

Proposed draft RR

(TO BE PUBLISHED IN THE GAZETTE OF INDIA PART II, SECTION 4)

Government of India
Ministry of Defence,
(Border Roads Organization)

New Delhi, the _____, 2019

Notification

S.R.O. _____.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution and in supersession of the Ministry of Road Transport and Highways, Border Roads Development Board, General Reserve Engineer Force (Border Roads Organisation), Group 'C' Posts Recruitment Rules, 2012, in so far as they relate to the post of Supervisor (Nursing), except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to the posts of Supervisor (Nursing) in the Ministry of Defence, General Reserve Engineer Force, Border Roads Organisation, namely :-

1. **Short title and commencement.** – (1) These rules may be called the Ministry of Defence, Border Roads Organisation, General Reserve Engineer Force, Supervisor (Nursing), Group 'C' Post, Recruitment Rules, 2019.

(2) They shall come into force on the date of their publication in the Official Gazette.
2. **Number of post, classification and level in the pay matrix.** – The number of said posts, its classification and 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 limit, qualifications, etc.**– The method of recruitment, age limit, qualifications and other matters relating to the said post 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 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 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, 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 the Scheduled Castes, 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 post	Number of post	Classification	Level in the Pay Matrix	Whether selection post or non-selection post	Age Limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
Supervisor (Nursing)	190* (2019) *Subject to variation dependent on workload	General Central Service, Group 'C'. Non-Gazetted, Non Ministerial	Level-4 (Rs.25,500-81,100)	Non Selection	Not applicable

Educational and other qualifications required for direct recruits.	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 or absorption and percentage of the vacancies to be filled by various methods.
(7)	(8)	(9)	(10)
Not applicable	Not applicable	Not applicable	100% by Promotion

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
(11)	(12)	(13)
<p>Promotion: Multi Skilled Worker (Nursing Assistant) with eight years regular service in the grade.</p> <p>Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or 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 or eligibility service.</p>	<p>Group 'C' Departmental Promotion Committee, for considering promotion) consisting of:-</p> <ol style="list-style-type: none"> 1. Joint Director or equivalent rank, General Reserve Engineer Force- Chairman. 2. Senior Administrative Officer or equivalent rank, General Reserve Engineer Force – Member 3. A Group 'A' Officer from any other Ministry or Department of the Central Government – Member 	<p>Consultation with Union Public Service Commission not necessary.</p>

[F.No.BRDB/01/10/2017/GE-I/

]

BISWAJIT GUHA, Under Secy.

(ANNEXURE-III)

**FORM TO BE FILLED BY THE MINISTRY/DEPARTMENT WHILE FORWARDING PROPOSALS TO THE
DEPARTMENT OF PERSONNEL AND TRAINING AND THE UNION PUBLIC SERVICE COMMISSION
FOR AMENDMENT OF APPROVED RECRUITMENT RULES**

- 1 a) Name of the Post : Supervisor (Nursing)
- b) Name of the Ministry/Department : Ministry of Defence,
Department of Defence,
(Border Roads Wing)
(Border Roads Organisation)
- 2 Reference Number in which Commission's advice on Recruitment Rules was conveyed. : F. No. BRDB/01/101/2009/GE-I
- 3 Date of Notification of the original rules and subsequent amendments (Copy of the original rules & subsequent amendments should be enclosed, duly flagged and referenced) : G.S.R. 169 dated 09 Jul 2012

Col	Provision in the approved/existing Rules	Revised provisions proposed	Reasons for the revision proposed
Name of post	Supervisor (Nursing)	Supervisor (Nursing)	Amendment done as per Cadre Review approved vide MoD (BR) ID No. BRDB/02/21/2010- GE.I (Vol-II) dated 15 th November, 2016
Number of post	376* (2012) *Subject to variation dependent on workload	190* (2018) *Subject to variation dependent on workload	No change
Classification	General Central Service, Group 'C'. Non-Gazetted, Non-Ministerial.	General Central Service, Group 'C'. Non-Gazetted, Non-Ministerial.	As per Govt. Order on the basis of 7 th CPC
Scale of Pay	Pay Band-1 Rs.5200-20200 plus Grade Pay of Rs. 2400/-	Pay Matrix Level-4 Rs.25500-81100.	No change
Whether Selection Post or Non-Selection Post	Non-selection	Non-selection	
Age limit for direct recruits	Between 18 and 27 years. (Relaxable for Government servants up to 40 years in case of general candidates and up to 45 years in case of candidates belonging to the Scheduled Castes and the Scheduled Tribes in accordance with the instructions or orders issued by the Central Government from time to time). 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 the State of Jammu and Kashmir, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands of Lakshadweep).	Not applicable.	(Proposed to be filled by 100% on promotion from Nursing Assistant. Out of the total strength of 190, only 74 pertains to GREF and 116 earmarked for Army pers. Therefore all 74 Supvr (Nursing) are proposed to be on promotion against feeder grade strength of 353 Nursing Assistant.

Educational and other qualification required for direct recruits	(i) 10+2 pass with science from a recognised Board or equivalent; (ii) Possessing certificate of Nursing from a recognised institute with three years experience as Nurse in a Government or Private Hospital or Nursing Home; or having passed Class I Course for Nursing or equivalent as laid down in Defence Service Regulations (Qualification Regulations for Soldiers) from office of Records or Centres or similar establishment of Defence.	Not applicable	(Proposed to be filled by 100% of promotion from Nursing Asst) 
Whether age and educational qualifications prescribed for direct recruit will apply in the case of promotes	Age: No Educational Qualification : No	Not applicable	No change
Period of probation, if any	Two years for direct recruits	Not applicable	No change
Method of recruitment, whether by direct recruitment or by promotion or by deputation/ absorption & percentage of the posts to be filled by various methods	(i) Fifty percent by direct recruitment; and (ii) Fifty percent by promotion. Fifteen percent of the direct recruitment vacancies shall be filled by re-employment of ex-servicemen, possessing the educational qualifications prescribed for direct recruits under column 7, failing which by direct recruitment.	100% percentage by promotion.	
In case of recruitment by promotion/ deputation/ absorption, grades from which promotion or deputation/ absorption, is to be made	Promotion : Nursing Assistant with eight years regular service in the grade. Note : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or eligibility service.	Promotion : Nursing Assistant with eight years regular service in the grade. Note : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or eligibility service.	No change
If a Departmental Promotion Committee exists, what is its composition.	Group 'C' Departmental promotion Committee (for promotion and confirmation) consisting of :- 1. Joint Director or Equivalent Rank - Chairman; 2. Senior Administrative Officer or equivalent rank - Member; 3. A Group 'A' Officer from any other Ministry or Department of the Central Government - Member	Group 'C' Departmental Promotion Committee (for promotion and confirmation) consisting of:- 1. Joint Director, GREF or equivalent rank - Chairman 2. Senior Administrative Officer, GREF or equivalent rank - Member 3. A Group 'A' officer from any other Ministry or Department of the Central Government - Member	No change

Circumstances in which Union Public Service Commission is to be consulted in making recruitment.	Not applicable.	Not applicable.	No change (8-7)
Names, addresses and telephone numbers of the Ministry's Representatives with whom proposals may be discussed, if necessary, for clarification/early decision.	Shri Rampal Singh Under Secretary to the Govt. of India Ministry of Defence Department of Defence 'B' Wing, 4 th Floor Sena Bhawan New Delhi-11 Tele No.23016978	Shri AK Bhatnagar Under Secretary to the Govt. of India Ministry of Defence Department of Defence 'B' Wing, 4 th Floor Sena Bhawan New Delhi-11 Tele No.23016978	




'B' Wing, 4th Floor,

Sena Bhawan,

New Delhi-110011

Dated, the 11th November, 2016
15th

To

The Director General Border Roads
Seema Sadak Bhawan,
Ring Road, Delhi Cantt,
New Delhi 110 010

Subject: Cadre Review of Groups 'B' and 'C' employees of General Reserve Engineer Force (GREF) of Border Roads Organization – reg.

Sir,

I am directed to convey the approval of the President to the Cadre Review of Groups 'B' and 'C' employees of General Reserve Engineer Force (GREF) of Border Roads Organization as under:-

Sl. No.	Post	Existing sanctioned strength	Revised sanctioned strength	Increase (+) / Decrease (-)	Remarks
①	Assistant Engineer (Civ)	230 ✓	634 ✓	404 (+) ✓	
2 ✓	Junior Engineer (Civ)	4080	3900 ✓	180(-)	
③	Assistant Engineer (E&M)	41	119	78(+)	
4 ✓	Junior Engineer (E&M)	977	698	279(-)	
⑤	Chief Draftsman	2	22	20(+)	
6 ✓	Sr. Draftsman	106	60	46(-)	
7 ✓	Draftsman	86	91	5(+)	
⑧	Draftsman Gr.I (Mech)	1	0	1(-)	Post abolished.
⑨	Draftsman Gr.II (Mech)	1	0	1(-)	Post abolished.
⑩	Hindi Officer	3	3	-	
11 ✓	Sr Hindi Translator	3	19	16(+)	
12 ✓	Jr. Hindi Translator	63	47	16(-)	
⑬	Sr Pvt Secy	4	4	-	
⑭	Pvt Secy	21	31	10(+)	
15 ✓	Steno Gr A	129	66	63(-)	
16 ✓	Steno Gr B	76	117	41(+)	
⑰	Asst. Adm Officer	62	125	63(+)	
18 ✓	Assistant	415	589	174(+)	
19 ✓	UDC	1230	1412	182(+)	
20 ✓	LDC	1808	1852	44(+)	
21 ✓	Hindi Typist	45	45	-	
22 ✓	Sr. Supvr Stores	221	221	-	
23 ✓	Supvr Stores	250	389	139(+)	
24 ✓	Store Keeper Technical	854	854	-	
⑳	Storeman	196	0	196(-)	Post abolished.

Contd...2/....

15/11/16

Sl. No.	Post	Existing sanctioned strength	Revised sanctioned strength	Increase (+) / Decrease (-)	Remarks
26 ✓	Sr Supvr Adm	182	61	121(-)	
27 ✓	Supvr Adm	221	74	147(-)	
28 ✓	Leading Hand Adm	370	370	-	
29 ✓	MSW Pioneer	8936	8007	929(-)	
30 ✓	Chargeman Communication	33	34	1(+)	
31 ✓	Asst Chargeman Communication	66	84	18(+)	
32 ✓	Radio Mech	53	53	-	
33 ✓	Operator Communication	490	370	120(-)	
34 ✓	Supvr Cipher	68	52	16(-)	
35 ✓	Lineman	35	0	35(-)	Post abolished.
36 ✓	Superintendent Nursing	0	18	18(+)	New post created in PB-1 Grade Pay Rs.2800/- to be filled by promotion.
37 ✓	Supvr Nursing	376	190	186(-)	
38 ✓	MSW Nursing Assistant	315	438	123(+)	
39 ✓	Lab Assistant	19	19	-	
40 ✓	Lab Assistant Micro	2	0	2(-)	Post abolished.
41 ✓	Blood Transfusion Assistant	2	0	2(-)	Post abolished.
42 ✓	Operation Room Assistant	22	0	22(-)	Post abolished.
43 ✓	Fire Supdt	1	2	1(+)	Existing designation of the post of Asstt Fire Supdt. changed as Fire Supdt.
44 ✓	Supvr Fire	4	4	-	
45 ✓	Leading Hand Fire	9	9	-	
46 ✓	MSW Fireman	31	48	17(+)	
47 ✓	Fire Engine Driver	11	0	11(-)	Post abolished.
48 ✓	Driver MT Spl Gde	271	317	46(+)	
49 ✓	Driver MT Gde.I	1894	2221	327(+)	
50 ✓	Driver MT Gde.II	1623	1904	281(+)	
51 ✓	Driver MT Ord Gde	1623	1904	281(+)	
52 ✓	Driver RR Spl Gde	46	53	7(+)	
53 ✓	Driver RR Gde.I	321	353	32(+)	
54 ✓	Driver RR Gde.II	276	304	28(+)	
55 ✓	Driver RR Ord Gde	276	304	28(+)	
56 ✓	OEM Spl Gde	98	108	10(+)	
57 ✓	OEM Gde.I	684	752	68(+)	
58 ✓	OEM Gde.II	587	646	59(+)	
59 ✓	OEM Ord Gde	587	646	59(+)	
60 ✓	Equipment Mechanic (Mechanical)	1677	1489	188(-)	Existing designation of the post of Charge Mechanic changed as Equipment Mechanic (Mechanical)
61 ✓	Vehicle Mechanic	1411	1505	94(+)	
62 ✓	Equipment Mechanic (Electrical)	159	259	100(+)	Existing designation of the post of Charge Electrician changed as Equipment Mechanic (Electrical)
63 ✓	Electrician	483	275	208(-)	

15/11/16

Sl. No.	Post	Existing sanctioned strength	Revised sanctioned strength	Increase (+) / Decrease (-)	Remarks
64 ✓	Machinist	25	22	3(-)	
65 ✓	Turner ✓	123	79	44(-)	
66 ✓	Welder	316	300	16(-)	
67 ✓	MSW Driver Engine Static	1205	1266	61(+)	
68 ✓	MSW Driller	69	108	39(+)	
69 ✓	MSW Carpenter	429	143	286(-)	
70 ✓	MSW Mason	1200	1200	-	
71 ✓	MSW Blacksmith ✓	208	99	109(-)	
72	Operator Tyre Repair Plant	7	0	7(-)	Post abolished.
73	Pattern Maker ✓	2	0	2(-)	Post abolished.
74	MSW Cook ✓	1303	1303	-	
75	MSW Upholster	81	0	81(-)	Post abolished.
76 ✓	MSW Mess Waiter	139	139	-	
77 ✓	MSW Painter	357	270	87(-)	
78	Gate Keeper	9	0	9(-)	Post abolished.
79 ✓	MSW Safaiwala	832	832	-	
80	Ferro Printer ✓	121	0	121(-)	Post abolished.
81	Mate ✓	276	0	276(-)	Post abolished.
82	Daftly	62	0	62(-)	Post abolished.
83 ✓	Barber ✓	12	12	-	
84 ✓	Tailor	64	64	-	
85 ✓	Pipe Fitter	6	6	-	
86 ✓	Telephone Mech	19	19	-	
87 ✓	Washerman	79	79	-	
Grand Total		41110	40112	998(-)	

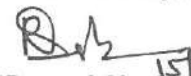
2. The existing incumbents against the posts that have been abolished will be kept till their promotion/superannuation.

3. Unit-wise distribution of the posts is indicated in the Annexure.

4. Immediate action will be taken to implement the cadre review as above.

5. This issues with the approval of Ministry of Finance (Department of Expenditure) vide their ID No.2(33)/E.III Desk/2013 dated 29th August, 2016 and MoD(Fin/BR) ID No.19(19/BRS/2012(284/BRS/2016) dated 31st August, 2016.

Yours faithfully,


(Rampal Singh) 15/11/16

Under Secretary to the Govt. of India

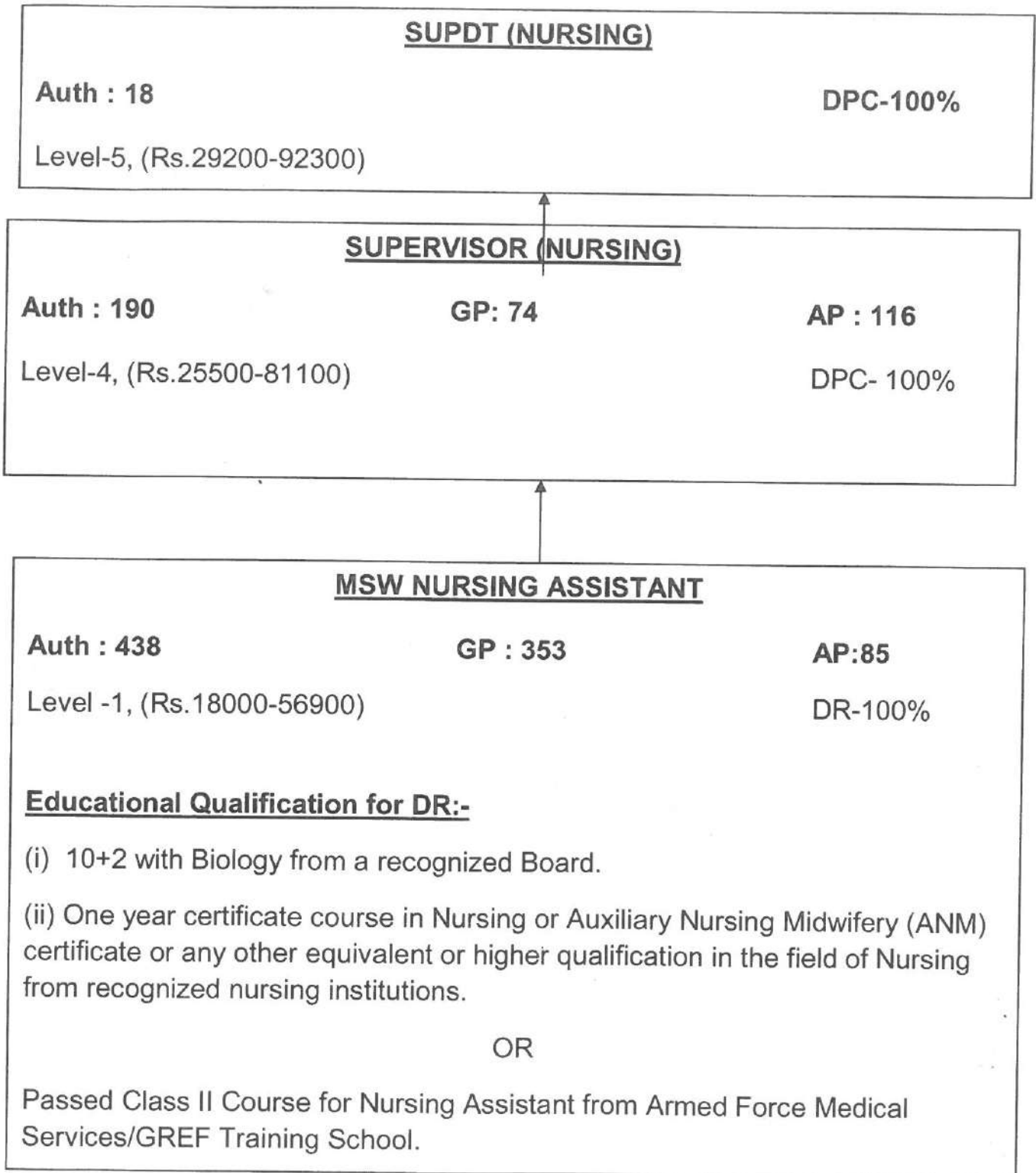
Copy to :-

1. Ministry of Defence (Fin/BR)
2. CGDA, Ulan Batar Road Palam, Delhi Cantt, New Delhi-110010.
3. DGADS, New Delhi
4. PCDA (BR), Seema Sadak Bhawan, Ring Road, Delhi Cantt-10.
5. IFA(BR), Seema Sadak Bhawan, Delhi Cant-10
6. PAO(GREF), Dighi Camp, Pune-15.


(Rampal Singh) 15/11/16

Under Secretary to the Govt. of India

HIERARCHY CHART OF NURSING CADRE



**LIST OF COURT CASES PERTAINING TO THE POST OF MSW NURSING
ASSISTANT THE FEEDER POST OF SUPERVISOR NURSING**

S/No.	Court Case No.	Subject
-----NIL-----		

Note:

It is also submitted that there is no court case held/pending against the post of MSW Nursing Assistant, the feeder post of Supervisor Nursing in the Organisation for challenging the Recruitment Rules for the post of Supervisor Nursing and Superintendent Nursing.


(HK Patnaik)
Joint Director (Admn)
Joint Director/EG2
For Dir Gen Border Roads

Existing RR of feeder Post-

(X)

(1)	(2)	(3)	(4)	(5)
9. Multi Skilled Worker (Nursing Assistant).	315* (2016) *Subject to variation dependent on workload.	General Central Service, Group 'C'. Non Gazetted Non Ministerial.	Pay Band-1, Rs.5200- 20200 plus Grade Pay Rs. 1800/-	Not applicable

(6)	(7)	(8)
<p>Between 18 and 25 years.</p> <p>(i) Relaxable for Government servants and Ex-servicemen upto forty years in case of general candidates, forty three years in case of OBC candidates and upto forty five years in case of candidates belonging to the Scheduled Castes and Scheduled Tribes in accordance with instructions or orders issued by the Central Government from time to time.</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 the State of Jammu and Kashmir Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p>	<p>(i) 10+2 with Biology from a recognised Board</p> <p>(ii) Passed First Aid course prescribed by St. John Ambulance Brigade conducted by St. John Ambulance Association.</p> <p style="text-align: center;">or</p> <p>Passed Class II Course for Nursing Assistant from Armed Forces Medical Services.</p> <p>(iii) Should qualify in proficiency test in the trade to be conducted by Border Roads Organisation.</p> <p>(iv) Should qualify physical tests as per Border Roads Organisation guidelines.</p> <p>(v) Should meet physical and medical standards as per Border Roads Organisation guidelines.</p>	Not applicable

(9)	(10)	(11)	(12)	(13)
Two years.	<p>By Direct Recruitment:- Eighty five percent vacancies (vacancies are reserved as per Government policy) shall be filled by direct recruitment through open competition possessing the educational qualifications prescribed for direct recruits under column 7.</p> <p>By Ex-Servicemen Category:- Fifteen percent of the direct recruitment vacancies shall be filled by ex-servicemen, possessing the educational qualifications prescribed for direct recruits under Column 7, failing which by direct recruitment.</p> <p>Common condition:- In case no trade work is available to be assigned to them, they are subject to be deployed for general duties of administrative nature which are done by Multi Skilled Worker Pioneers.</p>	Not applicable.	<p>Group 'C' Departmental Promotion Committee for confirmation of direct recruits:-</p> <p>1. Joint Director or equivalent rank - Chairman</p> <p>2. Senior Administrative Officer or equivalent rank - Member</p> <p>3. A Group 'A' officer from any other Ministry or Department of the Central Government - Member</p>	Not applicable.

(70)

(12)			(13)		
Group 'C' Departmental Promotion Committee (for promotion) consisting of:—			Not applicable.		
1. Joint Director or equivalent rank —Chairman					
2. Senior Administrative Officer or equivalent rank —Member					
3. A Group 'A' Officer from any other Ministry or Department of the Central Government —Member					
(1)	(2)	(3)	(4)	(5)	(6)
27. Leading Hand Fire	9* (2012) *Subject to variation dependent on workload.	General Central Service, Group 'C', Non-Gazetted, Non-Ministerial	Pay Band-1, Rs. 5200— 20200 plus Grade Pay Rs. 1900	Non-selection	Not applicable
(7)	(8)		(9)		
Not applicable	Not applicable		No		
(10)	(11)				

By promotion

Promotion :

Multi Skilled Worker (Fireman) with three years regular service in the grade. Must have passed General Fire Fighting Course from National Fire Service College or Defence Institute of Fire Research or any recognised State Fire Institute.

Note : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or 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 or eligibility service.

(12)				(13)	
Group 'C' Departmental Promotion Committee (for promotion) consisting of:—				Not applicable.	
1. Joint Director or equivalent rank —Chairman					
2. Senior Administrative Officer or equivalent rank —Member					
3. A Group 'A' Officer from any other Ministry or Department of the Central Government —Member					
(1)	(2)	(3)	(4)	(5)	(6)
28. Supervisor (Nursing)	376* (2012) *Subject to variation dependent on workload.	General Central Service, Group 'C', Non-Gazetted, Non-Ministerial	Pay Band-1, Rs. 5200— 20200 plus Grade Pay Rs. 2400	Non-selection	Between 18 and 27 years. (Relaxable for Government servants up to 40 years in case of general candidates and up to 45 years in case of

(71)

(6)

candidates belonging to the Scheduled Castes and the Scheduled Tribes in accordance with the instructions or orders issued by the Central Government from time to time).

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 the State of Jammu and Kashmir, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).

(7)

(8)

(9)

(i) 10+2 pass with science from a recognised Board or equivalent;
(ii) possessing certificate of Nursing from a recognised institute with three years experience as Nurse in a Government or Private Hospital or Nursing Home;

or

having passed Class I Course for Nursing or equivalent as laid down in Defence Service Regulations (Qualification Regulations for Soldiers) from office of Records or Centres or similar establishment of Defence.

Age : No
Educational Qualification : No

Two years for direct recruits.

(10)

(11)

(i) Fifty per cent by direct recruitment; and
(ii) Fifty per cent by promotion.
Fifteen per cent of the direct recruitment vacancies shall be filled by re-employment of ex-servicemen, possessing the educational qualifications prescribed for direct recruits under column 7, failing which by direct recruitment.

Promotion :

Nursing Assistant with eight years regular service in the grade.
Note : Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or eligibility service.