

भारत सरकार Government of India
भाभा परमाणुअनुसंधान केंद्र **Bhabha Atomic Research Centre**
टी सी & टी एस सी सचिवालय TC&TSC Secretariat

Central Complex,
Trombay,
Mumbai – 400 085.

Ref: TC/201/3/2024/**126305**

October 19, 2026

Sub: **Recruitment Norms for Scientific & Technical Staff in DAE**

The recruitment norms for Scientific and Technical staff were last revised and issued on June 5, 2009. Subsequently, several modifications/additions were made to the 2009 norms over the years. Therefore, it became imperative to review and revise the norms for recruitment of Scientific & Technical personnel governed by the "Merit Promotion Scheme" in the Department. Accordingly, the Norms Committee reviewed and revised the recruitment norms.

The recommendations of Norms Committee were deliberated and approved in the TC meeting no. 2475 held on 01.09.2026. The same have been subsequently approved by Secretary, DAE on 16.10.2026. A copy of the duly approved norms is enclosed herewith for reference.

The new recruitment norms will be implemented for recruitment of all the Scientific and Technical personnel within DAE with immediate effect.


19.10.2026
(P K Sharma)
Secretary, TC&TSC

Director's Office, BARC
Directors of Group / Controller, BARC
Associate Directors of Group / IFA, BARC
Heads of Divisions / Sections
Heads of Units of DAE

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**GOVERNMENT OF INDIA
DEPARTMENT OF ATOMIC ENERGY
BHABHA ATOMIC RESEARCH CENTRE**

**GUIDELINES FOR RECRUITMENT
OF
SCIENTIFIC AND TECHNICAL STAFF**

October 2026

Table I: Recruitment Norms for the Posts of Scientific Officer SO(C)/ Technical Officer TO(C) and above

Sr. No.	Educational Qualification	No. of years of relevant experience after obtaining the requisite qualification				
		SO(C)	TO(C)	SO(D)	TO(D)*	SO(E)
i)	PhD **	-	-	0	-	-
ii)	M.S./M.D. or equivalent	-	-	0	-	4#
iii)	M.D.S.	-	-	0	-	4#
iv)	M.E./M.Tech (After B.E. or M.Sc)	-	0	-	3	-
v)	B.E./B.Tech	-	0	-	4	-
vi)	B. Arch + Valid registration as Architect with Council of Architect (COA).	-	0	-	4	-
vii)	M.Sc	-	0	-	4	-
viii)	M. Pharm	-	0	-	4	-
ix)	M.B.B.S + relevant P.G. Diploma including D.R.M or equivalent	0	-	3	-	8
x)	M.B.B.S	1	-	5	-	
xi)	B.D.S	1	-	5	-	
xii)	B.V.Sc & AH (duration the course: 5 years and above)	1	-	-	-	-
xiii)	M.V.Sc	-	-	1	-	5

Notes:

- 1) The subject or the combination of subjects to be specified by the Unit. Specialized disciplines other than disciplines approved for OCES, approval to be taken from Secretary, DAE with the concurrence of TC.
- 2) For (iv), (v), (vi), (vii) and (viii) minimum marks required in the essential qualification is 60%.
- 3) *Recruitment at TO/D level requires prior approval of Trombay Council.
Recruitment at SO/E level should normally be done for candidates having specialized experience.

- 4) Candidates with exceptional qualities, as judged from the interview and by referees' reports, may be given additional increments (maximum 4 increments) at the time of appointment. If additional increments are given, the Chairman of the Selection Committee should clearly record (in the minutes) whether these additional increments will be considered for weightage in their first promotion or not. Officials recruited through Training Schemes are not eligible for this weightage. Notwithstanding such weightage, the officials must put in a minimum service of 2 years in the Department, before being considered for the first promotion.
- 5) In cases of Medical Doctors/B.D.S., (i) mandatory internship should not be counted as experience. (ii) Candidates with institutional experience should be preferred. (iii) Valid registration under Medical Council of India is required.
- 6) In case of MBBS/B.D.S. Medical Doctors, the candidates with one year experience may be considered for an additional increment at the time of recruitment, subject to the maximum 4 increments as specified in Sl.no. 4 above.
- 7) ** For recruitment of PhD holders in the grade of SO/D: The topic of PhD shall be highly specialized and relevant to the mandates of the Department. They may be recruited in SO/D grade with two (2) additional increments, subject to the maximum 4 increments as specified in Sl.no. 4 above. Before recruitment, with the concurrence of Trombay Council, prior approval of Secretary, DAE shall be obtained.
- # Specialists can be considered even with two years of experience.
- 8) **Recruitment on deputation**
 - 8.1 Scientists/Engineers working in the Central Government Department/Ministries including PSUs and Aided Institutions with sufficient experience in the respective fields may be recruited on deputation terms and conditions in the grade of TO/D, TO/E, TO/F or TO/G. Their service will be governed by the terms and conditions on deputation as stipulated in the Department of Personnel & Training OM No. 6/8/2009-Estt (Pay.II) dated 17.06.2010 as amended from time to time.
 - 8.2 Scientists/Engineers working in the Department of Atomic Energy or its constituent units, PSUs or aided institutions are not eligible to be considered for appointment against deputation terms and conditions. However, they may be considered for appointment on transfer basis.
 - 8.3 The minimum years of experience in the relevant field as Scientist/Engineer required for each posts are as under:

TO/D	4 years
TO/E	9 years
TO/F	14 years
TO/G	19 years
 - 8.4 All appointments on deputation terms and conditions require the approval of the Department of Atomic Energy.

TABLE – II : Recruitment norms for the following posts.

S.No.	Post	Educational Qualifications	No. of years of relevant experience after obtaining the requisite qualification
1.	TO(C) (Translator in Foreign Languages)	B.Sc or Diploma in Engg. With minimum 60% marks + Degree in Foreign language with 60% marks.	2 years in translation and interpretation.
2.	TO(C) Library and Information Science	BSc (Science/ Computer Science) + Masters in Library and Information Science with minimum 60% marks + NET pass or experience.	4 years in responsible capacity in a University Level Library.
3.	TO/C (Journalism)	BSc with minimum 60% marks + Masters degree in Journalism with minimum 60% marks.	2 years working experience in a reputed scientific publishing house or an R&D Institution in the field of Journalism.
4.	TO(C) (Safety Officer)	BE / ME Degree in Safety Engineering. OR BE in Chemical / Mechanical / Electrical / Civil Engineering with 60% marks and diploma in Industrial Safety recognized by Central / State Governments.	Factory experience in Industrial Safety desirable.
5	SO(E) Hospital administrator	i) MBBS/BDS ii) Post Graduate Degree or Post Graduate Diploma (PG Degree or PG Diploma in Hospital Administration/ Hospital Management/ Hospital and Health care Management) Note: The PG Diploma shall be of minimum one year duration. The PG Degree/Diploma should be acquired from a recognized University/Institute.	8 years experience after acquiring the PG Degree or PG Diploma. Out of total experience, 3 years should be as Hospital administrator in a hospital with minimum 100 bed capacity.
	SO(D) Hospital administrator		3 years experience after acquiring the PG Degree or PG Diploma. Out of total experience, 2 years should be as Hospital administrator in a hospital with minimum 100 bed capacity.

6.	TO(C) Nuclear Medicine Technologist.	M.Sc with minimum 60% marks + DMRIT/PGDNMT/PGDFIT with minimum 50% marks OR MSc (NMT) with minimum 60% marks.	Diploma in Medical Radio-Isotope Techniques (DMRIT)/ Post Graduate Diploma in Nuclear Medicine Technology (PGDNMT) / Post Graduate Diploma in Fusion Imaging Technology (PGDFIT)/ Nuclear Medicine Technology (NMT)
	TO(D)* Nuclear Medicine Technologist.		4 years experience after acquiring the essential qualification.
7.\$	TO(C) (Radiological Physics) \$	i) M.Sc (Physics) with minimum 60% marks + ii) Post MSc Diploma with minimum 60% marks in Radiological Physics/ Medical Physics/Medical Radiological Science + valid certificate for nomination as a Radiological Safety Officer (Medical).	--

* Recruitment at TO/D level requires prior approval of Trombay Council.

\$ As per the requirement of the Department, upto two (2) candidates from top rank holders of each batch of Dip.RP. course holding RSO certification may be recruited as 'TO/C' through interview by the relevant selection committee. Five (5) candidates for each vacancy shall be called for interview (i.e. ten (10) top rank holders for two (2) vacancies). In the event, Department is unable to fill the vacancies from Dip.RP (HBNI) batches, then direct recruitment norms mentioned in serial no. 7 of the above table may be applied.

Table – III: Recruitment norms for the posts of SA(C) and above for candidates with Qualifications:
(i) P.G. Degree in Social Science and (ii) P.G. Degree in Physiotherapy

S.No.	Educational Qualification	No. of years of relevant experience after obtaining requisite qualification		
		SA/C	SA/D	--
i)	P.G. Degree in Medical Social Work with minimum 50% marks	0	4	--
ii)	Graduation in Psychology with minimum 60 % marks + Post-Graduation in Applied Psychology/ Psychology with specialization in Clinical Psychology or Counselling Psychology with minimum 50% marks.	0	4	--
		TO(B)	TO(C)	TO(D)*
iii)	P.G. Degree in Physiotherapy with minimum 50% marks (HSC + 4½ years BPT + 2 or 3 years MPT from recognized university).	0	4	9

Notes:

- 1) The subject or the combination of subjects to be specified by the Unit.
- 2) For Psychologists in SA/C grade, minimum one year hospital/clinical experience after acquiring Post Graduate degree will be given preference.
- *3) Recruitment in grade TO/D will be subject to prior permission of Trombay Council.

Table – IV:**Recruitment Norms for Scientific Assistant Posts, SA(B) and above.**

S.No.	Educational Qualification	No. of years of relevant experience after obtaining requisite qualification			Remarks
		SA(B)	SA(C)	SA(D)	
i)	B.Sc	0	4	8	Minimum 60% marks in B.Sc
ii)	SSC (10 standard) + 3 year Diploma in Engg. OR HSC (10+2) + 2 year Diploma in Engg.				Minimum 60% marks in Diploma
iii)(a)	B.Sc (Computer Science)				Minimum 60% marks in B.Sc.
iii)(b)	B.Sc + 1 year diploma in Computer Science				Minimum 60% marks in B.Sc. and 60% marks in Diploma
iii)(c)	B.Sc (Statistics) + 1 year Diploma in Computer Science				Minimum 60% marks in B.Sc. and 60% marks in Diploma
iv)	B.Sc with 60% followed by DMLT with 60% OR BSc (MLT) with 60%	0	4	8	Post graduate Diploma in Medical Lab Technology (DMLT)
v)	Degree or equivalent Diploma in Physiotherapy				Minimum 50% marks in Degree or Diploma
vi)	B.Sc with minimum 50% marks + 1 year Diploma in Radiography OR B.Sc (Radiography) with minimum 60% marks	0	4	8	
vii)	1) Diploma in Engineering or B.Sc AND 2) One year Diploma/Certificate in Industrial Safety.				Minimum 50% marks in Diploma in Engineering/B.Sc.

viii)	B.Sc with minimum 60% marks + DMRIT/PGDNMT/PGDFIT with minimum 50% marks OR BSc (NMT) with minimum 60% marks	0	4	8	Diploma in Medical Radio-Isotope Techniques (DMRIT)/ Post Graduate Diploma in Nuclear Medicine Technology (PGDNMT) / Post Graduate Diploma in Fusion Imaging Technology (PGDFIT)/ Nuclear Medicine Technology (NMT)
ix)	Diploma in Architecture with minimum 60 % of marks.	0	4	8	--

Notes:

- 1) The subject or the combination of subjects covered for the B.Sc / Diploma should be specified by the Unit. Specialized disciplines other than disciplines approved for CAT-I, approval to be taken from TC and Secretary, DAE.
- 2) B.Sc (NMT) or B.Sc + DMRIT/PGDFIT/PGDNMT candidates for SA(C)/SA(D) post, experience to operate gamma camera SPECT & PET-CT systems and perform imaging and non-imaging nuclear medicine procedures is required.
- 3) For recruitment to **Paramedical posts**, the disciplines such as **Refractionist, Occupational Therapist, Audiologist, Dialysis Assistant, Dietician**, should also be considered as and when vacancies arise. The candidates should have a degree and / or diploma in the respective disciplines with minimum 50% marks in qualifying examination. The number of years of experience required for recruitment of various posts such as SA/B, SA/C etc will be same as that for candidates with the qualification of B.Sc. or Diploma in Engg. (as specified at Sr. Nos. i) and ii) in the above table)

Table – V: Recruitment Norms for Technician ‘B’ (Tech B) and above for Boiler Attendant

Educational Qualification	No. of years of relevant experience after obtaining requisite qualification		
	Tech B	Tech C	Tech D
SSC (10 standard) + II Class Boiler Attendant’s Certificate	0	4	8
SSC (10 standard) + I Class Boiler Attendant’s Certificate	-	0	4

Notes:

1. In the case of candidate with II class Boiler Attendant’s certificate, for purpose of recruitment of Tech ‘C’ and above, relevant boiler room experience prior to obtaining the certificate may also be taken into consideration.
2. Boiler Attendant can be recruited through direct recruitment method as per the above table **or** Technicians can be sent for training and certification. On getting Boiler Attendant’s Certificate, they can be assigned for the job.

Table – VI: Recruitment Norms for Technician B (Tech B) and above (List of Trades is given in Annexure I)

S.No	Educational Qualification	No. of years of relevant experience after obtaining requisite qualification			Remarks
		Tech B	Tech C	Tech D	
i)	H.S.C (10+2) with minimum 60% marks OR S.S.C (10 standard) with minimum 60% marks + Trade Certificate.	0	4	8	HSC with Science and Maths. Trade Certificate of 2 years' duration or trade certificate of 1 year duration + 1 year apprenticeship in same trade or 2 years' apprenticeship having national apprenticeship certificates (NAC).
ii)	H.S.C. (10+2) + 1 year Medical Radiography / 1 year X-Ray Technique Trade Certificate	-	2	6	HSC (Science) with minimum 60% marks.
iii)	H.S.C. (10+2) + 9 months Course of Operation Theatre Assistant	0	2	6	HSC (Science) with minimum 60% marks. (Experience in reputed hospital with more than 50 beds). Nature of duties should be mentioned in the advertisement.
iv)	H.S.C. (10+2) + Experience in Sterilization Unit of a Hospital.	2	4	8	HSC (Science) with minimum 60 % marks + Experience in Central Sterilization Department of any reputed hospital having more than 50 beds.
v)	H.S.C. (10+2) + 2 years Diploma in Dental Technician (Hygienist / Mechanics)	-	-	*0	HSC (Science) with minimum 60% marks + 2 year Diploma recognized by Dental Council of India + 2 years Stipendiary Training in BARC*

vi	<p>HSC (10+2) (Science) with minimum 60% marks + One year Diploma in Respiratory and Sleep Medicine Technology.</p> <p>OR</p> <p>HSC (10+2) (Science) with minimum 60% marks + One year certificate course in Respiratory and Sleep Medicine Technology + 6 months experience</p>	-	0	6	<p>Pulmonary Functionist/ Sleep Technician.</p> <p>Experience as Sleep Technician doing sleep studies in a recognized Institute.</p>
vii)	<p>1. S.S.C.(10 standard)/ H.S.C (10+2).</p> <p>2. One year Certificate Course in Receptionist / Hospitality Management / Sanitary Inspection.</p>	0	4	8	Minimum 60% marks in SSC/HSC and good communication skills.
viii)	ECG Technician/ Treadmill Technician **	0	--	--	HSC (10+2) (Science) with minimum 60% marks + 1 year certificate course in ECG Technician Trade certificate.
	Cardio Sonography Echo Technician ##				HSC (10+2) (Science) with minimum 60% marks +1 year certificate course in Cardio Sonography/ Echo Technician trade certificate.
	Plaster/ Orthopedic Technician \$\$				HSC (10+2) (Science) with minimum 60% marks + 1 year certificate course in Plaster/Orthopedic Technician Trade certificate.

Notes:

- 1) Trade test is required for all recruitments.
- 2) Guidelines for absorption of category-II stipendiary trainees as Technician 'B' / 'C' on completion of 2 years training shall be as per the TC directives.
- 3) Direct recruitment of **Draftsman** is not carried out as per the revised norms. The same may be appointed through Cat-II trainee's scheme as Technician B / C, as per the norms given above.
- 4) For **Receptionist / Hospitality Management / Sanitary Inspection posts**, existing Technicians can also be trained for the job.

Table – VII: **Recruitment Norms for the Posts of (i) Nurse, (ii) Male Nurse**

Sr.No.	Educational Qualifications and other requirements	No. of years of relevant experience after obtaining requisite qualification	
		Nurse (A)	Nurse (B)
i)	B.Sc (Nursing) from a recognized University or Institute + Valid Registration as Nurse from any State/Central Nursing Council in India.	0	7
	OR XII Standard and Diploma in Nursing & Mid-wifery (3 years course) + Valid Registration as Nurse from any State/Central Nursing Council in India + One (1) year experience as staff nurse in hospital with minimum 50 bed after the valid Registration as Nurse from any State/Central Nursing Council in India.	1	8

Table – VIII: **Recruitment Norms for Pharmacists**

Educational Qualification and other requirements	No. of years of relevant experience after obtaining requisite qualification	
	Pharm ‘B’	Pharm ‘C’
<u>Essential Qualification:</u> HSC (10+2) + 2 years Diploma in Pharmacy + 3 months Training in Pharmacy + Valid Registration as a Pharmacist with State or Central Pharmacy Council OR Candidates having B.Pharm/M.Pharm qualifications in addition to the essential qualification of ‘HSC (10+2) + 2 years Dip in Pharmacy + 3 months Training in Pharmacy + Valid Registration as a Pharmacist with State or Central Pharmacy Council’ can also be considered for the post of Pharmacist.	0	3

Notes:

- 1 Entry level post for recruitment of Pharmacists is Pharmacist ‘B’ in pay level – 5 of VII CPC
- 2 No additional benefits will be granted for higher qualifications.

Table – IX: Recruitment Norms for Fork Lift Operator (for Departmental candidates)

Qualifications		Post
SSC (10 standard) with minimum 50% marks and 5 years' experience as Light/Heavy vehicle driver + valid heavy vehicle driving license.		Tech/B
Medical Requirement:		Disqualifications:
<ul style="list-style-type: none"> - Binocular 3-D (Stereoscopic) vision - Field of vision should be normal - Normal hearing 		<ul style="list-style-type: none"> - Nystagmus - One-eyed vision - Seizure Disorders - Colour blindness - Night blindness

Notes:

- i. The candidates who qualify in the interview will be considered for **trade test subject to successful completion of training** in Crane/Forklift operation at respective Unit **for a week**.
- ii. The selected candidates will be given further training, if required, before they are assigned the duties.
- iii. In case, the candidate selected for the post of Forklift operator is from pay level higher than Tech/B, then he will be placed in equivalent Technician grade. While considering for promotion to next higher Technician grade, combined service benefit **will not** be granted.

LIST OF TRADES

1. Mechanical Trades:

(i) Welder (ii) Fitter, (iii) Machinist, (iv) Turner (v) Tool and Die Maker (vi) Forger & Heat Treater (vii) CNC Machining Technician (viii) Machinist Grinder.

2. Maintenance Trades:

(i) Mechanic Machine Tool Maintenance (MMTM), (ii) Refrigeration and Air Conditioning Technician, (iii) Painter (General), (iv) Mechanic Motor Vehicle, (v) Mechanic diesel.

3. Electrical Trades:

(i). Electrician (ii) Mechanic Electric Vehicle (iii) Mechanic Auto Electrical & Electronics.

4. Electronics/ Instruments Trades:

(i). Electronics Mechanic, (ii) Instrument Mechanic, (iii). Technician Mechatronics

5. Operation Trades:

(i) Plant operator based on (i) HSC Science with Maths (ii) ITI Chemical trade

6. Techniques Trades:

(i). Electroplater, (ii) Draughtsman (Mechanical), (iii) Draughtsman (Civil), (iv) photographer/ digital photographer, (v) Dress Making (vi) Radiology Technician

7. Laboratory Trades: HSC with Science.

8. MEDICAL:

Ambulance Attendant, Operation Theatre Attendant, Operation Theatre Assistant, Ward Boy/Ayah, Dental Technicians, Dental Hygienist, X-ray Technician, Dark Room Technician.

9. Civil Trades: (i). Mason, (ii) Carpenter, (iii) Plumber, (iv) Painter.

10. Surveyor : Surveyor trade

11. Miscellaneous Trades:

Animal House Attendant, Glass Blowing Operator (Glass Blower), Printed Circuit Processes, Semiconductor Crystal Growth Techniques, Vacuum Techniques, Industrial Radiography, Optical Polishing & Optical Coating. Note: Proper Institutes are not available for these Trades. But experience can be acquired. Therefore, with experience criteria recommended.	HSC with minimum 60% marks + relevant trade from recognised institutes or One year Experience the relevant field. OR Existing Technicians can be trained for the jobs.
Platform Truck Operations, Furnace Operator (Fabrication and Maintenance Furnaces and Ovens),	Existing Technicians can be trained for the job.

12. Any other trade for recruitment of Technician can be considered as per requirement, subject to prior approval from DAE.

Recruitment norms for Fire Service personnel –
Refer TC note no:TC&TSC/NC-3/2024/88998
dated 10.01.2025