

CHAPTER 4: ELIGIBILITY CRITERIA & QUALIFICATION

Post	Age limit	Qualification and Experience
Principal	Not exceeding 50 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential Qualification: (i, ii and iii) i) Master's Degree from recognized institution with at least 50% marks. ii) Bachelor Degree in Education (B.Ed.) from NCTE recognized institution with at least 50% marks OR Three-year integrated B.Ed.-M.Ed. from NCTE recognized institution with at least 50% marks. OR Four years Integrated graduation degree with at least 50% marks from NCTE recognized institution including B.Ed. component. iii) Experience Persons holding analogous posts or posts of Principals in central/ State Govt./ Autonomous organization of Central/ State Govt. in Level-12 (78800-209200) in the pay matrix. OR Vice-Principal / Assistant Education Officers in Central/ State Govt./ Autonomous organizations of Central/State Govt. In Level-10 (56100-177500) in the Pay matrix, having 09 years of combined service as PGT and Vice-Principal in which minimum 3 years as Vice Principal. OR PGT or Lecturer in Central/ State Govt./ Autonomous organizations of Central/State Govt. in Level - 8 (Rs.47600-151100) in the pay matrix having at least 12 years regular service in the grade. DESIRABLE: 1. Experience of working in a fully residential school. 2. Proficiency in English, Hindi and Regional Language 3. Working knowledge of computers.
PGTs	Not exceeding 40 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation)	Essential Qualifications (a) Integrated Post Graduate Course from NCTE recognized institution, in the concerned subject* as per the details given below against every post with at least 50% marks in aggregate including B.Ed. component. OR (b) Post Graduation (Master) Degree from a recognized institution with at least 50% marks in aggregate in the subject concerned*

	Including relaxation under different categories, the maximum age should not exceed 55 years	AND B.Ed. Degree from NCTE recognized institution with at least 50% marks OR Three years integrated B. Ed. – M. Ed from NCTE recognized institution with at least 50% marks OR Four years Integrated graduation degree with at least 50% marks from NCTE recognized institution including B.Ed. component. Details of subjects are as under: - <table border="1"> <thead> <tr> <th>Sl. No.</th><th>Post</th><th>Master's Degree in the subject</th></tr> </thead> <tbody> <tr> <td>(i)</td><td>PGT (English)</td><td>English</td></tr> <tr> <td>(ii)</td><td>PGT (Hindi)</td><td>Hindi</td></tr> <tr> <td>(iii)</td><td>PGT (Physics)</td><td>In Physics or any specialization in Physics provided the candidate has studied Physics at Graduation level.</td></tr> <tr> <td>(iv)</td><td>PGT (Chemistry)</td><td>In Chemistry or any specialization in Chemistry provided the candidate has studied Chemistry at Graduation level.</td></tr> <tr> <td>(v)</td><td>PGT (Maths)</td><td>In Mathematics or any specialization in Mathematics provided the candidate has studied Mathematics at Graduation level.</td></tr> <tr> <td>(vi)</td><td>PGT (Economics)</td><td>In Economics or any specialization in Economics provided the candidate has studied Economics at Graduation level.</td></tr> <tr> <td>(vii)</td><td>PGT (Biology)</td><td>In Biology / Zoology / Botany or any specialization in Biology / Zoology / Botany provided the candidate has studied Biology /</td></tr> </tbody> </table>	Sl. No.	Post	Master's Degree in the subject	(i)	PGT (English)	English	(ii)	PGT (Hindi)	Hindi	(iii)	PGT (Physics)	In Physics or any specialization in Physics provided the candidate has studied Physics at Graduation level.	(iv)	PGT (Chemistry)	In Chemistry or any specialization in Chemistry provided the candidate has studied Chemistry at Graduation level.	(v)	PGT (Maths)	In Mathematics or any specialization in Mathematics provided the candidate has studied Mathematics at Graduation level.	(vi)	PGT (Economics)	In Economics or any specialization in Economics provided the candidate has studied Economics at Graduation level.	(vii)	PGT (Biology)	In Biology / Zoology / Botany or any specialization in Biology / Zoology / Botany provided the candidate has studied Biology /
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		Desirable: - Experience as TGT in the recognized institution in concerned subject. - Experience of working in a residential school. - Knowledge of Computer Application.												
PGT (Computer Science)	Not exceeding 40 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential: M.Sc. (Computer Science / IT) / MCA/ M.E. or M. Tech. (Computer Science / IT) from a recognized institution with at least 50% marks in aggregate. Note: It is clarified that for promotion in future, B. Ed. will be required.												
TGTs	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees*	Essential Qualification (A, B and C) (A) Bachelor Graduation Degree in Subject Four years integrated graduation degree course from NCTE recognized institution with at least 50% marks in all subjects individually as well as in the aggregate. OR Bachelors / Honours Degree from a recognized institution with at least 50% marks in all subjects												

	(including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	individually and also in aggregate. OR Post Graduation in concerned subject / any specialization in concerned subject with a minimum 55% marks or equivalent grade provided that the candidate has studied the subject(s) mentioned in the note below at the graduation level and three years integrated B.Ed.-M.Ed from NCTE recognized institution with atleast 50% marks. (B) Bachelor Degree in Education B.Ed. Degree from NCTE recognized institution with at least 50% marks OR Three years integrated B.Ed. –M.Ed from NCTE recognized institution with at least 50% marks. Note: Only in respect of TGT(Regional Language), degree in Education as approved by the State Government for Teachers post as on the cut off date of eligibility of ESSE 2025 is also allowed in lieu of B.Ed. (C) CTET Qualified in the Central Teacher Eligibility Test (Paper-II) conducted by the Government of India. CTET certificate issued on or before the cutoff date is essential. Note: For four year integrated graduation degree course with B. Ed Component, (B) is not necessary, however, at least 50% marks in all subjects individually and also in aggregate is mandatory. Post wise elective subjects and Languages in the combination of subjects are as under: a) For TGT (Hindi): Studied Hindi as an Elective/Main subject in all the three years of graduation (Under graduate course). b) For TGT (English): Studied English as an Elective/Main subject in all the three years of graduation (Under graduate course). c) For TGT (Maths) - The candidates should have studied all the following three:
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		graduate course). Note: Only in respect of TGT (Regional Language), degree in Education as approved by the State Government for Teachers post as on the cut off date of eligibility of ESSE 2025 is also allowed in lieu of B.Ed. Desirable: 1. Experience of working in a residential school. 2. Knowledge of Computer Application
TGT (Computer Science)	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential: Bachelor's Degree in Computer Application (BCA) with at least 50% marks from a recognized institution. OR Graduation (Under graduate course) in Computer Science / IT from a recognized institution with at least 50% marks in the concerned subject and also in aggregate provided that the computer science subject must be studied in all the years as main subject. OR BE/B. Tech. (Computer Science/Information Technology) with at least 50% marks from a recognized institution. Note: It is clarified that for promotion to the post of PGT Computer Science, in future, B. Ed. will be required. Desirable: 1. Experience of working in a residential school. 2. Working Knowledge of English and Hindi/ other regional language.
Art Teacher	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential: (i) Bachelor's degree in Drawing and Painting / Sculpture / Graphic Art / Fine Arts/Visual art from a recognized institution with at least 50% marks provided that the candidates should have studied Drawing and Painting as Main subject in all the 3 years of graduation. Desirable: (i) Working Knowledge of English and Hindi/other regional language. (ii) Experience of working in a residential school. (iii) Working knowledge of computers.
Music Teacher	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules.	Essential: Bachelor's Degree in Music / Performing Arts from a UGC recognized institution with at least 50% marks in

	Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	concerned subject and also in aggregate, provided that Music subject is studied in all the 3 years of degree as a main subject. Desirable: i. Working Knowledge of English and Hindi/other regional language. ii. Experience of working in a residential school iii. Working knowledge of computers.
Physical Education Teacher (Male / Female)	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories, the maximum age should not exceed 55 years	Essential: Four-year integrated B.P. Ed. course from NCTE recognized institution with at least 50% marks OR Bachelor's Degree in Physical Education / Physical Education and Sports offered by NCTE recognized institution with at least 50% marks provided that, Physical Education is studied in all the 3 years of graduation along with B.P. Ed. of at least one year duration (or its equivalent) from any NCTE recognized institution with at least 50% marks. OR Bachelor's degree with Physical Education as an elective subject with 50% marks and participation in National Or State or Inter-University competitions in sports or games or athletics recognized by Association of Indian University or Indian Olympic Association along with B.P. Ed. of at least one year duration (or its equivalent) from any NCTE recognized institution with at least 50% marks. Desirable: 1. Represented at least State or National level in any of the Sports/ Games recognized by the Sports Authority of India (SAI)/ the concerned Federation. 2. Working knowledge of English and Hindi/other regional language. 3. Experience of working in a residential school 4. Diploma from National Institute of Sports
Librarian	Not exceeding 35 years. Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules. Up to 55 years for EMRS employees* (including all relaxation) Including relaxation under different categories,	Essential Bachelor's Degree in Library Science from a recognized institution with at least 50% marks OR Bachelor Degree in Library & Information Science from recognized institution with at least 50% marks. OR Integrated Master of Library & Information Science from recognized institution with at least 50% marks



NESTS/NESTS-Circulars/129/2025-26

Dated: 29/08/2025

The Nodal Officers,
State EMRS Societies,
All States / UTs

Subject: Guidelines for engagement of Hostel Wardens on outsource against vacancies in EMRSs.

Sir/Madam,

Approval of the competent authority is hereby conveyed for the guidelines for engagement of Hostel Wardens {2 Per EMRS (1 Male and 1 Female)} on outsource against vacancies, if any, in Eklavya Model Residential Schools (EMRSs).

2. After careful consideration, it has been decided that the eligibility and consolidated remuneration for outsourced Hostel Wardens in EMRSs shall be as under:

A) Essential Qualification:

Four years integrated graduation degree course of Regional College of Education of NCERT or other NCTE recognized institution in concerned subject.

OR

Bachelor's Degree from a recognized university /institute.

B) Consolidated Remuneration: ₹29,200/- (per month) *

* The remuneration to the outsourced Hostel Warden may be met from the Head of Salaries, as the post is sanctioned by DoE for EMRS.

3. The following terms & conditions for engagement may be fixed for outsourced Hostel Wardens:

- i. The Hostel Wardens may be engaged on outsource by following due procedures laid down in GFR Rules.
- ii. If the Hostel Wardens could not be arranged by the State Society, the State Societies may authorize the Principal to arrange the said staff by following due procedures for engagement.
- iii. The candidates must fulfil the eligibility criteria notified by NESTS.
- iv. The position of Hostel Warden is a full-time role, responsible for ensuring proper supervision, safety, and welfare of the students in the hostel. Therefore, the engaged outsourced Hostel Warden shall devote his/her time and attention towards the effective management and administration of the hostel, and shall not undertake any other assignment with any other organization during the period of engagement.
- v. The Hostel Warden has to mandatorily reside in the school campus and shall be provided accommodation as conveyed by NESTS vide its letter No. NESTS/EMRS/stateissues/100/2021-22 dated 09/10/2024 (Circular No. #60).

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- vi. The outsourced Hostel Warden may be engaged for the Academic Year 2025-26 or till the posting of regular staff by NESTS during the Academic Year 2025-26, whichever is earlier.
- vii. On any account, outsourced staff will not be considered for regularisation. The outsource staff should be engaged, only if they commit not to seek regularizations of service on this account. The engaged outsourced staff shall sign an undertaking that:

“The engagement is purely on outsource basis, and the engaged staff shall not claim any right to regularization of their service on account of this engagement.”

4. The duties and responsibilities of Hostel Wardens in EMRS has already been notified vide NESTS’ letter No. NESTS/EMRS/CAC/109/2021-22/1301 dated 04/07/2024. The same is again reiterated. The candidate who may be selected on outsource basis have to agree for the duties and responsibilities.

6. You are, therefore, requested to kindly take necessary action for the engagement of Hostel Wardens in EMRSs on outsource as per the qualification, remuneration, terms & conditions mentioned above.

This issues with the approval of the competent authority.

Encl.: As above.

Yours faithfully,

- sd-

(Kumud Kushwaha)
Deputy Commissioner

Copy to:

- 1. PS to Commissioner, NESTS.
- 2. The Principal Secretary/Secretary, State Tribal Welfare Departments.
- 3. Principal of all EMRSs.
- 4. NESTS Website.

राष्ट्रीय आदिवासी छात्र शिक्षा समिति

(जनजातीय कार्य मंत्रालय के अंतर्गत
एक स्वायत्त संस्थान, भारत सरकार)
भू-तल, गेट नंबर-3ए, जीवन तारा बिल्डिंग,
संसद मार्ग, नई दिल्ली-110001
दूर. 011-23340280



National Education Society for Tribal Students

(An Autonomous Organization under
Ministry of Tribal Affairs, Govt. of India)
Ground Floor, Gate No.3 A, Jeevan Tara Building,
Parliament Street, New Delhi-110001
Telephone No. 011-23340280
वेबसाइट/Website: www.tribal.nic.in
Email: nests-tribal@tribal.gov.in

NESTS/H-1/47/HR Misc./2024-25

Date:20.06.2025

To,

The Nodal Officer,
All State EMRS Societies

Subject: Guidelines for engaging guest teachers against vacancies – reg.

Sir / Madam,

NESTS is in the process of notifying for the second phase of recruitment. Appointing regular teachers may need additional time. However, by considering the re-opening of EMRSs after summer vacation, it is approved by the Competent Authority to engage guest teachers against the vacant posts to ensure that academic activities are not affected in all EMRSs. In order to improve the quality of teaching learning process, it is very essential to engage guest teachers, only up to 31st March 2026 or till the appointment of regular teachers whichever is earlier. Hence, the need for circulating guidelines to engage guest teachers is felt. It is requested to follow the guidelines given below to engage qualitative and experienced candidates as guest teachers.

- Full time guest teachers may be engaged instead of engaging only for selected periods per week.
- Guest teachers have to perform academic activities like remedial, assessment, supervised study etc. in addition to regular classroom teaching.
- Consolidated remuneration may be fixed according to the post (PGT / TGT).
- As far as possible, candidates with qualification as per RRs of NESTS are to be considered for engagement. If the candidates with desired qualification like B. Ed, CTET etc. are not available, their case may be considered in exceptional and emergency situations.
- Workload of the teachers (number of periods per week) is to be assessed before engaging guest teachers.

- Guest teachers with full time engagement may be paid remuneration as under: -

Name of post	With qualification as per RR of NESTS	Without qualification as per RR of NESTS
PGT	Rs.35,000/-	Rs.31,000/-
TGT	Rs.33,000/-	Rs.29,000/-

- Guest teachers are also to be made accountable for academic performance of students.
- If CTET qualified candidates are not available for the post of TGTs, STET may also be considered.
- While selecting guest teachers, their past performance should be given top priority. The services of candidates with poor academic performance in the past may be dispensed with.
- As far as possible, efforts may be made to accommodate guest teachers in the campus itself in the interest of the students.
- If Guest Teachers could not be arranged by the State Society / EMRS, panel available with other EMRSs or JNV / KV may be used for engaging guest teachers.
- If Guest Teachers could not be arranged by the State Society, Principals may be empowered to arrange.
- The guest staff should be engaged, only if they commit not to seek regularization of service on this account. The engagement order of the guest teachers to be engaged shall include the clause that:

"The engagement is purely on adhoc basis, and the guest staff shall not claim any right to regularization of their services on account of this engagement."

All the efforts are to be made to ensure that guest teachers are engaged on priority on or before 05.07.2025 without fail.

Compliance should be reported to NESTS HQ latest by 07.07.2025.

This issues with the approval of the competent authority.


(Kumud Kushwaha)
Deputy Commissioner

Copy to:

1. DC Finance, NESTS for information
2. The Principal, All EMRSs- for information and necessary action.



NESTS/H-1/124/NESTS-Guidelines/2025-26

Dated: 26/08/2025

The Nodal Officers,
State EMRS Societies,
All States / UTs

Subject: Guidelines and Fixing of Remuneration for Engagement of Counsellors and Female Staff Nurses in EMRSs on Outsource Basis.

Sir/Madam,

I am directed to convey the approval of the competent authority regarding the fixation of remuneration and guidelines for the engagement of Counsellors and Female Staff Nurses in Eklavya Model Residential Schools (EMRSs) on outsource basis.

2. NESTS has been receiving multiple requests from States for approval of remuneration for hiring outsourced Counsellors and Female Staff Nurses in EMRSs. After careful consideration, it has been decided that the eligibility and consolidated remuneration for outsourced staff shall be as under:

A) Qualification:

Counsellor	Female Staff Nurse
1. Masters' Degree in Psychology / Clinical Psychology from a recognized University. 2. One year Diploma in guidance & counselling from a recognized university or institution. 3. The candidate should have studied local language of the state concerned up to the level of Class VIII.	1. B.Sc. (Hons.) in Nursing from a recognized University / Institute. OR Regular course in B.Sc. Nursing from a recognized University / Institute. OR Post Basic B.Sc. Nursing from a recognized University / Institute. 2. Registered as a Nurse or Nurse Mid-wife (RN or RM) with any State Nursing Council. 3. Two and Half years' experience in minimum 50 bedded Hospital after acquiring (1) above.

B) Remuneration:

Name of Post	Consolidated Remuneration (per month)
Counsellor	₹35,400/-
Female Staff Nurse	₹29,200/-

Continued..2..

3. The engagement of Counsellors and Female Staff Nurses shall be made as per the following terms and conditions:

- i. Counsellor and Female Staff Nurse may be engaged on outsource by following due procedures laid down in GFR Rules.
- ii. If the Counsellor and Female Staff Nurse could not be arranged by the State Society, the State Societies may authorize the Principal to arrange the said staff by following due procedures for engagement.
- iii. The candidates must fulfil the eligibility criteria notified by NESTS.
- iv. The engaged outsourced staff shall provide full time services in EMRSs and shall not engage in any other assignment with any other organization.
- v. As far as possible, the engaged outsourced Counsellor and Female Staff Nurse shall be accommodated in the campus itself in the interest of the students as per priority of allotment of accommodation conveyed by NESTS vide its letter No. NESTS/EMRS/stateissues/100/2021-22 dated 09/10/2024 (Circular No. #60).
- vi. The outsourced Counsellor and Female Staff Nurse may be engaged for the Academic Year 2025-26 or till the posting of regular staff by NESTS during the Academic Year 2025-26, whichever is earlier.
- vii. On any account, outsourced staff will not be considered for regularization. The outsource staff should be engaged, only if they commit not to seek regularizations of service on this account. The engaged outsourced staff shall sign an undertaking that:

"The engagement is purely on outsource basis, and the engaged staff shall not claim any right to regularization of their service on account of this engagement."

4. The remuneration to the outsourced Counsellor and Female Staff Nurse may be met from the Head of Salaries, as both the posts are sanctioned by DoE for each EMRS.

5. The duties to be performed by the Counsellor (Annexure A) and Female Staff Nurse (Annexure B) are annexed. The candidate who may be selected on outsource basis have to agree for the duties and responsibilities.

6. You are, therefore, requested to kindly take necessary action for the engagement of Counsellors and Female Staff Nurses in EMRSs on outsource as per the qualification, remuneration, terms & conditions mentioned above.

This issues with the approval of the competent authority.

Encl.: As above.

Yours faithfully,

-sd-

(Bipin Chandra Raturi)
Joint Commissioner

Copy to:

1. PS to Commissioner, NESTS.
2. The Principal Secretary/Secretary, State Tribal Welfare Departments.
3. Principal of all EMRSs.
4. NESTS Website



NESTS/H-1/124/NESTS-Guidelines/2025-26

Dated: 26/08/2025

The Nodal Officers,
State EMRS Societies,
All States / UTs

Subject: Engagement of Part-Time Doctors in Eklavya Model Residential Schools (EMRSs).

Sir/Madam,

To strengthen the medical facilities and ensure the well-being of students enrolled in Eklavya Model Residential Schools (EMRSs), it has been decided to engage part-time doctors in all EMRSs functioning across the country.

2. Considering the remote location of most EMRSs and the limited availability of quality healthcare facilities, it has been approved to allow each EMRS to engage one part-time doctor for providing medical consultation, periodic health check-ups, and emergency medical support to students.

3. The approved honorarium and visiting requirements for part-time doctors are as follows:

Category of EMRS	Honorarium Per Month*	No. of Visits
EMRSs located beyond 10 kms from Block HQ or 25 kms. from District headquarters.	₹21,890/-	02 hours every day
Other EMRSs not covered under above group	₹17,000/-	02 hours every day

*In case of a lesser number of visits, payment shall be made on a pro-rata basis.

The payment of honorarium may be met out of the fund allocated for operational expenditure.

4. Doctors to be engaged should have the minimum qualification of MBBS and efforts should be made to engage a doctor from nearby PHC/CHC/Govt./District Govt. Hospitals. In this regard, State Society / Principal has to approach DM/DMO with a request to depute a doctor. Doctors, who have registered with Medical Council of India, from other hospitals may be engaged, only when doctors are not available as mentioned above.

5. Regular Check-up is also to be done by the doctor periodically on rotation basis (Class wise). Record of visit of doctor is to be maintained by each EMRS along with the details of Students attended in the following format:

Date	Sl.no	Name of Student	Gender	Class	Issue expressed by the student	Diagnosis	Treatment given/ Medicine prescribed	Remarks
Signature of the Doctor								

Medicine as per the prescription may be issued by the Staff Nurse from the stock with EMRS. Care is to be taken with regard to expiry date of medicines.

Continued..2..

6. The above approval is issued with the direction that State EMRS Societies and Principals shall take necessary steps for engaging part-time doctors at the earliest, following the guidelines mentioned above.

This issues with the approval of the Competent Authority.

Yours faithfully,

-sd-

(Bipin Chandra Raturi)
Joint Commissioner

Copy to:

1. PS to Commissioner, NESTS.
2. The Principal Secretary/Secretary, State Tribal Welfare Departments.
3. Principal of all EMRSs.
4. NESTS Website