




**NIMHANS**  
**RECRUITMENT**  
**RULES OF**  
**NURSING CADRE**  
**&**  
**COLLEGE OF NURSING**  
**CADRE**

**NIMHANS - BENGALURU - 29**

<b>RECRUITMENT RULES FOR THE POST OF NURSING COLLEGE(U. G) - PROFESSOR - CUM - PRINCIPAL</b>		
<b>Sl.No.</b>	<b>PARTICULARS</b>	
1	Name of the Post	Professor - cum - Principal
2	No.of Posts	01
3	Grade / Category of the post	Group 'A'
4	Pay Matrix as per 7th CPC	Level - 12 (Rs. 78,800 - 2,09,200) Initial Pay Rs. 78,800/-
5	Whether selection post or non selection post	Selection post.
6	Period of probation	2 Years
7	Age limit for direct recruitment	50
8	Education and other qualification required for direct recruits	Master Degree in Nursing
9	Experience	10 Years Experience after M. Sc (N) out of which minimum 5 years of experience in teaching. <b>Desirable:</b> Independent published work of high Standard/ Doctorate degree/ M. Phil.
10	Whether age & educational Qualification prescribed for direct recruits will apply in the case of promotees	Not applicable.
11	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	Direct recruitment.
12	In case of recruitment by promotion /deputation/absorption grades from which promotion/deputation/absorption to be made.	Not applicable.
13	If a DPC exists what is its composition.	As per Appendix


  
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RECRUITMENT RULES FOR THE POST OF NURSING COLLEGE(U. G) - READER/ ASSOCIATE PROFESSOR		
Sl.No.	PARTICULARS	
1	Name of the Post	Reader/ Associate Professor
2	No.of Posts	01
3	Grade / Category of the post	Group 'A'
4	Pay Matrix as per 7th CPC	Level - 11 ( Rs. 67700 - 2,08,700) Initial Pay Rs.67,700/-
5	Whether selection post or non selection post	Selection post.
6	Period of probation	2 Years
7	Age limit for direct recruitment	45
8	Education and other qualification required for direct recruits	Master Degree in Nursing
9	Experience	7 Years Experience after M. Sc (Nursing) out of which minimum 3 years of experience in teaching. <b>Desirable:</b> Independent published work of high Standard/ Doctorate degree/ M. Phil.
10	Whether age & educational Qualification prescribed for direct recruits will apply in the case of promotees	Not applicable.
11	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	Direct recruitment.
12	In case of recruitment by promotion /deputation/absorption grades from which promotion/deputation/absorption to be made.	Not applicable.
13	If a DPC exists what is its composition.	As per Appendix

  
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<b>RECRUITMENT RULES FOR THE POST OF NURSING COLLEGE(U. G) - LECTURER</b>		
<b>Sl.No.</b>	<b>PARTICULARS</b>	
1	Name of the Post	Lecturer
2	No.of Posts	09
3	Grade / Category of the post	Group 'A'
4	Pay Matrix as per 7th CPC	Level - 10 ( PM Rs. 56,100 - 1,77,500) Initial Pay Rs. 56,100/-
5	Whether selection post or non selection post	Selection post.
6	Period of probation	2 Years
7	Age limit for direct recruitment	35 Years
8	Education and other qualification required for direct recruits	Master Degree in Nursing
9	Experience	3 Years teaching Experience after M. Sc (Nursing) but. Relaxable by competent authority.
10	Whether age & educational Qualification prescribed for direct recruits will apply in the case of promotees	Not applicable.
11	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	Direct recruitment.
12	In case of recruitment by promotion /deputation/absorption grades from which promotion/deputation/absorption to be made.	Not applicable.
13	If a DPC exists what is its composition.	As per Appendix

  
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RECRUITMENT RULES FOR THE POST OF NURSING COLLEGE(U. G) - TUTOR / CLINICAL INSTRUCTOR		
Sl.No.	PARTICULARS	
1	Name of the Post	Tutor/Clinical Instructor
2	No.of Posts	22
3	Grade / Category of the post	Group 'B'
4	Pay Matrix as per 7th CPC	Level - 8 (PM Rs.47,600 - 1,51,100 ) Initial Pay Rs.47,600/-
5	Whether selection post or non selection post	Selection post.
6	Period of probation	2 Years
7	Age limit for direct recruitment	35 Years
8	Education and other qualification required for direct recruits	M. Sc (Nursing) OR B. Sc (Nursing) OR B. Sc (Nursing) with Diploma in Clinical Speciality.
9	Experience	1 Years Experience for B. Sc (Nursing) degree holders.
10	Whether benefit of added years of service admissible under Rule 30 of the CCS (Pension) Rules 1972.	Not applicable.
11	Whether age & educational Qualification prescribed for direct recruits will apply in the case of promotees	Not applicable.
12	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	Direct recruitment
13	In case of recruitment by promotion /deputation/absorption grades from which promotion/deputation/absorption to be made.	Not applicable.
14	If a DPC exists what is its composition.	As per Appendix

  
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<b>RECRUITMENT RULES FOR THE POST OF CHIEF NURSING OFFICER</b>		
<b>Sl.No.</b>	<b>PARTICULARS</b>	
1	Name of the Post	Chief Nursing Officer
2	No.of Posts	01
3	Grade / Category of the post	Group 'A'
4	Pay Matrix as per 7th CPC	Level -12, PM Rs. 78,800 - 2,09,200, Initial Pay Rs. 78,800/-.
5	Method of recruitment	Promotion failing which by deputation
6	Age limit for direct recruits (DR)	Not applicable
7	Educational and other Qualifications for DR	Not applicable
8	In case of recruitment by promotion: Whether seniority cum fitness (non Selection) or Merit cum Seniority (Selection).	Merit cum Seniority (Selection)
9	Grade from which promotion is to be made and eligibility conditions	Experience: 5 years regular service in the grade of Nursing Superintendent. <b>Benchmark ACR:</b> Very Good <b>Desirable:</b> Should have published once in every two years a research paper in a journal of national standing and repute.
10	Whether age & educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
11	Composition of DPC	
12	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	Officers of Central /State Govt. UT Administration Autonomous /Statutory Bodies holding analogous posts of regular basis with 5 years of regular service in the grade of NS or in similar capacity in nursing administration and not less than 17 years experience in the nursing Cadre and possessing the following qualifications: 1. B.Sc in Nursing or equivalent qualification from recognized University/ institutes. ii. DPN/DNN iii. M.Sc in Psychiatric / Neuro Nursing from recognized University/ Institutes. <b>Desirable:</b> Should have published once in every two years a research paper in a Journal of National standing and repute. (Period of deputation shall not ordinarily exceed 3 years)
13	Period of Probation	Nil

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<b>RECRUITMENT RULES FOR THE POST OF NURSING SUPERINTENDENT</b>		
<b>Sl.No</b>	<b>PARTICULARS</b>	
1	Name of the Post	Nursing Superintendent
2	No.of Posts	02
3	Grade / Category of the post	Group 'A'
4	Pay Matrix as per 7th CPC	Level -11, PM Rs. 67,700 - 2,08,700, Initial Pay Rs. 67,700/-.
5	Method of recruitment	Promotion failing which by deputation
6	Age limit for direct recruits (DR)	Not applicable
7	Educational and other Qualifications for DR	Not applicable
8	In case of recruitment by promotion: Whether seniority cum fitness (non Selection) or Merit cum Seniority (Selection).	Merit cum Seniority (Selection)
9	Grade from which promotion is to be made and eligibility conditions	Experience: 3 years regular service in the grade of Deputy Nursing Superintendent. <b>Benchmark ACR:</b> Good <b>Desirable:</b> should have published once in every two years a research paper in a journal of national standing and repute.
10	Whether age & educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
11	Composition of DPC	
12		Officers of Central /State Govt. UT Administration Autonomous /Statutory Bodies holding analogous posts of regular basis with 3 years of regular service in the grade of DNS or in similar capacity in nursing administration and not less than 12 years experience in the nursing Cadre and possessing the following qualifications: i. B.Sc in Nursing or equivalent qualification from recognized University/ institutes. ii. DPN/DNN iii. M.Sc in Psychiatric / Neuro Nursing from recognized University / Institutes. <b>Desirable:</b> Should have published once in every two years a research paper in a Journal of National standing and repute. (Period of Deputation shall not ordinarily exceed 3 years).
13	Period of Probation	Nil



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<b>RECRUITMENT RULES FOR THE POST OF DEPUTY NURSING SUPERINTENDENT</b>		
<b>Sl.No.</b>	<b>PARTICULARS</b>	
1	Name of the Post	Deputy Nursing Superintendent
2	No.of Posts	12
3	Grade / Category of the post	Group 'A'
4	Pay Matrix as per 7th CPC	Level -10, PM Rs. 56,100 - 1,77,500, Initial Pay Rs. 56,100/-.
5	Method of recruitment	100% by Promotion
6	Age limit for direct recruits (DR)	2 Years
7	Educational and other Qualifications for DR	Not applicable
8	In case of recruitment by promotion: Whether seniority cum fitness (non Selection) or Merit cum Seniority (Selection).	Merit cum Seniority (Selection)
9	Grade from which promotion is to be made and eligibility conditions	Experience: 2 years regular service in the grade of Assistant Nursing Superintendent.  Benchmark ACR: Good
10	Whether age & educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
11	Composition of DPC	—
12	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	Not applicable

  
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<b>RECRUITMENT RULES FOR THE POST OF ASSISTANT NURSING SUPERINTENDENT</b>		
<b>Sl.No.</b>	<b>PARTICULARS</b>	
1	Name of the Post	Asst. Nursing Superintendent
2	No.of Posts	56
3	Grade / Category of the post	Group 'A'
4	Pay Matrix as per 7th CPC	Level-10, PM Rs. 56,100 - 1,77,500, Initial Pay Rs. 56,100/-.
5	Method of recruitment	100% by Promotion
6	Age limit for direct recruits (DR)	Not applicable
7	Educational and other Qualifications for DR	Not applicable
8	<b>In case of recruitment by promotion:</b> Whether seniority cum fitness (non Selection) or Merit cum Seniority (Selection).	Merit cum Seniority (Selection)
9	Grade from which promotion is to be made and eligibility conditions	Experience: 2 years regular service in the grade of Senior Nursing Officer. <b>Qualification:</b> i. B.Sc in Nursing or Equivalent qualification from recognized University/ Institutes. ii. DPN/DNN OR M.Sc in Psychiatric / Neuro Nursing from recognized University/ Institutes. Benchmark ACR: Good
10	Whether age & educational Qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
11	Composition of DPC	—
12	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	Not applicable



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<b>RECRUITMENT RULES FOR THE POST OF SENIOR NURSING OFFICER</b>		
<b>Sl.No.</b>	<b>PARTICULARS</b>	
1	Name of the Post	Senior Nursing officer
2	No.of Posts	199
3	Grade / Category of the post	Group 'B'
4	Pay Matrix as per 7th CPC	Level -8, PM Rs. 47,600 - 1,51,100, Initial pay Rs. 47,600/-
5	Whether selection post or non selection post	Non selection (Seniority cum fitness)
6	Period of probation	Not applicable
7	Age limit for direct recruitment	Not applicable
8	Education and other qualification required for direct recruits	Not applicable
9	Experience	Five Years regular service in the grade of Nursing officer at this Institute. Benchmark ACR: Good
10	Whether benefit of added years of service admissible under Rule 30 of the CCS (Pension) Rules 1972.	Not applicable
11	Whether age & educational Qualification prescribed for direct recruits will apply in the case of promotees	Not applicable
12	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	By Promotion
13	In case of recruitment by promotion/deputation /transfer / grades from which promotion/ deputation/ transfer to be made.	Nursing Officer
14	If a DPC exists what is its composition.	As per Appendix



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<b>RECRUITMENT RULES FOR THE POST OF NURSING OFFICER</b>		
<b>Sl.No.</b>	<b>PARTICULARS</b>	
1	Name of the Post	Nursing Officer
2	No.of Posts	631
3	Grade / Category of the post	Group 'B'
4	Pay Matrix as per 7th CPC	Level -7, PM Rs. 44,900 - 1,42,400, initial Pay Rs. 44,900/-.
5	Whether selection post or non selection post	Direct Recruitment
6	Period of probation	2 Years
7	Age limit for direct recruitment	35 Years
8	Education and other qualification required for direct recruits	<b>Educational Qualification:</b> 1. B.Sc (Hon) Nursing/ B.Sc Nursing from an Indian Nursing Council recognized Institute/ University.                      OR i. B.Sc (Post Certificate)/Post Basic B.Sc Nursing from an INC recognized Institute/University. ii. Registered as Nurses & Midwife in State/ INC.
9	Experience	Experience: Two Years experience in minimum 50 bedded Hospital after acquiring the educational qualification mentioned above.
10	Whether benefit of added years of service admissible under Rule 30 of the CCS (Pension) Rules 1972.	Not applicable
11	Whether age & educational Qualification prescribed for direct recruits will apply in the case of promotees	Not applicable
12	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	Direct recruitment.
13	In case of recruitment by promotion/deputation /transfer / grades from which promotion/ deputation/ transfer to be made.	Not applicable
14	If a DPC exists what is its composition.	As per Appendix 

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