

DGE-A-12018/1/2020/EE-II
Government of India
Ministry of Labour & Employment
Directorate General of Employment

Dated: - 14th October, 2020.

Public Notice on Recruitment Rules for Group 'B' Posts in National Career Service
Centres for Differently Abled.

In compliance of DoPT's OM No.AB-14017/61/2008-Estt.(RR) dated 13.10.2015, Recruitment Rules for Group 'B' Posts in National Career Service Centres for Differently Abled is annexed.

2. The stakeholders interested in making any comments or suggestions on the Recruitment Rules may do so in writing, within a period of 30 days from the date of issue of this public notice to Sh. Narendra M. Gupta, Under Secretary, Directorate General of Employment, M/o Labour & Employment, Room No. 6, Shram Shakti Bhawan, Rafi Marg, New Delhi- 110001.

(Narendra M. Gupta)
Under Secretary to the Govt. of India

[TO BE PUBLISHED IN THE GAZETTE OF INDIA, PART-II SECTION-3, Sub-Section-I]

Government of India
Ministry of Labour and Employment
(Directorate General of Employment)

Notification

New Delhi, dated:- September, 2020.

G.S.R... - In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Vocational Rehabilitation Centers (Group 'B') Recruitment Rules, 1996, except as respects, things done or omitted to be done before such supersession, the President of India hereby makes the following rules regulating the method of recruitment to the posts of Rehabilitation Officer, Psychologist, Career Coach (Rehabilitation Counselor), Vocational Instructor, Office Superintendent and Store Keeper of group 'B' cadre (Gazetted and Non-Gazetted) in the offices of National Career Service Centre for Differently Abled (Erstwhile Vocational Rehabilitation Centers) under the Directorate General of Employment, Ministry of Labour and Employment, namely:-

1. **Short title and commencement – (1)** These rules may be called the National Career Service Centre for Differently Abled (Group 'B', Gazetted and Non-Gazetted posts) Recruitment Rules, 2020.

(2) They shall come into force on the date of their publication in the Official Gazette.
2. **Number of the posts, classification and Level in the Pay Matrix** - The number of the said posts, their classification and the Level in the Pay Matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.
3. **Method of recruitment, age limits, qualifications, etc.** - The method of recruitment, age limit, qualification and other matters relating thereto shall be as specified in columns (5) to (13) of the said Schedule.
4. **Disqualification** - No person,-
 - (a) who has entered into or contracted a marriage with person having spouse living; or
 - (b) who, having a spouse living, has entered into or contracted a marriage with any person,shall be eligible for appointment to the said posts:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.
5. **Power to relax** - Where the Central Government is of the opinion that it is necessary or expedient so to do, it may order and for reasons to be recorded in writing relax any of the provision of these rules with respect to any class or category of persons.
6. **Saving** - Noting in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for candidates belonging to the Schedule Castes, the Scheduled Tribes, the Other Backward Classes, the Ex- Servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post	Number of posts	Classification	Level in the Pay Matrix	Whether selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1. Rehabilitation Officer	15* (2020) * Subject to variation dependent on work load.	General Central Service Group 'B' Gazetted, Non-Ministerial	Level-7 (Rs.44,900-1,42,400)	Non-Selection	Not exceeding 30 years (Relaxable for Government Servants up to 5 years in accordance with the instructions or orders issued by the Central Government) Note: The crucial date for determining the age limit shall be as advertised by Union Public Service Commission.	Essential: (i) Post Graduate Degree in Social work/Sociology/Education/Psychology from a Recognized University. (ii) Three years' experience in work related to rehabilitation or placement or evaluation or training of Differently Abled persons. Note-1: Qualifications are relaxable at the discretion of Union Public Service Commission in case of candidates otherwise well qualified. Note-2: The qualification(s) regarding experience is/are relaxable at the discretion of Union Public Service Commission in case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.	No

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 or deputation or absorption, grades from which promotion or deputation or absorption is to be made.	If a Departmental Promotion Committee exists, what is its composition.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
(9)	(10)	(11)	(12)	(13)
2 Years	50% by promotion failing which by deputation (including short term contract) and 50% by Direct Recruitment.	<p>Promotion: Intake Assistants (Level 5 in the Pay Matrix) with Eleven years regular service in any National Career Service Centre for Differently Aabled.</p> <p>Note: Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/ eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/ eligibility of service.</p> <p>Deputation (including short-term contract): Officers under the Central/ State Govt./Union Territories/Autonomous Organizations: (i) Holding analogous post on regular basis; Or (ii) With Five years regular service in post in Level 6 of Pay Matrix Or (iii) With Eleven years regular service in post in Level 5 of Pay Matrix; and having similar educational qualification and experience as prescribed for direct recruits under column (7).</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation including the period of deputation in another Ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 3: The maximum age-limit for appointment by deputation shall be 'not exceeding 56 years' as on the closing date of receipt of application.</p>	<p>Group 'B' Departmental Promotion Committee (for considering promotion / confirmation) consisting of:-</p> <ol style="list-style-type: none"> 1. Director (Employment) – Chairman. 2. Deputy Secretary (Administration) Ministry of Labour & Employment – Member. 3. Deputy Secretary (Directorate General of Employment) Ministry of Labour & Employment – Member. 4. Joint Director (Employment) – Member. 	<p>Consultation with UPSC necessary while making Direct Recruitment.</p>

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
2. Psychologist	21* (2020) * Subject to variation depending on work load.	General Central Service Group 'B' Gazetted, Non-Ministerial	Level-7 (Rs.44,900-1,42,400)	Non-Selection	Not exceeding 30 years (Relaxable for Government Servants up to 5 years in accordance with the instructions or orders issued by the Central Government) Note: The crucial date for determining the age limit shall be as advertised by Union Public Service Commission.	<p>Essential:</p> <p>(i) Master's Degree in Psychology from a Recognized University.</p> <p>(ii) Three years' experience in the application of psychological technique or counselling, guidance, rehabilitation/ training / teaching of Differently Abled persons.</p> <p>Desirable:</p> <p>Post Graduate Diploma in Guidance Psychology or Diploma in Medical and Social Psychology.</p> <p>Note-1: Qualifications are relaxable at the discretion of Union Public Service Commission in case of candidates otherwise well qualified.</p> <p>Note-2: The qualification(s) regarding experience is/are relaxable at the discretion of Union Public Service Commission in case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.</p>	No

(9)	(10)	(11)	(12)	(13)
2 Years	50% by Promotion failing which by Direct Recruitment and 50% by Direct Recruitment.	<p>Promotion: Rehabilitation Counselor (Level 6 in the Pay Matrix) with five years regular service in any National Career Service Centre for Differently Aabled.</p> <p>Note: Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/ eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/ eligibility of service.</p>	<p>Group 'B' Departmental Promotion Committee (for considering promotion / confirmation) consisting of:-</p> <ol style="list-style-type: none"> 1. Director (Employment) – Chairman. 2. Deputy Secretary (Administration) Ministry of Labour & Employment – Member. 3. Deputy Secretary (Directorate General of Employment) Ministry of Labour & Employment – Member. 4. Joint Director (Employment) – Member. 	Consultation with UPSC necessary while making Direct Recruitment.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
3. Workshop Supervisor	20* (2020) * Subject to variation dependent on work load.	General Central Service Group 'B' Non-Gazetted, Non-Ministerial	Level-7 (Rs.44,900-1,42,400)	Non-Selection	<p>Not exceeding 30 years</p> <p>(Relaxable for Government Servants up to 5 years in accordance with the instructions or orders issued by the Central Government)</p> <p>Note: The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands and Lakshadweep).</p>	<p>Essential:</p> <p>(i) Bachelor's Degree in any field from a recognized University or Institute.</p> <p>(ii) National Trade Certificate in one of the Metal Trades with Instructors Training Certificate from Central Training Institute.</p> <p>OR</p> <p>National Apprenticeship Certificate in one of the Metal Trades with Instructors Training Certificate from Central Training Institute.</p> <p>OR</p> <p>Apprenticeship in one of the Metal Trades in an Industrial Concern for a period of not less than 5 Years with Instructors Training Certificate from Central Training Institute.</p> <p>OR</p> <p>Persons from Defence Services having not less than 5 years' experience in one of the Metal Trades.</p> <p>OR</p> <p>Diploma in Mechanical Engineering. Practical Experience:- Not less than 5 years' experience in the production/maintenance.</p> <p>Note-1: The Qualifications are relaxable at the discretion of Competent Authority in the case of candidates otherwise well qualified.</p> <p>Note-2: The qualification(s) regarding experience is/are relaxable at the discretion of Competent Authority in case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection Competent Authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.</p>	No

(9)	(10)	(11)	(12)	(13)
2 Years.	By promotion failing which by Deputation (including short term contract) and failing both by Direct Recruitment.	<p>Promotion: Vocational Instructor (Level 6 in the Pay Matrix) with Five years regular service in any National Career Service Centre for Differently Abled.</p> <p>Note: Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/ eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/ eligibility of service.</p> <p>Deputation (including short-term contract): Officers under the Central/ State Govt./Union Territories/Autonomous Organizations: (i) Holding analogous post on regular basis; Or (ii) With Five years regular service in post in Level 6 of Pay Matrix Or (iii) With Eleven years regular service in post in Level 5 of Pay Matrix; and having similar educational qualification and experience as prescribed for direct recruits under column (7).</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation including the period of deputation in another Ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 3: The maximum age-limit for appointment by deputation shall be 'not exceeding 56 years' as on the closing date of receipt of application.</p>	<p>Group 'B' Departmental Promotion Committee (for considering promotion / confirmation) consisting of:-</p> <ol style="list-style-type: none"> 1. Director (Employment) or his/her nominee – Chairman. 2. Deputy/Assistant Director(Employment) of the concerned National Career Service Centre for Differently Abled – Member. 3. A Gazetted officer belonging to Scheduled Caste or Scheduled Tribe not below the rank of Group 'B' – Member. 	Not applicable

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
4. Career Coach (National Career Service)	7* (2020) * Subject to variation depending on work load.	General Central Service Group 'B' Non-Gazetted, Non-Ministerial	Level-6 (Rs.35,400-1,12,400)	Not applicable	Not exceeding 30 years (Relaxable for Government Servants up to 5 years in accordance with the instructions or orders issued by the Central Government) Note: The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands and Lakshadweep).	Essential: (i) Master's Degree in Psychology from a recognized University. (ii) Two years practical experience in Social Work or Vocational Guidance or Employment Service. Note-1: The Qualifications are relaxable at the discretion of Competent Authority in the case of candidates otherwise well qualified. Note-2: The qualification(s) regarding experience is/are relaxable at the discretion of Competent Authority in case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection Competent Authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.	Not applicable

(9)	(10)	(11)	(12)	(13)
2 Years	Direct Recruitment failing which by deputation (including short term contract).	<p>Deputation (including short-term contract): Officers under the Central/ State Govt./Union Territories/Autonomous Organizations:</p> <p>(i) Holding analogous post on regular basis; Or (ii) With three years regular service in post in Level 5 of Pay Matrix and having similar educational qualification and experience as prescribed for direct recruits under column (7).</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation including the period of deputation in another Ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 3: The maximum age-limit for appointment by deputation shall be 'not exceeding 56 years' as on the closing date of receipt of application.</p>	<p>Group 'B' Departmental Promotion Committee (for considering confirmation) consisting of:-</p> <ol style="list-style-type: none"> 1. Director (Employment) or his/her nominee – Chairman. 2. Deputy/Assistant Director(Employment) of the concerned National Career Service Centre for Differently Abled – Member. 3. A Gazetted officer belonging to Scheduled Caste or Scheduled Tribe not below the rank of Group 'B' – Member. 	Not applicable

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
5. Vocational Instructor	99* (2020) * Subject to variation dependent on work load.	General Central Service Group 'B' Non-Gazetted, Non-Ministerial	Level-6 (Rs.35,400-1,12,400)	Not applicable	Not exceeding 30 years (Relaxable for Government Servants up to 5 years in accordance with the instructions or orders issued by the Central Government) Note: The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands and Lakshadweep).	Essential: Diploma in Engineering or Technology in the relevant field from a recognised Board or Institute with Two years' experience in relevant field. Or Bachelor's Degree in any field from a recognized University or Institute and National Trade Certificate or National Apprenticeship Certificate from National Council of Vocational Training (NCVT) or any other equivalent qualification in the related trade from a recognised institute with at least two years' experience in relevant field. Note-1: Qualification(s) are relaxable at the discretion of the Competent Authority in case of candidates otherwise well qualified. Note-2: Qualification(s) regarding experience is/are relaxable at the discretion of the Competent Authority in case of candidates belonging to SC/ST, if at any stage of selection the Competent Authority is of the opinion that sufficient number of candidates belonging to those communities possessing the requisite experience is not available to fill up the vacancies reserved for them.	Not applicable

(9)	(10)	(11)	(12)	(13)
2 Years.	Deputation (including short term contract) failing which by Direct Recruitment.	<p>Deputation (including short-term contract): Officers under the Central/ State Govt./Union Territories/Autonomous Organizations:</p> <p>(i) Holding analogous post on regular basis; Or (ii) With Six years regular service in post in Level 5 of Pay Matrix and having similar educational qualification and experience as prescribed for direct recruits under column (7).</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation including the period of deputation in another Ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 3: The maximum age-limit for appointment by deputation shall be 'not exceeding 56 years' as on the closing date of receipt of application.</p>	<p>Group 'B' Departmental Promotion Committee (for considering promotion / confirmation) consisting of-:</p> <ol style="list-style-type: none"> 1. Director (Employment) or his/her nominee – Chairman. 2. Deputy/Assistant Director(Employment) of the concerned National Career Service Centre for Differently Abled – Member. 3. A Gazetted officer belonging to Scheduled Caste or Scheduled Tribe not below the rank of Group 'B' – Member. 	Not applicable

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
6. Office Superintendent	14* (2020) * Subject to variation depending on work load.	General Central Service Group 'B' Non-Gazetted, Ministerial.	Level-6 (Rs.35,400-1,12,400)	Non-Selection	Not applicable	Not applicable	Not applicable

(9)	(10)	(11)	(12)	(13)
2 Years	By promotion, failing which by deputation (including short term contract).	<p>Promotion: Upper Division Clerk (Level 4 in the Pay Matrix) with ten years regular Service in any National Career Service Centre for Differently Abled.</p> <p>Note: Where juniors who have completed their qualifying eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/ eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/ eligibility of service.</p> <p>Deputation (including short-term contract): Upper Division Clerk (Level 4 of Pay Matrix) with ten years regular service under the Central/ State Government/Union Territories/Autonomous Organizations.</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation including the period of deputation in another Ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 3: The maximum age-limit for appointment by deputation shall be 'not exceeding 56 years' as on the closing date of receipt of application.</p>	<p>Group 'B' Departmental Promotion Committee (for considering promotion / confirmation) consisting of:-</p> <ol style="list-style-type: none"> 1. Director (Employment) or his/her nominee – Chairman. 2. Deputy/Assistant Director(Employment) of the concerned National Career Service Centre for Differently Abled – Member. 3. A Gazetted officer belonging to Scheduled Caste or Scheduled Tribe not below the rank of Group 'B' – Member. 	Not applicable

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
7. Assistant (Store)	3* (2020) * Subject to variation depending on work load.	General Central Service Group 'B' Non-Gazetted, Non-Ministerial	Level-6 (Rs.35,400-1,12,400)	Not applicable	Not exceeding 30 years (Relaxable for Government Servants up to 5 years in accordance with the instructions or orders issued by the Central Government) Note: The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands and Lakshadweep).	<p>Essential:</p> <p>(i.) 12th pass or its equivalent from a recognised Board.</p> <p>(ii.) National Trade Certificate or National Apprenticeship certificate or any other equivalent qualification from a recognized institute with at least three years' experience.</p> <p>Or</p> <p>(i.) Graduate from a recognized University.</p> <p>(ii.) Diploma or Certificate in Commercial or Secretariat Practice from a recognized Institute.</p> <p>Note-1: The Qualifications are relaxable at the discretion of Competent Authority in the case of candidates otherwise well qualified.</p> <p>Note-2: The qualification(s) regarding experience is/are relaxable at the discretion of Competent Authority in case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection Competent Authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.</p>	Not applicable

(9)	(10)	(11)	(12)	(13)
2 Years	Deputation (including short term contract) failing which by Direct Recruitment.	<p>Deputation (including short-term contract): Officers under the Central/ State Govt./Union Territories/Autonomous Organizations:</p> <p>(i) Holding analogous post on regular basis; Or (ii) With six years regular service in post in Level 5 of Pay Matrix and having similar educational qualification and experience as prescribed for direct recruits under column (7).</p> <p>Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: The period of deputation including the period of deputation in another Ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 3: The maximum age-limit for appointment by deputation shall be 'not exceeding 56 years' as on the closing date of receipt of application.</p>	<p>Group 'B' Departmental Promotion Committee (for considering confirmation) consisting of:-</p> <ol style="list-style-type: none"> 1. Director (Employment) or his/her nominee – Chairman. 2. Deputy/Assistant Director(Employment) of the concerned National Career Service Centre for Differently Abled – Member. 3. A Gazetted officer belonging to Scheduled Caste or Scheduled Tribe not below the rank of Group 'B' – Member. 	Not applicable