
25/2/2023*

S. No.	Item of Expenditure	Extent of Power Proposed
	expenses	to approved rates as prevailed according to RTA.
16.	Payment to guest lecturers	Full power as per the approval of EC.
17.	Expenses for conducting short term training programmes	Full power as per the proposals approved by the competent authority.
18.	Disbursement of salaries	Full powers as per the salary bills approved and passed by the Head of office.
19.	Drawl of annual increments	Full powers for grant of annual increments in respect of Group-A, B&C employees.
20.	Payment to electricity/water/ Municipal taxes etc.	Full Powers as per rules
21.	Repair/AMC of all office equipment including PCS, Laptops, Photocopy machines, Fax Machine, EPBX etc.	Full powers - up to Rs. 10,000 per annum on each individual item subject to not being more than 10% of the cost of the item .
22.	Bill payment to party/ supplier (ADIP/other items supplier etc.)	Full powers subject to procurement from ALIMCO or GeM
23.	TA/DA of CRC officials deputed on official local/outstation duties	Full powers as per Govt orders/norms
24.	Payment of vendors of GeM/ CPP Portal/Local Purchase for the items approved by the standing committee	Full powers for payment of vendors of GeM/Local Purchase for the items approved by Director, NI.

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Annexure 3

Imprest money to different level of officers in NI/CRCs

Sl. No.	Designation	Proposed Imprest money
1.	Head of the Department	Rs. 15,000
2.	Asst. Professor	Rs. 10,000
3.	Lecturer	Rs. 10,000
4.	Librarian	Rs. 10,000
5.	Lab Incharge	Rs. 10,000

Done
25/3/2022

Annexure 4

Payment of Sitting Fee in respect of non-official members of GC/EC of NIs

Sl. No.	Name of Committee	Category of committee as per para 2.1 of OM of Department of Expenditure	Proposal of Sitting fee
1	Executive Council (EC)/ Standing Committee (SC)	Other Committees	Rs. 3,000/- +TA/DA
2	General Council / Governing Council	Other Committees	Rs. 4,000/- + TA /DA

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25/2/2023

Annexure 5

Revision of internship/stipend for different courses of the National Institutes/
CRCs w.e.f. 01.04.2023

INTERNSHIP		
Course	Time Period (months)	Proposed Stipend
Diploma Level		
NIL		
Graduate Level		
Bachelor of Audiology and Speech-Language Pathology (BASLP)	10	12000
Bachelor of Occupational Therapy	6	12000
Bachelor in Prosthetics and Orthotics		
Bachelor of Physiotherapy		

STIPEND		
Course	Time Period (months)	Proposed Stipend
MPT/MOT/MPO (1st Year)	12	16000
MPT/MOT/MPO (2nd Year)	12	20000
M. Phil in Clinical Psychology	12	10000
M. Phil in Rehabilitation Psychology	12	

*Done
25/9/2023*