

MINISTRY OF LABOUR

(D.G.E. and T.)

New Delhi, the 27th December, 1996

G.S.R. 145.—In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Vocational Rehabilitation Centres (Group 'C' and 'D' posts) Recruitment Rules, 1980 in so far as they relate to the posts of Workshop Engineer and Rehabilitation Counsellor, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rule regulating the method of recruitment to the posts of Workshop Engineer and Rehabilitation Counsellor in the offices of the Vocational Rehabilitation Centres under the Directorate General of Employment and Training, Ministry of Labour, namely :—

1. Short title and commencement.—(i) These rules may be called the Vocational Rehabilitation Centres (Group 'B' Non-Gazetted posts) Recruitment Rules, 1996.

(ii) They shall come into force on the date of their publication in the Official Gazette.

2. Number of the post, its classification and scale of pay.—The number of the said posts, their classification and scale of pay attached thereto shall be as specified in columns 2 to 4 of the schedule annexed to these rules.

3. Method of recruitment, age limit, qualifications etc.—The method of recruitment, age limit, qualifications and

other matters relating to the said posts shall be as specified in columns 5 to 14 of the said schedule.

4. Disqualifications.—No person,

(a) who has entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post :

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, by order, for reasons to be recorded in writing, and in consultation with the Union Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.

6. Saving.—Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for candidates belonging to the Scheduled Castes, the scheduled tribes, 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 the post	Number of post	Classification	Scale of pay
1	2	3	4
1. Workshop Engineer	One for each Skill training workshop attached with Vocational Rehabilitation Centre for Handicapped, wherever sanctioned.	General Central Service, Group 'B' (Non-Gazetted), Non-Ministerial).	Rs. 2000-60-2300-EB-75-3200.
Whether selection post or non-selection post	Age for direct recruits	Whether benefit for added years of service admissible under Rule 30 of Central Civil Services (Pension) Rules, 1972	Educational and other qualification required for direct recruits
5	6	7	8
Non-selection	30 years. (Relaxable upto 5 years in the case of Government servants in accordance with instructions issued by the Central Government). The crucial date for determining the age limit is prescribed as the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram,	No.	Academic : Matriculation or its equivalent, Graduates preferred. (ii) National Trade Certificate in one of the Mechanical trades with instructors training certificate from the Central Training Institute/Advanced Training Institute. OR National Apprenticeship Certificate in one of the mechanical trades with instructors training institute certificate from Central Tra-

Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu & Kashmir State, Lahul and Spiti District and Pangi Sub-Division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).

ining Institute/Advanced Training Institute.

*OR*

Apprenticeship in one of the mechanical trades in an industrial concern for a period of not less than 5 years with instructors (training certificate from Central Training Institute/Advanced Training Institute.

*OR*

Persons from Defence services having not less than 5 years' experience in one of the mechanical trades or Diploma in Mechanical Engineering.

*OR*

Practical experience :

Not less than 5 years experience in the production/maintenance

Desirable :

Ability to organise training and maintenance of discipline.

NOTE: The qualification regarding experience is relaxable at the discretion of the authority competent to make appointment in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes, if at any stage of selection such 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 vacancies reserved for them.

Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees

Period of probation, if any

Method of recruitment, whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods

9

10

11

No

2 years.

By promotion, failing which by transfer on deputation and failing both by direct recruitment.

In case of recruitment by promotion/deputation/transfer, grades from which promotion/deputation/transfer 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
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<p>Promotion : Workshop Foreman of the concerned Vocational Rehabilitation Centre with 3 years' regular service in the grade, failing which workshop foreman with the combined service of 8 years in that grade and in the grade of vocational instructor subject to the condition that he should have put in at least one year regular service as workshop foreman.</p>	<p>Group 'B' Departmental Promotion Committee consisting of :</p> <ol style="list-style-type: none"> <li>1. Director of Employment Exchanges/ Additional Director of Employment Exchanges/Joint Director of Employment Exchanges. —Chairman</li> <li>2. Superintendent of Vocational Rehabilitation Centre concerned. —Member</li> <li>3. Principal of Local Central Training Institute/Deputy Director of Advanced Training Institute/Deputy Director of National Vocational Training Institute/ Foreman Training Institute or Industrial Training Institutes where Central Training Institute/Advanced Training Institute/National Vocational Training Institute/Foreman Training Institute does not exist.</li> </ol>	<p>For amending and relaxing any or all the provisions of these rules.</p>
<p>Transfer on deputation : Officers of the Central Government/State Governments holding analogous posts or with 8 years' services in the scale of Rs. 1400—2600 or equivalent and possessing the qualifications and experience prescribed for the direct recruits.</p>		

1	2	3	4	5	6
2. Rehabilitation Counsellor.	11* (1996) *Subject to variation dependent on work load.	General Central Services, Group 'B', Non-Gazetted, Non-Ministerial.	Rs. 1640-60-2600-EB-75-2900.	Selection	<p>Below 30 years. (Relaxable for Government servants upto 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 in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu &amp; Kashmir State, Lahul and Spiti district and Pangi Sub-Division of Chamba district of Himachal Pradesh. Andaman and Nicobar Islands or Lakshadweep).</p>

No.	Essential :	No.	10 2 years.
	(i) Master's degree in Psychology of a recognised University or equivalent. (ii) Two years' practical experience in Social work or Vocational Guidance work or Employment Service.		
	NOTE 1 : Qualifications are relaxable at the discretion of the 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 the Union Public Service Commission in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if at any stage of selection the Union Public Service Commission is of the opinion that sufficient number of candidates belonging to those communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.		

11	12	13	14
Direct recruitment.	Not applicable.	Group 'B' Departmental Promotion Committee for considering confirmation : 1. Director of Employment Exchanges/Additional Director of Employment Exchanges/ Joint Director of Employment Exchanges. —Chairman 2. Superintendent of the Vocational Rehabilitation Centre concerned. —Member 3. Principal of the Local Central Training Institute/Deputy Director of Advanced Training Institute/Deputy Director of National Vocational Training Institute/ Foreman Training Institute/Industrial Training Institute. —Member	Consultation with Union Public Service Commission necessary.
		NOTE : The proceedings of the Departmental Promotion Committee relating to confirmation of a direct recruit shall be sent to the commission for approval. If however, these are not approved by the Commission a fresh meeting of the Departmental Promotion committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.	

[No. DGET—A—12019/1/93—EE—II]  
KRISHNA SHARMA, Under Secy.

8	9	10	11	12	13
लागू नहीं होता	दो वर्ष	सीधी भर्ती द्वारा	लागू नहीं होता	समूह "च" विभागीय प्री-ननि- समिति, जिसमें निम्न- लिखित होंगे :— (1) रोजगार कार्यालयों का निदेशक या उसका नामनिर्देशित—प्रध्यक्ष (2) सम्बद्ध व्यावसायिक पुनर्वास केंद्र का अधी- क्षक । (3) स्थानीय केन्द्रीय प्रशिक्षण संस्थान या प्रायोगिक प्रशिक्षण संस्थान, जहाँ केन्द्रीय प्रशिक्षण संस्थान नहीं है, का प्रधाना- चार्य । व्यावसायिक पुनर्वास केंद्र, दिल्ली के मामले में, उपनिदे- शक, एन० बी० टी० आई०, नई दिल्ली । (4) अनुसूचित जातियों या अनुसूचित जन- जातियों प्रवर्ग का एक ऐसा अधिकारी, जो समूह "ख" से नीचे का न हो ।	लागू नहीं होता ।

[स० डी० जी० ई० टी०-27/2/76-ई०ई०-II]  
के० एस० बरोह, उप सचिव

## MINISTRY OF LABOUR

(D. G. E. & T.)

New Delhi, the 7th June, 1980

**G.S.R. 743.**—In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Vocational Rehabilitation Centre (Class III and IV posts) Recruitment Rules, 1970, the President hereby makes the following rules regulating the method of recruitment to Group 'C' and 'D' posts in the offices of the Vocational Rehabilitation Centres under the Directorate General of Employment and Training, Ministry of Labour, namely:—

1. Short title and commencement:—(i) These rules may be called the Vocational Rehabilitation Centres (Group C and D posts) Recruitment Rules, 1980.

(ii) They shall come into force on the date of their publication in the official Gazette.

2. Application:—These rules shall apply to the posts specified in column 1 of the schedule annexed to these rules.

3. Number, classification and scales of pay:—The number of posts, their classification and the scales of pay attached thereto, shall be as specified in column 2 to 4 of the schedule aforesaid.

4. Age limit, Method of recruitment and other qualifications:—The age limit, qualifications, method of recruitment and other matters relating to the said posts shall be as specified in columns 5 to 13 of the said schedule

5. Disqualification:—No person,

(i) who has entered into or contracted a marriage with a person having a spouse living, or

(ii) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to any of the said posts:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such persons and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

6. Power to relax:—Where the Central Government is of the opinion that it is necessary or expedient so to do, it may by order, for reasons to be recorded in writing relax any of the provisions of these rules with respect to any class or category of persons or posts.

7. Saving:—Nothing in these rules shall affect reservations relaxation of age limit and other concessions required to be provided for candidates belonging to the Scheduled Castes, the Scheduled Tribes and other special categories in accordance with the orders issued by the Central Government from time to time in this regard.



## SCHEDULE

Name of Post	No. of post in each of the Vocational Rehabilitation Centre for Physically Handicapped.	Classification	Scale of pay	Whether selection post or Non-Selection	Age for direct recruitment.	Educational qualifications for direct recruitment.	required
1	2	3	4	5	6	7	
1. Office Superintendent	1	Central Government Service Group 'C' Non-Gazetted (Ministerial)	Rs. 425-15-500-EB-15-560-20-700.	Selection	Not applicable.	Not applicable.	
Whether age and qualifications prescribed for direct recruits will apply in the case of promotion.	Period of probation	Method of recruitment whether by Direct recruitment or by deputation or transfer & percentage of the vacancies to be filled by various methods.	In case of recruitment by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made.	If a Departmental Committee exists, what is its composition.	Circumstances in which UPSC is to be consulted in making recruitment.		
8	9	10	11	12	13		
Not applicable.	2 years.	By promotion failing which by deputation or transfer.	Promotion :— Upper Division Clerk of the concerned unit of Vocational Rehabilitation Centre with 5 years' service in the grade rendered after appointment thereto on a regular basis, in the concerned unit. Deputation :— Upper Division Clerk with at least 5 years' service in the grade rendered after appointment thereto on a regular basis in the Ministry of Labour, its attached and subordinate offices, Directorate General of Employment & Training or State Employment Service. (Period of deputation ordinarily not exceeding three years.) Transfer :— Transfer is to be effected only of persons holding similar or equivalent posts.	Group C Departmental Promotion Committee consisting of— (1) Director of Employment Exchanges or his nominee—Chairman. (2) Superintendent of the Vocational Rehabilitation Centre concerned. (3) Principal of the local Central Training Institute or Industrial Training Institute where Central Training Institute does not exist. In case of Vocational Rehabilitation Centre, Delhi, Dy. Director, NVTI, New Delhi. (4) An officer belonging to the Scheduled Castes or the Scheduled Tribes category not below the rank of Group B.	Not applicable.		

1	2	3	4	5	6	7
5. Intake Assistant	Central Government service Group C Non-Gazetted (Ministerial)	Rs.425-15-500-EB-15-560-20-700.	Not applicable.	30 years. (The age limit relaxable upto 35 years in case of Govt. servants.)	Essential : Degree of a recognised University or its equivalent with diploma in Social Work or guidance. OR Post-Graduate Degree or its equivalent in Social Work or Sociology. Desirable : Three years experience in Social Work or vocational guidance or employment service. Note : The qualification regarding experience is relaxable at the discretion of the authority competent to make the appointment in the case of candidates belonging to the SC or STs, if at any stage of selection, such authority is of the opinion that sufficient number of candidates possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	
8	9	10	11	12	13	
Not applicable.	Two years.	By transfer or by direct recruitment.	By direct recruitment.	Transfer is to be effected only of persons holding similar or equivalent posts.	Group C Departmental Promotion Committee consisting of:— (1) Director of Employment Exchanges or his nominee—Chairman. (2) Superintendent of the Vocational Rehabilitation Centre concerned. (3) Principal of the local Central Training Institute or Industrial Trg. Institute where Central Training Institute does not exist. In case of Vocational Rehabilitation Centre, Delhi) Dy. Director, NVTI New Delhi. (4) An officer belonging to the Scheduled Castes or the Scheduled Tribes category not below the rank of Group B.	Not applicable.
1	2	3	4	5	6	7
6. Workshop Foreman	1 Central Government service Group C Non-Gazetted Non-Ministerial	425-15-500-EB-15-560-20-700. (Under revision)	Selection.	30 years. (The age limit relaxable upto 35 years in case of Govt. servants)	Academic :—(i) Matriculation or its equivalent. Graduates preferred. (ii) National Trade Certificate in one of the Metal Trades with Instructors Training Certificate from Central Training Institute. OR	

National Apprenticeship Certificate in one of the Metal Trades with Instructors Trg. Certificate from Central Training Institute.

OR

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.

OR

Persons from Defence Services having not less than 5 years experience in one of the Metal Trades.

OR

Diploma in Mechanical Engg. Practical Experience:—

Not less than 5 years experience in the production/maintenance.

Desirable :—

Ability to organise training and maintenance of discipline.

Note :—The qualification regarding experience is relaxable at the discretion of the authority competent to make the appointment in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes, if at any stage of selection such 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 vacancies reserved for them.

8	9	10	11	12	13
No	Two years	By promotion failing which by transfer on deputation and failing both by direct recruitment.	Promotion : Vocational Instructors with at least 5 years service rendered after appointment thereto on a regular basis in the concerned units. Deputation/Transfer: Foreman Group or Senior Instructors of Machine grade trade in the Industrial Training Institutes/Vocational Instructor in Central Training Institutes (Period of deputation ordinarily not exceeding 3 years). Transfer: Transfer is to be effected only of persons holding similar or equivalent posts.	Group C Departmental Promotion Committee consisting of:— (1) Director of Employment Exchanges or his nominee— Chairman (2) Superintendent of the Vocational Rehabilitation Centre concerned. (3) Principal of the local Central Training Institute or Industrial training Institute where Central Training Institute does not exist. In case of Vocational Rehabilitation Centre. Delhi, Dy. Director, NVTI, New Delhi.	Not applicable.



(4) An officer belonging to the Scheduled Castes or the Scheduled Tribes category not below the rank of Group B.

1	2	3	4	5	6	7
7. Vocational Instructor	5	Central Government service Group C Non-Gazetted Non-Ministerial	440-20-500-EB-25-700-EB-25-750	Not applicable	30 years. (The age limit relaxable upto 35 years in case of Govt. servants.)	For the Trades of Metal Cutting, Carpentry, Radio & TV, Cutting & Tailoring, Hosiery etc. :— (1) Matriculation or its equivalent. (2) National Trade Certificate in the appropriate Trade or National Apprenticeship Certificate in the appropriate Trade or any other recognised equivalent qualification in the appropriate Trade with at least 3 years' practical experience (preference will be given to candidates trained in Central T. I. Institute for Instructors in the appropriate trade.) 2. For Commerce Trade :— (i) Essential :—Graduate of a recognised University. (ii) Diploma or Certificate in Commercial or Secretariate practice from a recognised Institute. Desirable :— Speed of 40 words per minute in typing and 80 words per minute in Shorthand. Note :—In respect of all the above said trades the qualifications regarding experience are relaxable at the discretion of the authority competent to make the appointment in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes, if at any stage of selection such 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 vacancies reserved for them.
8	9	10	11	12	13	
Not applicable	Two years	By Transfer failing which by direct recruitment.	Transfer :— Officer holding similar or equivalent post in the subordinate offices of the Directorate General of Employment and Training.	Group C Departmental Promotion Committee consisting of :— (1) Director of Employment Exchanges or his nominee— Chairman.	Not applicable	

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- (2) Superintendent of the Vocational Rehabilitation Centre concerned.
- (3) Principal of the local Central Training Institute or Industrial Training Institute where Central Training Institute does not exist. In case of Vocational Rehabilitation Centre Delhi, Dy. Director, NVTI, New Delhi.
- (4) An officer belonging to the Scheduled Castes or the Scheduled Tribes category not below the rank of Group B.

1	2	3	4	5	6	7
8. Service Vehicle Driver.	1	Central Government service Group C Non-Gazetted Non-Ministerial.	260-6-326-EB-8-350.	Not applicable	Between 23 & 30 yrs. (The age limit relaxable upto 35 years in case of Govt., servants.	Essential :— Possession of a valid driving licence for motor car, knowledge of motor mechanics and experience of driving a motor car for at least 5 years. Desirable :— A pass in the 8th standard. The qualification regarding experience is relaxable at the discretion of the authority competent to make appointment in the case of candidates belonging to the Scheduled Castes or the Scheduled Tribes, if at any stage of selection, such 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 vacancies reserved for them.
8	9	10	11	12	13	
Not applicable	Two years	By transfer failing which by direct recruitment.	By transfer, on the result of a test designed to adjudge suitability for the post with reference to standards considered essential in drivers of staff cars from amongst Group D staff of the centre who possess the qualification in column 7.	Group C Departmental Promotion Committee consisting of— (1) Director of Employment Exchanges or his nominee— Chairman. (2) Superintendent of the Vocational Rehabilitation Centre concerned.	Not applicable	

# R Re for Store Keeper

9	10	11	12	13	14
shall complete successful training in cash and accounts conducted by Institute of Secretariat Training and Management or other recognised Institution before drawing the second increment in that grade.					

1	2	3	4	5	6	7	8
15. Store-Keeper	One for each skill training workshop attached to Vocational Rehabilitation Centre for Handicapped wherever sanctioned.	General Central Service Group 'C' Non-Gazetted, Non-Ministerial.	Rs. 440-20-500-EB-25-700-EB-25-750.	Non-Selection.	21-28 Years. (The age limit relaxable upto 5 years in case of government servants). The crucial date for determining the age limit is prescribed at the closing date for receipt of applications from candidates in India. (Other than those in Andaman, Nicobar and Lakshadweep Islands.)	No	Essential: (1) Matriculation or its equivalent. (2) National Trade Certificate or National Apprenticeship Certificate or any other recognised equivalent qualification in any trade with at least 3 years' practical experience.  OR Essential: (1) Graduate of a recognised University. (2) Diploma or Certificate in Commercial or Secretariat practice from a recognised Institute.  Note:— In respect of all the above said trades, the qualification regarding experience are relaxable as the discretion of the authority competent to make appointment in case of candidates belonging to the Scheduled Castes and the Scheduled Tribes, if at any stage of selection such authority 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 vacancies reserved for them

9	10	11	12	13	14
Not applicable	2 Years	By transfer on deputation/transfer failing which by direct recruitments.	Transfer on deputation/transfer:—Officers of the Central Government/State Governments holding analogous post or post in the scale of Rs. 330-560 with 5 years service in the grade and possessing qualification and experience prescribed for direct recruits.	Group 'C' Departmental Promotion Committee consisting of :— 1. Director of Employment Exchanges/Additional Director of Employment Exchanges—Chairman. 2. Superintendent of the Vocational Rehabilitation Centre concerned.—Member.	Not applicable

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3. Principal of the Central Training Institute/ Deputy Director of Advanced Training Institute/Deputy Director of National Vocational Training Institute/Foreman Training Institute or Industrial Training Institute where Central Training Institute/Advanced Training Institute/National Vocational Training Institute /Foreman Training Institute does not exist. —Member.

Recruitment Rules for the newly created Group C&D posts in R.R.E.Cs. attached with VRCs. for Handicapped.

1	2	3	4	5	6	7	8
16. Rehabilitation Counsellor.	For each block of the Rural Rehabilitation Centre attached to the Vocational Rehabilitation Centre for Handicapped wherever sanctioned.	General Central Service Group 'B' Non-Gazetted (Non-Ministerial).	Rs 550-75-900.	Selection	30 Years. "Relaxable upto 5 years in the case of government servants in accordance with instructions issued by the Central Government)". "The crucial date for determining the age limit is prescribed as the applications from candidates in India (other than those in Andaman, Nicobar and Lakshadweep Islands)".	No	Essential: (i) Degree of recognised University or its equivalent. (ii) Diploma in Social work or Guidance or Post Graduate Degree in Social Work or Sociology. (iii) Two years practical experience in social work or vocational guidance work or Employment service. Note:— The qualification regarding experience is relaxable at the discretion of the authority competent to make the appointment in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes, if at any stage of selection such 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 vacancies reserved for them.
9	10	11	12	13	14		
No	2 Years.	By promotion which by transfer or deputation and failing both by direct recruitment	failing	Promotion : Intake Assistants with at least five years service rendered after appointment thereto on a regular basis in the con-		Group 'B' Departmental Promotion Committee consisting of:— 1. Director of Employ-	Not applicable