

F.No. 20025/22/2018-NCST
Government of India
Ministry of Tribal Affairs
(NCST Division)

Gate No. 2, Ground Floor.
Jeevan Tara Building, Ashoka Road,
Patel Chowk, New Delhi- 110001
Dated: 11th March, 2022


CIRCULAR

The undersigned is directed to say that Ministry of Tribal Affairs has framed fresh Recruitment Rules for the post of Group A & B (i.e. Director, Deputy Director, Assistant Director, Research Officer, Senior Investigator and Investigator) in National Commission for Scheduled Tribes (NCST).

As per DoPT OM no AB-14017/61/2008-Estt. (RR) dated 13.10.2015, it is mentioned that before referring any proposal for framing/amendment in the Recruitment Rules of any post in Ministries/Departments and their subordinate and attached office, the proposed amendments/revision in the Recruitment Rules would be put up on the website of respective Ministries/Departments for 30 days for inviting comments from the stakeholders.

Accordingly, the circular is being placed on the website of this Ministry for comments from the stakeholders, if any to frame the fresh RRs.

Encl: a/a


(Arvind Mudgal) 11/3/2022

Under Secretary to the Government of India
Email: arvind.mudgal70@gov.in

To,

1. Director NIC for uploading on this Ministry's website 'i.e. www.tribal.nic.in'
2. E-office notice board

**MINISTRY OF TRIBAL AFFAIRS
NOTIFICATION**

New Delhi, the 2021

G.S.R. In exercise of the power conferred by the proviso to Article 309 of the Constitution, and in supersession of the Ministry of Social Justice and Empowerment, the National Commission for Scheduled Castes and the National Commission for Scheduled Tribes (Director, Deputy Director and Assistant Director) Group 'A' Post Recruitment Rules 2018 and the National Commission for Scheduled Castes and the National Commission for Scheduled Tribes (Research Officer, Senior Investigator and Investigator) Group 'B' Post Recruitment Rules, 2018, except in respects of things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to the post of **Director, Deputy Director, Assistant Director, Research Officer, Senior Investigator and Investigator** belonging to the National Commission for Scheduled Tribes and the Ministry of Tribal Affairs, namely:-

- 1. Short title and commencement:-** (1) Ministry of Tribal Affairs, the National Commission for Scheduled Tribes **Group 'A'** and **Group 'B'** Posts Recruitment Rules, 2021. They shall come into force on the date of their publication in the Official Gazette.
- 2. Application: -**These rules shall apply to posts specified in column (1) of the Schedule annexed to these Rules.
- 3. Number of post, classification and level in pay matrix or pay scale:-**The number of the said posts, their classification and the level in the pay matrix as pay scale attached thereto shall be as specified in columns (2) to (4) of the said Schedule.
- 4. Method of recruitment, age-limit and 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 (13) of the said Schedule.
- 5. 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 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 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.

- 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 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.

7. Saving: -Nothing in these Rules shall affect reservation, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, 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 pay matrix or pay scale.	Whether selection or non selection post.	Age-limit for direct recruits.
(1)	(2)	(3)	(4)	(5)	(6)
Director.	04 (2021) *subject to variation depending on workload.	General Central Service Group 'A' Gazetted, Non-ministerial	Level 12 in the pay matrix (Rs 78800-209200)	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.
(7)	(8)	(9)
Not Applicable.	Not Applicable.	Not Applicable.

Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of vacancies to be filled by various methods.	In case of recruitment by promotion or deputation/absorption, grades from which promotion or deputation/absorption to be made.
(10)	(11)
Fifty percent by promotion failing which by deputation (including short-term contract) and fifty percent by deputation;	<p>Promotion:</p> <p>Deputy Director with five years regular service in the grade in level 11 in the pay matrix (Rs. 67700-208700) and having successfully completed the specified training of five working days duration conducted by the Department.</p> <p>Deputation: (Including short-term contract):</p> <p>Officers under the Central Government or State Governments or Union Territory Administrations or Universities or recognised research institutions or public sector undertakings or autonomous, Semi –Government or statutory organisations-</p> <p>(a) (i) holding analogous post on regular basis in the parent cadre or department; or</p>

	<p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in the posts in level 11 in the pay matrix (Rs. 67700-208700) in the parent cadre or department; and</p> <p>(b) possessing the educational qualifications and experience as under:</p> <p>(i) <u>Essential</u> Master's Degree of a recognised University or institution in Social Work or Sociology or Economics or Anthropology or Social Anthropology or Applied Anthropology or Statistics or Psychology or Geography or Mathematics (with Statistics).</p> <p>(ii) <u>Desirable</u> Eight years experience of conducting survey or research in the field of social welfare including analysis of data and preparation of the reports.</p> <p>Note 1: Period of deputation (including short term contract) 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 to exceed four years.</p> <p>Note 2: The maximum age-limit for appointment by deputation (including short term contract) shall be not exceeding fifty-six years as on the closing date of receipt or applications.</p>
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If a DPC exists, what is its composition:	Circumstances in which Union Public Service Commission to be consulted in making recruitment
(12)	(13)
<p>1. Group 'A' Departmental Promotion Committee (For considering promotion) consisting of :-</p> <p>(a) Chairman or Member, Union Public Service Commission- Chairman;</p> <p>(b) Joint Secretary, Ministry of Tribal Affairs, Member;</p> <p>(c) Joint Secretary, National Commission for Scheduled Tribes- Member.</p>	<p>Consultation with Union Public Service Commission necessary while appointing an officer on deputation (including short term Contract)</p>

Name of post.	Number of post.	Classification.	Level in pay matrix or pay scale.	Whether selection or non selection post.	Age-limit for direct recruits.
(1)	(2)	(3)	(4)	(5)	(6)
Deputy Director.	2* (2021) *Subject to variation depending on workload.	General Central Service Group 'A' Gazetted, Non-ministerial	Level-11 in the pay matrix (Rs. 67700-208700)	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.
(7)	(8)	(9)
Not applicable.	Not applicable.	Not applicable.

Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of vacancies to be filled by various methods.	In case of recruitment by promotion or deputation/ absorption, grades from which promotion or deputation/absorption to be made.
(10)	(11)
Hundred per cent by promotion failing which by deputation including short- term contract.	<p><u>Promotion :</u></p> <p>Assistant Director in level 10 in the pay matrix (Rs. 56100-177500) with five years regular service and having successfully completed the specified training of five working days duration conducted by the Department.</p> <p><u>Deputation</u> (including short –term contract):</p> <p>Officers under the Central Government or State Governments or Union territory Administration or Universities or recognised research institutions or public sector undertaking or autonomous, semi- Government or statutory organizations-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in level 10 in the pay matrix (Rs.56100-177500/-) in the parent cadre or department; or</p> <p>(iii) with eight years' service in the grade rendered after appointment thereto on a regular basis in level 8 in the pay matrix (Rs.47600-151100/-) in the parent cadre or department;</p>

	<p>(b)possessing the educational qualifications and experience as under:</p> <p><u>(i) Essential</u> Master`s degree of a recognised University or institution in Social Work or Sociology or Economics or Anthropology or Social Anthropology or Applied Anthropology or Statistics or Psychology or Geography or Mathematics (with Statistics);</p> <p><u>(ii) Desirable</u> Five years experience of conducting survey or research in the field of social welfare including analysis of data and preparation of the reports.</p> <p>Note 1: Period of deputation (including short term contract) 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 to exceed four years.</p> <p>Note 2: The Maximum age-limit for appointment by deputation (including short term contract) shall be not exceeding fifty-six years as on the closing date of receipt of applications.</p>
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If a DPC exists, what is its composition:	Circumstances in which Union Public Service Commission to be consulted in making recruitment
(12)	(13)
1. Group ‘A’ Departmental Promotion Committee (For considering promotion) consisting of :- (a) Joint Secretary, Ministry of Tribal Affairs - Chairman; (b) Joint Secretary, National Commission for Scheduled Tribes - Member; (c)Deputy Secretary/Director, Ministry of Tribal Affairs - Member.	Consultation with Union Public Service Commission is not necessary while appointing an officer on deputation (including short term Contract)

Name of post	Number of post	Classification	Level in pay matrix or pay scale	Whether selection or non selection post	Age-limit for direct recruits
(1)	(2)	(3)	(4)	(5)	(6)
Assistant Director.	5*(2021) *Subject to variation depending	General Central Service Group ‘A’ Gazetted, Non-ministerial	Level-10 in the pay matrix (Rs.	Selection	Not Applicable

	on workload. (NCST=5)		56100-177500)		
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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.
(7)	(8)	(9)
Not applicable	No.	Not applicable

Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of vacancies to be filled by various methods.	In case of recruitment by promotion or deputation/ absorption, grades from which promotion or deputation/absorption to be made.
(10)	(11)
Sixty Percent by promotion failing which by deputation including short-term contract and forty percent by deputation.	<p><u>Promotion:</u></p> <p>Research Officer with two years regular service in level 8 in the pay matrix (Rs. 47600-151100) and having successfully completed the specified training of five working days duration conducted by the Department.</p> <p><u>Deputation</u>(Including Short-term Contract):</p> <p>Officers under the Central Government or State Government or Union territory Administration or Universities or recognised research institutions or public sector undertakings or autonomous, semi – Government or statutory organizations-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or department ; or</p> <p>(ii)with two years’ service in the grade rendered after appointment thereto on a regular basis in level 8 in the pay matrix (Rs.47600-151100/-) in the parent cadre or department ;</p> <p>(b) possessing the educational qualifications and experience as under:</p> <p>(i) Essential :</p> <p>Master`s Degree of a recognised University or Institution in Social work or Sociology or Economics or Anthropology or Social Anthropology or Applied Anthropology or</p>

	<p>Statistics or Psychology or Geography or Mathematics (with Statistics).</p> <p>(ii) <u>Desirable</u> Two years experience of conducting survey or research in the field of social welfare including analysis data and preparation of the reports.</p> <p>Note 1: Period of deputation (including short term contract) 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 to exceed three years.</p> <p>Note 2: The Maximum age-limit for appointment by deputation (including short- term contract) shall not exceed fifty-six years as on the closing date of receipt of applications.</p>
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If a DPC exists, what is its composition.	Circumstances in which Union Public Service Commission to be consulted in making recruitment
(12)	(13)
<p>Group ‘A’ Departmental Promotion Committee (for considering promotion) consisting of :-</p> <p>(a) Chairman or Member, Union Public Service Commission-Chairman; (b) Joint Secretary, Ministry of Tribal Affairs -Member (c) Joint Secretary, National Commission for Scheduled Tribes -Member.</p> <p>Group ‘A’ Department Confirmation Committee (for considering confirmation) consisting of :-</p> <p>(a) Joint Secretary, Ministry or Tribal Affairs –Chairman; (b) Director or Deputy Secretary, National Commission for Scheduled Tribes –Member; (c) Director or Deputy Secretary Ministry of Tribal Affairs–Member.</p>	<p>Consultation with Union Public Service Commission necessary on each occasion.</p>

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)

Research Officer.	6* (2021) *Subject to variation depending upon workload	General Central Service, Group 'B', 'Gazetted' Non-Ministerial	Level-8 (Rs. 47600-151100/-)	Selection	Not applicable
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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.
(7)	(8)	(9)
Not applicable	Not applicable	Not applicable

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	In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made.
(10)	(11)
Sixty Percent by promotion failing which by deputation including short-term contract and forty percent by deputation.	<p>Promotion :</p> <p>Senior Investigator in Level 7 in the pay matrix (Rs. 44900-142400) with two years regular service and having successfully completed the specified training of five working days duration by the Department.</p> <p>Deputation (Including short-term contract)</p> <p>Officers of the Central Government, State Government, Union territories, universities, recognized research institutions, public sector undertakings, autonomous, or statutory organizations:</p> <p>(a) (i) holding analogous post on regular basis in the parent cadre or department; or (ii) with two years' service in the grade rendered after appointment thereto on a regular basis in level 7 in the pay matrix (44900-142400) in the parent cadre or department; and</p> <p>(b) Possessing the educational qualification, and experience as under: –</p> <p>(i) <u>Essential</u> Master's degree of a recognized university or Institution in Social Work or Sociology or Economics or Anthropology or Social Anthropology or Applied Anthropology or statistics or Psychology or Geography or Mathematics (with Statistics);</p>

	<p>(ii) Desirable Two years' experience of conducting survey or research in the field of social welfare including analysis of data and preparation of the reports.</p> <p>Note 1: Period of deputation (including short – term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not to exceed three years.</p> <p>Note 2 : The maximum age-limit for appointment by deputation (including short term contract) shall be not exceeding fifty-six years as on the closing date of receipt of applications.</p>
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If a Departmental Promotion Committee exists, what is its composition:	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(12)	(13)
<p>Group 'B' Departmental Promotion Committee (for considering promotion) consisting of:-</p> <p>(i) Director / Deputy Secretary, National Commission for Scheduled Tribes – Chairman</p> <p>(ii) Under Secretary, National Commission for Scheduled Tribes – Member</p> <p>(iii) Under Secretary, Ministry of Tribal Affairs – Member</p>	<p>Consultation with Union Public Service Commission necessary while appointing an officer on Deputation (Including short – term contract).</p>

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)
Senior Investigator	8* (2021) *Subject to variation depending upon workload.	General Central Service, Group 'B', 'Non-Gazetted' Non-Ministerial.	Level-7 (Rs.44900-142400)	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.
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(7)	(8)	(9)
Not applicable	No	Not applicable

(7)	(8)	(9)
Not applicable	No	Not applicable
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	In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made.	
(10)	(11)	
Sixty Percent by promotion failing which by deputation including short-term contract and forty percent by deputation.	<p><u>Promotion</u></p> <p>Investigator in Level 6 in the pay matrix (Rs.35400-112400/-) with five years regular service and having successfully completed the specified training of five working days duration conducted by the Department.</p> <p><u>Deputation</u> (including Short-term Contract):</p> <p>Officers under the Central Government or State Government or Union territory or universities or recognised research institutions or public sector undertakings or autonomous, or statutory organizations-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre or department; or</p> <p style="padding-left: 40px;">(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in level 6 in the pay matrix (Rs.35400-112400) in the parent cadre or department; and</p> <p>(b) possessing the educational qualification and experience as under:</p> <p style="padding-left: 40px;"><u>(i)Essential</u> Master's degree of a recognized university or Institution in Social Work or Sociology or Economics or Anthropology or Social Anthropology or Applied Anthropology or statistics or Psychology or Geography or Mathematics (with Statistics);</p> <p style="padding-left: 40px;"><u>(ii) Desirable</u> Two years' experience of conducting survey or research in the field of social welfare including analysis of data and preparation of the reports</p> <p>Note 2: Period of Deputation (including short-term contract) in another ex-cadre post held immediately</p>	

	preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not to exceed three years. The Maximum age-limit for appointment by Deputation (including short-term contract) shall be not exceeding fifty-six years as on the closing date of receipt of applications.
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If a Departmental Promotion Committee exists, what is its composition.	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(12)	(13)
<p>(I) Group 'B' Departmental Promotion Committee (for considering promotion) consisting of :-</p> <p>(i) Director / Deputy Secretary, National Commission for Scheduled Tribes – Chairman</p> <p>(ii) Under Secretary, National Commission for Scheduled Tribes – Member</p> <p>(iii) Under Secretary, Ministry of Tribal Affairs – Member</p> <p>II. Group 'B' Departmental Confirmation Committee (for considering confirmation) consisting of :-</p> <p>(i) Director / Deputy Secretary, National Commission for Scheduled Tribes – Chairman</p> <p>(ii) Under Secretary, National Commission for Scheduled Tribes – Member</p> <p>(iii) Under Secretary, Ministry of Tribal Affairs – Member</p>	<p>Consultation with Union Public Service Commission necessary while appointing an officer on Deputation (Including short-term contract).</p>

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)
Investigator	10* (2021) *Subject to variation depending upon workload.	General Central Service, Group 'B', 'Non-Gazetted' Non-Ministerial.	Level-6 (Rs.35400-112400/-)	Not Applicable	Not exceeding 30 years. (Relaxable for Government servants' upto five years in accordance with the instructions or orders

					<p>issued by the Central Government.)</p> <p>Note : The crucial date for determining the age-limit shall be the closing date of 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 and Kashmir State, Lahaul and Spiti district and Pangi Sub-Division of Chamba district of Himachal Pradesh, Union territory of Andaman and Nicobar Islands or Union territory of Lakshadweep.</p>
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Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.	Period of probation, if any.
(7)	(8)	(9)
Master's Degree of a recognized University or Institution in Social Work or Sociology or Economics or Anthropology or Social Anthropology or Applied Anthropology or Statistics or Psychology or Geography or Mathematics (with statistics).	No applicable	2 years

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.	In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made.
(10)	(11)
By hundred percent direct recruitment.	Not Applicable
Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstance for duration of one year or more may be filled on deputation basis from officers of	

Central Government holding analogous post on regular basis in the parent cadre or department.	
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If a Departmental Promotion Committee exists, what is its composition:	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(12)	(13)
<p>Group 'B' Departmental Confirmation Committee (for considering Confirmation) consisting of :-</p> <p>(i) Director / Deputy Secretary, National Commission for Scheduled Tribes – Chairman</p> <p>(ii) Under Secretary, National Commission for Scheduled Tribes – Member</p> <p>(iii) Under Secretary, Ministry of Tribal Affairs – Member</p>	<p>Consultation with Union Public Service Commission is not necessary.</p>