EMRS STAFF SELECTION EXAM (ESSE)-2025

INFORMATION BULLETIN & GUIDELINES FOR FILLING OF ONLINE APPLICATION FORM

National Education Society for Tribal Students

NESTS/Adv/2025/01 dt 19.09.2025

INDEX

Sl. No.	Particulars	Pg. No.
1.	**INTRODUCTION**	2
2.	**IMPORTANT INFORMATION AT A GLANCE**	3 - 6
3.	**EMRS STAFF SELECTION EXAM (ESSE)-2025** 3.1 About EMRS Staff Selection Exam-(ESSE) 2025 3.2 Post Details and Level of Pay 3.3 Scheme of Examination 3.4 Marking Scheme 3.5 Syllabus for Examination 3.6 General instructions 3.7 Important Instructions for the Candidates 3.8 Rough Work	7 - 21
4.	**ELIGIBILITY CRITERIA & QUALIFICATION** 4.1 Eligibility Criteria 4.2 Age Relaxation Policy 4.3 Economically Weaker Section (EWS) Reservation Policy 4.4 Other Backward Class – Non creamy layer (OBC-NCL) 4.5 Facilities for PwBD candidates to appear in the exam	22 - 33
5.	**UNFAIR MEANS PRACTICES AND BREACH OF EXAMINATION RULES** 5.1 Definition of Unfair Means Practices 5.2 Punishment for using Unfair means practices 5.3 Cancellation of Result	34
	Appendices	
6.	**Appendix-I:** Format for SC/ST Certificate	35 - 36
7.	**Appendix-II:** Format for OBC -NCL Certificate	37
8.	**Appendix-III:** Format for EWS Certificate	38
9.	**Appendix-IV:** Format for Ex-servicemen Certificate	39 - 41
10.	**Appendix-IVA:** Format of declaration to be submitted by Ex-servicemen	42
11.	**Appendix-VA:** Certificate of Disability (In cases of amputation or complete permanent paralysis of limbs or dwarfism and in case of blindness)	43
12.	**Appendix-VB:** Certificate of Disability (in cases of Multiple Disabilities)	44- 45
13.	**Appendix-VC:** Certificate of Disability (in cases other than those mentioned in Forms in Appendix VA and VB)	46- 47
14.	**Appendix-VD:** Certificate regarding physical limitation in an examinee to write who are covered under Section 2(r)	48
15.	**Appendix-VE:** Certificate for person with specified disability covered under the definition of Section 2 (s) of the RPwD Act, 2016 but not covered under the definition of Section 2(r) of the said Act, i.e., persons having less than 40% disability and having difficulty in writing	49

CHAPTER 1: INTRODUCTION

- National Education Society for Tribal Students (NESTS), an autonomous organization established under Ministry of Tribal Affairs, Government of India, invites online application from eligible and interested Indian Citizens for recruitment on Direct basis to the posts of Principal, Post Graduate Teachers, Trained Graduate Teachers, Hostel Warden (Male and Female), Female Staff Nurse, Accountant, Junior Secretariat Assistant (JSA) and Lab Attendant.

- In addition to normal teaching duties, the teachers are required to perform responsibilities attached with residential system of schooling like House Mastership, remedial and supervisory studies, organization of co-curricular activities, escorting of students on official purposes and looking after students' welfare in general. During the period of probation of the incumbent, performance in all these areas will also be assessed, in addition to the teaching ability to determine suitability for the job.

- In respect of non-teaching staff, they are required to perform residential duties.

- All the staff in EMRSs are eligible for special pay @ 10% of the basic pay.

- In view of the admission policy that girls and boys are admitted in the ratio of 1:1 in EMRS, efforts will be made to post male and female teachers as per the approved policy of NESTS i.e., minimum of 20% and maximum of 60% female staff in each EMRS and as per the administrative need of EMRSs subject to the condition that they fulfill the normal eligibility conditions. However, there is no separate reservation for Female Teachers to this effect.

- The candidates may be posted anywhere in India on initial posting on selection and request for change of station/region will not be entertained under any circumstances whatsoever.

Objectives of EMRS

Eklavya Model Residential Schools (EMRSs) are established with the objective of providing quality education from Class VI to XII students belonging to ST category. These schools are set up at block level as residential schools and have separate hostels for boys and girls, accommodation for staff, mess facility, playground and all other amenities. For details of locations and amenities, please see website of NESTS (https://nests.tribal.gov.in). EMRSs, being fully residential institutions, teaching and non-teaching staff are required to stay on campus for which rent free accommodation as available will be provided.

CHAPTER-2 IMPORTANT INFORMATION AT A GLANCE

Exam Dates, Fee details, Application Procedure & Submission of Application Form

EVENTS	DATES/FEES
Online Submission of Application Form	**23.10.2025 (upto 23:50 Hrs.)**
Fee Payable for ESSE-2025 (Non-refundable) **Fee Consists of 2 components: Application Fee & Processing Fee.** 1. **Application Fee** is not applicable for Female, SC, ST & PwBD candidates. 2. **Processing Fee** is applicable for all (mandatory). **Processing charges on the fee and Goods & Service Taxes (GST) thereon as applicable, are to be borne by the candidate at the time of transaction.*	Mode of Payment: By Online-mode (Payment by Debit Card/Credit Card/Net Banking/UPI) using online gateway payment facility, a) If decided to pay fee through Debit/Credit Card, check the validity of the Card and keep it ready with you while logging on to website for submitting application form. b) Once the payment has been confirmed, a confirmation page will be generated. c) In case, the fee payment status is not "OK" the candidates are advised as following:- • If the fee is paid through credit/debit card and status is not OK, it means the transaction is cancelled and the amount will be refunded to concerned credit/debit card within a week. Such candidates have to pay the fee once again. • If the fee is paid through net banking/UPI and status is not successful, it means the transaction is not completed. Such candidates have to pay the fee. d) Please note that fee submitted by any other mode like money order, demand draft, IPO etc. will be rejected

Summary of Fee is as under:

For Female, SC, ST & PwBD candidates			
Post	**Application Fee**	**Processing Fee**	**Total**
Principal	0	500	500
PGT & TGTs	0	500	500
Non-Teaching Staff	0	500	500
For candidates other than Female, SC, ST & PwBD candidates			
Post	**Application Fee**	**Processing Fee**	**Total**
Principal	2000	500	2500
PGT & TGTs	1500	500	2000
Non-Teaching Staff	1000	500	1500

Downloading of city allotted with date of exam and Admit Cards from NESTS Website for Tier-I & II	Will be notified on NESTS website
Date of Examination – Tier I & II	Will be notified on NESTS website
Centre of Examination	As indicated on Admit Card
Duration of Examination	As mentioned in the pattern of examination against every post

Display of scanned copy of OMR sheet attempted by the Candidate and Answer Keys for inviting challenges on NESTS's website	Provision will be made on the website of NESTS
Display of shortlisted candidates for Tier -II	Will be displayed on the NESTS website or in candidates' application log-in in due Course
Declaration of ESSE 2025 Result on NESTS website for all posts other than Principal & JSA on the basis of performance in Tier -II exam	Will be displayed on the NESTS website or in candidates' application log-in in due Course
Display of details of shortlisted candidates for skill test on the basis of performance in the Tier -II exam in respect of JSA along with schedule of skill test (typing test)	Will be displayed on the NESTS website or in candidates' application log-in in due Course
Declaration of ESSE 2025 Result of JSA by considering the candidates who qualify the skill test only (which is of qualifying nature) on the basis of performance in Tier-II exam.	Will be displayed on the NESTS website or in candidates' application log-in in due Course
Display of candidates who are shortlisted for interview in respect of Principal on the basis of performance in Tier-II exam	Will be displayed on the NESTS website or in candidates' application log-in in due Course
Schedule for Interview for the post of Principal	Will be displayed on the NESTS website or in candidates' application log-in in due Course
Declaration of ESSE 2025 Result for the post of Principal by considering the performance of Tier -II exam and Interview in the ratio of 80% & 20% respectively	Will be displayed on the NESTS website or in candidates' application log-in in due Course

1. Candidates are required to apply through "**Online**" mode only for the post(s) as per the advertisement/vacancy notified. The Application form **in any other mode will not be accepted.**
2. **While filling online application form on the portal, the candidates will have to fill their generic particulars in Part–A correctly because their category and PwD/PwBD status filled in Part–A is linked to Part–B of the application form. After filling Part–A, the candidates will have to fill up Part–B for each post separately (for which the candidates wish to apply). Once the Part– B for any one of the posts is filled by a candidate,** no change in the part A will be allowed.
3. A candidate may apply for more than one post, if he/she is eligible. In such cases, the candidate will have to pay the requisite fee separately for each post as applicable. However, a candidate can apply only for one post of PGT against various PGT posts and can apply only for one post of TGT against various TGT posts.
4. Candidates will have to pay fees separately, if he/she is applying for more than one post.
5. The candidates should fill only one application form for one post. Multiple applications submitted by a candidate for same post, if detected at any stage, will be cancelled.
6. No Application fee is required to be paid by candidates belonging to SC/ST/PwBD categories & Women candidates. However, processing fee as applicable (given in above table) is required to be paid by each and every candidate.
7. The tier-I examination for the recruitment of Principals will be only in Delhi while for other posts the cities of examination will be decided according to the number of applicants. Therefore, the candidates have not been given option in the application form to select examination cities. The

allotment of examination city to the candidates will be done on random basis. The examination agency reserves the right to allot examination city to candidates anywhere in India due to administrative reasons. Decision of the examination agency will be final. The examination city/ centre, once allotted shall not be changed under any circumstances. The request in this regard, for whatsoever reason, shall not be entertained.

8. The information related to examination city allotted to the candidates for Tier – I and Tier-II shall be displayed on the website of NESTS or through candidates' application log-in.
9. Candidates must carefully read the instructions contained in the online application format/vacancy notified / information bulletin on the website for filling up the application form. Candidates not complying with the instructions will liable to be summarily disqualified.
10. Functional requirements as notified by the Ministry of Social Justice vide Gazette Notification no. CG-DL-E-13012021-224370 dated January 7, 2021 are to be fulfilled by all candidates for the post for which online application is submitted.
11. The online applications should be filled carefully as per instructions contained in the online application format and submit the same Online. Login Id and password would be generated on successful submission of application for registration and will be sent on the registered e-mail address of the candidate. **Candidates are advised to preserve their login Id and password for future use.**
12. Candidates shall ensure that the information entered by them in their respective online Application Form is correct. Information provided by the candidates in their respective online Application Forms, like, **name of candidate, contact/address details, category, PwBD status (including sub categories), educational qualification details, date of birth, experience details** will be treated as final.
13. NESTS does not edit/modify/alter any information entered by the candidates after completion of application process under any circumstances. Any request for change in information thereafter will not be entertained. Therefore, candidates are advised to exercise utmost caution while filling up details in the Application Form.
14. The candidature will be considered based on the information filled by candidate in the Application Form. Any other information submitted subsequently or in modification will not be considered for candidature under any case. Moreover, if the candidate fails to submit documentary evidence to support the information filled at any stage of the recruitment process, the candidature will be rejected.
15. NESTS disclaims any liability that may arise to a candidate(s) due to incorrect information provided by him/her in his/her online Application Form.
16. Selected candidates will be initially on probation for a period of two years, which can be extended at the discretion of the Competent Authority. During the probation period, services of probationer can be terminated at any time without assigning any reason thereof.
17. Qualifications acquired by the candidates should be strictly in accordance with the notified/ prescribed qualifications only. Wherever, grades /CGPA have been given, the position of the mark-sheets showing equivalent percentage of marks should be produced at the time of interview/ Personal Interaction/ document verification/ selection.
18. In case of variation between English and Hindi version of this advertisement, content of English version shall be treated as final.
19. After examination, the facility to download scanned copy of attempted OMR sheets will be available only for limited period which will be notified on the website of NESTS. After that period, the same

will not be made available by NESTS.

20. The confirmation page of the online Application Form will be generated only after successful payment of fees by the candidate. In case, the confirmation page is not generated after payment of fee, the candidate may have to approach the concerned Bank/Payment Gateway. NESTS shall not be responsible for any refund under these circumstances.
21. Candidates must ensure that their email address and mobile number to be registered in their online Application Form are valid as relevant/important information/communication will be sent on the registered e-mail address and/or through SMS on registered mobile number only. All the communications regarding the recruitment shall be made through email or displayed in candidates' application log-in only. NESTS shall not be responsible for any non-communication/ miscommunication with a candidate if the email address or mobile number given by him/her is incorrect.
22. In case, if email is not delivered due to wrong email id/ inbox is full/ other administrative reasons, NESTS will not be responsible.
23. Candidates shall appear at their own cost at the Examination Centre on the date, shift and time indicated on their Admit Cards.
24. **Registered candidates are advised to visit the website and check their e-mails/application log-in regularly for the latest updates.**
    i. Candidates are required to have a valid and operative personal email ID and mobile phone number. It should be kept active during the currency of this recruitment. NESTS through its exam conducting agency may send call letters for ESSE and personal interaction/interview/ skill test, as the case may be, etc. on the registered e-mail ID of the candidate or the same may be downloaded from candidates application log-in or link available on the NESTS website. Under no circumstances, candidate should share/ mention email ID to/or of any other person.
    ii. In case, a candidate does not have a valid and operative personal email ID, he/she should create his/her new email ID before applying Online and keep it active during the currency of this recruitment.
25. Any candidate found to be misleading by providing inaccurate information will be debarred from taking this recruitment examination and his/her candidature for any post will automatically be treated as rejected.
26. In case, it is found at any time in future that the candidate has used/uploaded the photograph, signature and certificate(s) of someone else in his/her Application Form/Admit Card or he/she has tampered his/her Admit Card, these acts of the candidate shall be treated as Unfair Means (UFM) / Practices on his/her part and he/she shall be proceeded with necessary actions.
27. Candidates are NOT allowed to carry Instruments, Geometry or Pencil box, Handbag, Purse, any kind of Paper/ Stationery/ Textual material (printed or written material), Eatables and Water (loose or packed), Mobile Phone/Earphone/Microphone/Pager, Calculator, DocuPen, Slide Rules, Log Tables, Camera, Tape Recorder, Electronic Watches with facilities of calculator, any metallic item or electronic gadgets/devices in the Examination Hall/Room.

Note: Details of opening of application portal, closing date of registration, date of conduct of Competitive Exam will be updated on the website of the NESTS. All eligible and interested candidates are advised to be alert and regularly visit NESTS's website for updates.

CHAPTER 3: EMRS STAFF SELECTION EXAM (ESSE)-2025

3.1 About EMRS Staff Selection Exam (ESSE) –2025

NESTS is conducting ESSE-2025 to fill up the vacancies of teaching and non-teaching staff in EMRSs. Details of post wise & category wise breakup of number of tentative vacancies (includes actual as well as anticipated vacancies on account of retirement/ promotion etc.) are as under:

Post	Vacancies
Principal	225
PGTs	1460
TGTs	3962
Female Staff Nurse	550
Hostel Warden	635
Accountant	61
Junior Secretariat Assistant (JSA)	228
Lab Attendant	146
Total	7267

Principal (Group-A):

UR	OBC (NCL)	SC	ST	Total	VI (a)	HI (b)	LD (c)	Others (d & e)
116	60	33	16	225	3	2	2	2

Post Graduate Teachers (PGTs) (Group-B):

S. No.	Subject	Total	UR	EWS	OBC (NCL)	SC	ST	VI (a)	HI (b)	LD (c)	Others (d & e)
1	English	112	47	11	30	16	8	2	1	1	1
2	Hindi	81	34	8	21	12	6	0	1	1	1
3	Maths	134	55	13	36	20	10	2	2	1	1
4	Chemistry	169	71	16	45	25	12	1	1	2	2
5	Physics	198	83	19	53	29	14	2	2	2	2
6	Biology	99	43	9	26	14	7	1	1	1	1
7	History	140	58	14	37	21	10	2	2	1	1
8	Geography	98	42	9	26	14	7	1	1	1	1
9	Commerce	120	49	12	32	18	9	1	1	2	1
10	Economics	155	65	15	41	23	11	2	1	1	2
11	Computer Science	154	64	15	41	23	11	1	2	2	1
Total		1460	611	141	388	215	105	15	15	15	14

Trained Graduate Teachers (TGTs) (Group-B):

S.No.	Subject	Total	UR	EWS	OBC (NCL)	SC	ST	VI (a)	HI (b)	LD (c)	Others (d & e)
1	Hindi	424	174	42	114	63	31	4	4	4	5
2	English	395	162	39	106	59	29	4	4	4	4
3	Maths	381	156	38	102	57	28	4	4	4	3
4	Social Studies	392	161	39	105	58	29	4	4	4	4
5	Science	408	167	40	110	61	30	4	4	4	4
6	Computer Science	550	224	55	148	82	41	6	5	5	6
	Total	2550	1044	253	685	380	188	26	25	25	26

Trained Graduate Teachers (Regional Language) (Group-B):

S.No.	Subject (Language)	No. of vacancies	UR	EWS	OBC (NCL)	SC	ST	VI (a)	HI (b)	LD (c)	Others (d & e)
1	Assamese	8	5	0	2	1	0	0	0	0	0
2	Bodo	2	2	0	0	0	0	0	0	0	0
3	Bengali	8	5	0	2	1	0	0	1	0	0
4	Garo	1	1	0	0	0	0	0	0	0	0
5	Gujrati	2	2	0	0	0	0	0	0	0	0
6	Kannada	6	5	0	1	0	0	0	0	0	0
7	Khasi	3	3	0	0	0	0	0	0	0	0
8	Malayalam	2	2	0	0	0	0	0	0	0	0
9	Manipuri	11	7	1	2	1	0	0	0	1	0
10	Mizo	6	5	0	1	0	0	0	0	0	0
11	Odiya	57	25	5	15	8	4	1	0	0	1
12	Santhali	71	30	7	19	10	5	0	1	1	1
13	Telugu	44	20	4	11	6	3	1	1	0	0
14	Urdu	2	2	0	0	0	0	0	0	0	0
	Total	223	114	17	53	27	12	2	3	2	2

Trained Graduate Teachers (TGT), Miscellaneous Category of Teachers (Group-B):

S.No.	Subject	Total	UR	EWS	OBC (NCL)	SC	ST	VI (a)	HI (b)	LD (c)	Others (d & e)
1	Music	314	129	31	84	47	23	4	0	5	4
2	Art	279	116	27	75	41	20	3	2	3	3
3	PET (Male)	173	73	17	46	25	12	0	0	0	0
4	PET (Female)	299	124	29	80	44	22	0	0	0	0
5	Librarian	124	52	12	33	18	9	0	2	1	2
Total		**1189**	**494**	**116**	**318**	**175**	**86**	**7**	**4**	**9**	**9**

Non-Teaching posts:

S. No.	Name of Post	Total	UR	EWS	OBC (NCL)	SC	ST	VI (a)	HI (b)	LD (c)	Others (d & e)	ESM
1	Hostel Warden (Male)	346	143	34	93	51	25	4	4	3	3	34
2	Hostel Warden (Female)	289	119	28	78	43	21	3	3	3	3	28
3	Female Staff Nurse	550	224	55	148	82	41	7	0	8	7	55
4	Accountant	61	26	6	16	9	4	1	0	1	1	0
5	Junior Secretariat Assistant	228	94	22	61	34	17	2	2	3	2	22
6	Lab Attendant	146	62	14	39	21	10	2	1	1	2	14
Total		1620	668	159	435	240	118	19	10	19	18	153

Details of functional requirement and suitable categories of PwBD for Teaching & Non-teaching Posts

Reservation for the Persons with Benchmark Disabilities (PwBD) has been ensured in accordance with the provisions of Rights of Persons with Disabilities Act 2016 & the DEPwD notification no. 38-16/2020-DD-III dated 04th January 2021 and instructions issued by GOI from time to time in this regard by considering the residential nature of EMRSs. Nature of disabilities for the post(s) in which horizontal reservation for PwBDs is earmarked as per the table below and hence all candidates are advised to go through the following list to ensure that they are fulfilling the functional requirements with reference to respective benchmark disability category: -

Teaching Posts:

S. No.	Designation	Functional Requirements	Suitable category of Benchmark Disabilities
1.	Principal	S, ST, BN, RW, SE, H, MF	a) B, LV b) D, HH c) OA, BA, OL, BL, LC, Dw, AAV d) SLD, MI e) MD involving (a) to (d) above
2.	Post Graduate Teacher (PGT) (Hindi, English, Biology, Chemistry, Commerce, Economics, History, Physics, Geography, Maths, Computer Science)	S, ST, W, RW, SE, H, C, MF	a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, BLOA, CP, LC, Dw, AAV d) ASD (M), SLD, MI e) MD Involving (a) to (d) above
3.	Trained Graduate Teacher (TGT) (Science, Social Studies, Maths, Computer Science,	S, ST, W, BN, RW, SE, H, C, MF	a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, CP, LC, Dw, AAV

S. No.	Designation	Functional Requirements	Suitable category of Benchmark Disabilities
	Hindi, English, Regional Language)		d) ASD, SLD, MI e) MD involving (a) to (d) above
4.	Trained Graduate Teacher (TGT) (Music)	S, ST, BN, MF, RW, SE, H	a) B, LV c) OA, OL, CP, LC, Dw, AAV d) ASD, SLD, MI e) MD Involving (a) to (d) above
5.	Trained Graduate Teacher (TGT) (Art)	S, ST, W, BN, L, RW, SE, H, C	a) LV b) D, HH c) OA, OL, BL, OAL, Dw, AAV d) ASD (M), ID, SLD, MI e) MD involving (a) to (d) above
6.	TGT Librarian	S, ST, KC, RW, SE, H,C, MF	b) D, HH c) OA,BA, OL, BL, OAL, BLA, BLOA, CP, LC, Dw, AAV d) ASD (M), SLD, MI e) MD Involving (a) to (d) above

Non- Teaching Posts:

S. No.	Designation	Functional Requirements	Suitable category of Benchmark Disabilities
1.	Junior Secretariat Assistant	S, ST, W, BN, RW, SE, H, C	a) B, LV b) D, HH c) OA, OL, OAL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (a) to (d) above
2.	Lab Attendant	S, ST, W, BN, L, KC, PP, MF, RW, SE, H	a) LV b) D, HH c) OL, CP, LC, Dw, AAV d) ASD (M, MoD), ID, SLD, MI e) MD involving (a) to (d) above
3.	Accountant	S, ST, W, BN, MF, RW, SE, H, C	a) B, LV b) D, HH c) OA, BA, OL, BL, CP, LC, Dw, AAV, MDy d) ASD (M) e) MD Involving (a) to (d) above
4.	Hostel Warden (Male & Female)	S, ST, W, BN, MF, RW	a) LV b) HH c) OA, BA, OL, BL, CP, LC, Dw, AAV d) SLD, MI e) MD Involving (a) to (d) above
5.	Female Staff Nurse	S, ST, W, MF, RW, SE, H, C	a) LV c) OL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (a) to (c) above

Abbreviation used: LD=Locomotor Disability, VI=Visually Impaired, HI=Hearing Impaired & PHYSICAL REQUIREMENT ABBREVIATIONS USED: S=Sitting, ST=Standing, W=Walking, BN=Bending, L=Lifting, KC=Kneeling & Crouching, JU=Jumping, CRL= Crawling, CL=Climbing, PP= Pulling & Pushing, MF=Manipulation with Fingers, RW=Reading & Writing, SE=Seeing, H=Hearing, C=Communication.

CATEGORY ABBREVIATIONS USED: B=Blind, LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, BLOA=Both leg & one arm, BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy=Muscular Dystrophy, ASD= Autism Spectrum Disorder (M= Mild, MoD= Moderate), ID= Intellectual Disability, SLD= Specific Learning Disability, MI= Mental Illness, MD=Multiple Disabilities

Important instruction:

A. Functional Requirements for Posts - Compliance by PwBD Candidates

In accordance with the guidelines issued by the Ministry of Social Justice and Empowerment, Government of India, it is hereby notified that candidates falling under the Persons with Benchmark Disabilities (PwBD) category must ensure compliance with the functional requirements prescribed for the post(s) for which they intend to apply.

1. **Verification of Functional Requirements:** It shall be the responsibility of the PwBD candidates to ensure that they meet the functional requirements for the specific post(s) prior to applying.

2. **Certification Requirement:** Candidates who are shortlisted for Interview/ document verification shall be required to mandatorily produce a certificate issued by Civil Surgeon or CMO of a government hospital. This certificate must substantiate that the candidate fulfills the functional requirements stipulated for the post(s) applied for.

3. **Consequence of Non-compliance:** Failure to adhere to the aforementioned requirements may render the candidate ineligible for the post(s) concerned, without prejudice to any other condition of eligibility or selection criteria.

B. Details regarding essential and desirable qualifications for various categories of posts, Pay Scales with Level, Age limit, Relaxation of age, Mode of Selection and other related details are given. In addition to the pay scale, selected candidates will be entitled to draw admissible allowances besides 10% special allowance for performing residential duties.

Other instructions: -

a. Only Indian citizens are eligible to apply.
b. The vacancies for the posts included in this recruitment notification are tentative and may increase or decrease. No claim will be entertained, if there is any variation in the number of posts/ delay in issuing the Appointment cum Posting Order.
c. NESTS reserves the right to fill or not to fill or partially fill any of the above vacancies without assigning any reasons whatsoever. NESTS also reserves the right to cancel/ restrict / modify/ alter the recruitment process, if required, without giving any further notice or assigning any reasons thereof.
d. The recruitment shall be in accordance with the latest recruitment rules notified by NESTS and recruited Staff will be the employees of NESTS.
e. Qualification acquired by the candidates should be strictly in accordance with the notified/prescribed qualifications only and necessary original certificates should be produced at the time of interview/document verification/ selection.
f. The cut-off date for determining various eligibility criteria (Educational Qualifications, age limit etc.) will be **23.10.2025.** Before applying, applicants must satisfy themselves about their eligibility as on **23.10.2025.** Even if the last date to submit application forms is extended due to administrative reasons, the cut-off date for determining various eligibility criteria (Educational Qualifications, age limit etc.) will be **23.10.2025**
g. The Reservation policy of Govt. of India applicable for direct recruitment on all India basis will be followed. Merit list for each post will be prepared separately on the basis of marks scored in Tier-II of ESSE-2025 in respect of all posts except for the post of Principal & JSA.
h. The written test of Tier -II will be followed by an interview for the post of Principal. Based on the performance in Tier -II of ESSE 2025 and keeping in view the number of vacancies, the candidate will be called for interview/ Personal Interaction in the ratio of 1:3. Intimation to this effect will be uploaded on the website "https://nests.tribal.gov.in" in due course.
i. In the case of Principal, merit list will be prepared on the basis of marks scored in Tier-II of ESSE-2025 and personal

interaction/ interview in the ratio 80% and 20% respectively. If the same score is obtained by many candidates, then the date of birth will be considered, with preference given to those born earlier.

j. In the case of non- teaching staff, the final selection will be based on marks obtained in written in Tier -II of ESSE 2025 only subject to the outcome of document verification. However, in respect of JSA, candidates who qualified the skill test (typing test) only will be considered for preparing the merit list.

k. In the case of JSA, candidates will be called for skill test (Type Test through computer) based on marks obtained in Tier -II of ESSE 2025 written test in the ratio 1:3. Skill test (Type Test through computer) is of qualifying nature and it is mandatory for the shortlisted candidates to qualify the skill test. Only successful candidates of skill test (Type Test through computer) will be considered for document verification on the basis of performance in Tier -II of ESSE 2025. After the document verification, only eligible candidates will be considered for preparing the panel.

l. **For the consideration of selection to the notified posts, every candidate has to score a minimum of 30% in respect of General, OBC and EWS candidates and 25% in respect of SC, ST and PwBD candidates in Tier-II examination.** Based on the performance in Tier -II of ESSE 2025 written test and keeping in view the number of vacancies, the candidates will be called for document verification in the ratio of 1:3 for posts other than Principal and JSA. Intimation to this effect will be uploaded on the website https://nests.tribal.gov.in . **After the document verification, only the eligible candidates will be considered for preparing the panel for notified posts. Panel of eligible candidates will be having the validity period of 2 years from the date of publication of the panel and will be operated as and when vacancies arise.**

m. The list of short-listed candidates for document verification for all the posts notified in this recruitment notification may be displayed on the NESTS website (or status shown in candidates' application login). No separate correspondence will be entertained in this regard.

n. Even if Admit Card is issued to a candidate due to lack of information in the application form or otherwise and if it is found at any stage (including the date of joining & thereafter) that the candidate is not eligible, then his/ her candidature shall be summarily rejected.

o. The candidate's response sheet and other related papers/documents of examination in respect of this recruitment shall be kept on record for two months only from the date of publication of result.

p. The final selection of candidates will be made on the basis of merit Tier -II of ESSE 2025 for all posts other than Principal, notified category vis-à-vis vacancies. Final selection of candidates in respect of Principal will be based on the performance in Tier -II of ESSE 2025 & interview/personal interaction. The selected candidates can be posted in any EMRS across the country with all India transfer liability. Posting will be at the sole discretion of NESTS. Candidates who have been selected for posting has to learn the local language of the place of posting within the period of probation and qualify the language proficiency test which will be conducted by NESTS within the probation period.

q. Selected candidates will initially be on probation for a period of two years, which can be extended at the discretion of the Competent Authority. During the probation period, services of probationer can be terminated at any time without assigning any reason thereof.

r. The candidates should take a printout of the online application confirmation page and preserve it for their record and should not send the same to NESTS or to any other address. The confirmation page printout will also have to be submitted at the time of interview/document verification, as the case may be, along with the self-attested copies of certificates in support of Age, Qualification, Experience, Caste, Non-Creamy Layer, Physical disability & Economically Weaker Section (EWS), as applicable.

s. The name of the candidate and his/her father/mother/husband etc. should be spelt correctly in the online application as it appears in the certificates/mark sheets. Any change/alteration found may disqualify the candidature.

3.2 Post Details and Level of Pay:

S. No.	Post Details	Subjects	Pay Matrix
1.	Principal	-	Level 12 (Rs.78800-209200/-)
2.	Post Graduate Teachers (PGTs)	English/Hindi/Physics/Chemistry/ Mathematics/Economics/Biology/ History/Geography/Commerce / Computer Science	Level 8 (Rs. 47600-151100/-)
3	TGTs	English/Hindi/Mathematics/Science/ Social Science/Regional Languages/ Computer Science	Level 7 (Rs.44900 – 142400/-)
4	Librarian		Level-7 (Rs.44900-142400/-)
5	Art/Music/Physical Education Teacher (Male / Female)		Level-6 (Rs.35400-112400/-)
6	Female Staff Nurse		Level-5 (Rs.29200-92300/-)
7	Hostel Warden (Male/Female)		Level-5 (Rs. 29200 - 92300/-)
8	Accountant	-	Level 6 (Rs. 35400-112400)
9	JSA	-	Level 2 (Rs. 19900-63200)
10	Lab Attendant	-	Level 1 (Rs. 18000-56900)

3.3 Scheme of Examination

3.3.1 Mode of Examination

Tier-I of EMRS Staff Selection Exam (ESSE-2025) will be conducted in MCQ "OMR Based (Pen-Paper)" mode while Tier–II will be combination of descriptive questions and MCQ "OMR Based (Pen-Paper)" mode. After Tier–II, there will be interview for the post of Principal and skill test for the post of Junior Secretariat Assistant.

3.3.2 Choice of Medium of Question/Exam Papers

Medium of Examination will be bilingual (i.e. in Hindi and English). However, in case of the Language Competency Test in Regional language* in Part-VI will be conducted in Regional Language opted by the candidate. Further, for the post of TGT (Regional Language), the medium of test for Part-V (Domain Knowledge) of Tier – I will be in concerned regional language.

3.3.3 Exam Pattern-

(1) PRINCIPAL

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the test
Part-I	Reasoning & Numeric Ability	10	10	The test will be of 2 hourswithout any timelimit for each part of the test individually.
Part-II	General Awareness	10	10	
Part-III	Academics and residential aspects (Detailed syllabus as on NESTS website)	30	30	
Part-IV	Administration and Finance (Detailed syllabus as on NESTS website)	30	30	
Part-V	Language Competency Test (General English and General Hindi- 10 marks each)	20	20	
	Total	100	100	

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of thetest
	Objective	Descriptive	Objective	Descriptive	
i) Academic and residential aspects ii) Administration and Finance Detailed syllabus is uploaded on the website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours duration
Total	55		100		

Tier -III (Only for Shortlisted Candidates on the basis of performance in Tier II examination)

- Personal interaction / Interview: 40 marks

Weightage for preparation of merit list

Weightage of written test (Tier II only) and Interview will be in ratio 80% and 20% while determining the merit list for the post of Principal.

(2) PGTs:

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the test
Part-I	General Awareness	10	10	The test will be of 2 hours 30 minutes duration without any time limit for each part of the test individually.
Part-II	Reasoning Ability	15	15	
Part-III	Knowledge of ICT	15	15	
Part-IV	Teaching Aptitude	30	30	
Part-V	Domain Knowledge:		30	
	a) Experiential activity-based pedagogy and case study-based questions.	20		
	b) NEP-2020	10		
	Total	100	100	
Part-VI	Language Competency Test (General English and General Hindi-10 marks each subject). This part isqualifying in nature only with minimum 40% marks together i.e., minimum 8 marks out of 20 marks combining English & Hindi. Part-I to V of the candidate will not be evaluated, if he/she fails to attain qualifying marks in Part-VI.	20	20	

Note:

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list

Merit list for the post of PGT will be prepared on the basis of the performance in the Tier II examination only.

(3) TGTs

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the Test
Part-I	General Awareness	10	10	The test will be of 2 hours 30 minutes duration without any time limit foreach part of the test individually.
Part-II	Reasoning Ability	15	15	
Part-III	Knowledge of ICT	15	15	
Part-IV	Teaching Aptitude	30	30	
Part-V	Domain Knowledge:		30	
	a) Experiential activity-based pedagogy andcase study-based questions.	20		
	b) NEP-2020	10		
	Total	**100**	**100**	
Part-VI	Language Competency General English, General Hindi and Regional Language* (10 marks each subject). **This part is qualifying in nature only** with minimum 40% marks in aggregate i.e.12 out of 30 (English, Hindi and Regional Language put together). Part-I to V of the candidate will not be evaluated, if he/she fails to attain qualifying marks in Part-VI.	30	30	

Note: For all subjects of TGTs, Part-I to IV will be common. Part V will be subject specific and Part VI willbe as per option exercised.

* (1) Assamese (2) Bengali (3) Bodo (**4**) Dogri (5) English (6) Garo (7) Gujarati (8) Hindi, (9) Kannada (10) Kashmiri (11) Khasi (12) Malayalam (13) Manipuri (14) Marathi (15) Mizo (16) Nepali (17) Odiya (18) Santhali (19) Telugu (20) Urdu

Option of Regional Language is limited to Scheduled languages of the States having notified vacancies. Every candidate has to opt 01 language out of aforementioned Scheduled languages. However, the standard of English & Hindi for those who are opting one of these two languages as regional language, will be higher than the standard as that of General English and General Hindi.

Selection of candidates for Tier -II will be based on the performance of Tier -I examination excluding the Language Competency (i.e., Part VI which is qualifying in nature).

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number ofquestions		Totalmarks		Duration of thetest
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of TGT will be prepared on the basis of the performance in the Tier II examination only.

(4) **Hostel Warden (Male and Female)**

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total Marks	Duration of the test
Part-I	General Awareness	10	10	The test will be of 2 hours duration without any time limit for each part of the test individually.
Part-II	Reasoning Ability	15	15	
Part-III	Knowledge of ICT	15	15	
Part-IV	Quantitative Aptitude	30	30	
Part-V	Language Competency General English, General Hindi and Regional Language* (10 marks each subject)	30	30	
	Total	**100**	100	

* (1) Assamese (2) Bengali (3) Bodo (**4**) Dogri (5) English (6) Garo (7) Gujarati (8) Hindi, (9) Kannada (10) Kashmiri (11) Khasi (12) Malayalam (13) Manipuri (14) Marathi (15) Mizo (16) Nepali (17) Odiya (18) Santhali (19) Telugu (20) Urdu

Option of Regional Language is limited to Scheduled languages of the States having notified vacancies. Every candidate has to opt 01 language out of aforementioned Scheduled languages. However, the standard of English & Hindi for those who are opting one of these two languages as regional language also, will be higher than the standard as that of General English and General Hindi.

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Total marks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE - 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of Hostel Warden will be prepared on the basis of performance in the Tier II examination only.

(5) ACCOUNTANT

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total Marks	Duration of the test
Part-I	General Awareness	10	10	The test will be of 2 hours duration without any time limit for each part of the test individually.
Part-II	Reasoning Ability	20	20	
Part-III	Knowledge of ICT	20	20	
Part-IV	Quantitative Aptitude	30	30	
Part-V	Language Competency General English & General Hindi (10 marks each subject).	20	20	
	Total	**100**	100	

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number ofquestions		Totalmarks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of Accountant will be prepared on the basis of the performance in the Tier II examination only.

(6) FEMALE STAFF NURSE

Tier-I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number ofquestions	Total Marks	Duration of the test
Part-I	General Awareness	10	10	The test will be of 2 hours duration without any time limit for each part of the test individually.
Part-II	Reasoning Ability	15	15	
Part-III	Knowledge of ICT	15	15	
Part-IV	Quantitative Aptitude	30	30	
Part-V	Language Competency General English, General Hindi & Regional Language* (10 marks each subject).	30	30	
	Total	**100**	100	

* (1) Assamese (2) Bengali (3) Bodo (**4**) Dogri (5) English (6) Garo (7) Gujarati (8) Hindi, (9) Kannada (10) Kashmiri (11) Khasi (12) Malayalam (13) Manipuri (14) Marathi (15) Mizo (16) Nepali (17) Odiya (18) Santhali (19) Telugu (20) Urdu

Option of Regional Language is limited to Scheduled languages of the States having notified vacancies. Every candidate has to opt 01 language out of aforementioned Scheduled languages. However, the standard of English & Hindi for those who are opting one of these two languages as regional language also, will be higher than the standard as that of General English and General Hindi.

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number ofquestions		Totalmarks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of Staff Nurse will be prepared on the basis of performance in the Tier II examination only.

(7) JUNIOR SECRETARIAT ASSISTANT:

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the test
Part-I	Reasoning Ability	25	25	The test will be of 2 hours duration without any time limit for each part of test individually.
Part-II	Quantitative Aptitude	25	25	
Part-III	General Awareness	20	20	
Part-IV	Basic Knowledge of Computer Operation	10	10	
Part-V	Language Competency Test (General English)	10	10	
Part-VI	Language Competency Test (General Hindi)	10	10	
	Total	100	100	

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination) - Subject Knowledge Examination

Component of the test	Number ofquestions		Totalmarks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Tier -III- Typing Test [will be assessed on PC (Personal Computer) only] **50 marks – qualifying marks shall be 20. This part shall be qualifying in nature. Candidates based on themerit in Tier-II shall be called for Tier -III i.e. Typing test in the ratio of 1:3.**

Preparation of merit list: Candidates who qualify the typing test will be considered for preparing the Merit list for the post of JSA on the basis of performance in the Tier II examination only.

(8) Lab Attendant:

Tier -I -Preliminary (Qualifying) Examination in OMR (Objective) Mode (Total – 100 marks)

Test	Component of the test	Number of questions	Total marks	Duration of the test
Part-I	Reasoning Ability	25	25	The test will be of 2 hours duration without any time limit for each part of test individually.
Part-II	Quantitative Aptitude	25	25	
Part-III	General Awareness	20	20	
Part-IV	Basic Knowledge of Computer Operation	10	10	
Part-V	Language Competency Test (General English)	10	10	
Part-VI	Language Competency Test (General Hindi)	10	10	
	Total	100	100	

Tier -II (Only for Candidates who will be shortlisted in the ratio of 1:10 against the notified vacancies on the basis of Tier I Preliminary examination)- Subject Knowledge Examination

Component of the test	Number of questions		Totalmarks		Duration of the test
	Objective	Descriptive	Objective	Descriptive	
Subject specific syllabus is uploaded on the Website of NESTS under ESSE 2025 (nests.tribal.gov.in)	40	15	40	60	The test will be of 3 hours.
Total	55		100		

Preparation of merit list: Merit list for the post of Lab Attendant will be prepared on the basis of performance in the Tier II examination only.

Note:

1. A common Tier -I test will be conducted for JSA & Lab Attendant posts. If a candidate applies for both JSA & Lab Attendant posts, the score of candidate in the common Tier -I test will be considered for both the posts for shortlisting candidates for Tier -II.
2. Similarly, common Tier -I test will be conducted for Hostel Warden & Female Staff Nurse posts. If a candidate applies for both Hostel Warden & Female Staff Nurse posts, the score of candidate in the common Tier -I test will be considered for both the posts for shortlisting candidates for Tier -II.

3.4 Marking Scheme

One mark (1) shall be awarded to every correct answer and 1/3 marks shall be deducted for every incorrect answer. Unanswered questions will not be given any marks.

Important Note for Multiple Choice Questions – To answer a question, the candidates need to mark only one option on the OMR sheet corresponding to the correct answer. Filling up or darkening more than one response in any question will be treated as wrong response and 1/3 marks will be deducted as in the case of incorrect answer. Further, if any misprinting or ambiguity in any of the question(s) is noticed by the subject experts at the time of verification of challengesof answer keys after conduct of examination, a policy decision will be taken as per the recommendation of subject experts.

Display of Scanned Image of OMR Answer Sheet and Answer Keys

Provision to download the scanned image of attempted OMR answer sheet by the respective candidate will be made on the website of NESTS for which a public notice will also be issued on the website https://nests.tribal.gov.in . Simultaneously, the Provisional Answer Keys of examination will also be displayed on website of NESTS with a public notice on the website https://nests.tribal.gov.in . The candidates may download the same in the stipulated time as notified in the Public Notice. The Provisional Answer Keys are likely to be displayedfor two to three days to provide an opportunity to the candidates to challenge the answer(s) with a non- refundable prescribed fee of Rs.1000/- per question as processing charges, in case they are not satisfied with any of the answer(s). Only paid challenges made during stipulated time will be considered. Challenges without payment of fee and those submitted on any other medium (viz. email/letter/representation) will not be considered. The subject experts will examine all the challenges received and then the final answer keys will be prepared by them. The decision of subject experts on the challenges shall be final and no further communication will be entertained. The candidates will not be informed individually about the status of their challenges. The result will be declared according to the final answer keys prepared by the subject experts. In case challenge on answer key(s) is accepted by the subject expert(s), the amount will be refunded to concerned candidate after declaration of result.

No grievance with regard to answer key(s) after declaration of result will be entertained.

3.5 Syllabus for Examination

The details of the syllabus for all the posts are given on the website https://nests.tribal.gov.in .

3.6 General Instructions

- The e-Admit Card will be issued through the website of NESTS based on the information filled by the candidate and subject to receipt of prescribed application fee.
- Candidates may please note that Admit Cards will not be sent by post.
- In no case, the duplicate Admit Card for EMRS Staff Selection Exam- 2025 would be issued at the Examination Centres.
- The candidates will have to appear in the examination at the given Centre on the date and shift/timing as indicated in his/her e-Admit Card.
- No candidate will be allowed to appear at the examination center, on the date and shift/time other than that allotted to him/her in his/her Admit card.
- In case a candidate is unable to download his/her Admit Card from the website, he/she should approach the Help Line Number 011-22240112 between 09:00 am to 05:30 pm on working days or email his/her query on email id: emrsrecuritment25@cbseshiksha.in
- The candidates are advised to read the instructions on the Admit Card carefully and strictly follow them during the examination.
- The candidates' data / photo / signature on the admit card is printed from the particulars filled by thecandidates in their online application form. The requests for any correction in the particulars shown on the admit card will not be entertained. However, in case of any other discrepancy related to date ofexamination, details of examination centre / city etc., the candidate may immediately **approach the** Help Line Number 011-22240112 between 09:00 am to 05:30 pm on working days or email his/her query on emrsrecuritment25@cbseshiksha.in **All such queries shall be entertained**

till the date specified on the NESTS website.

- Candidates must not mutilate the Admit Card or change any entry made therein.
- Candidates are advised to preserve their Admit Cards in good condition for future reference.
- No Admit Card shall be issued to the candidates whose Applications are found to be incomplete for any reasons or who do notfulfill the eligibility criteria for the examination.
- The issue of Admit Cards, however, shall not necessarily mean acceptance of eligibility which shall befurther scrutinized at subsequent stages of selection process.

3.7 Important Instructions for the Candidates:

1 Candidates are advised to report at the Examination Centre 2 hours before commencement of the examination.

2 The candidate must show, on demand, the Admit Card for admission in the examination room/hall. The Test Centre Staff on duty is authorized to verify the identity of candidates and may take steps to verify and confirm the identity credentials. Candidates are requested to extend their full cooperation. A candidate who does not possess the valid Admit Card shall not be permitted for the examination underany circumstances by the Centre Superintendent.

3 A seat indicating Roll Number will be allotted to each candidate. Candidates should find and sit on their allocated seat only. In case, a candidate changes room/hall or the seat on his/her own rather than the one allotted, the candidature shall be cancelled. No plea would be entertained in this regard.

4 It is the responsibility of the candidate to draw attention of the Invigilator in case he / she receives question paper on a subject / post other than what is applied for.

5 Candidate may approach the Centre Superintendent / Invigilator in the room for any assistance, first aidemergency or any other information during the course of examination.

6 For those who are unable to appear on the scheduled date of test for any reason, re-test shall not be heldunder any circumstances.

7 Candidates MUST bring the following documents on the day of examination at the test Centre. Candidates who will not bring these will not be allowed to sit in the examination.

a. Printed copy of Admit Card downloaded from NESTS website.

b. One passport size photograph (same as uploaded on the Online Application Form) should be taken for pasting on the specific space in the attendance sheet, if required, at Centre during the examination.

c. Any one of the authorized photo IDs (must be original, valid, and non-expired)-PAN card/Driving License/Voter ID/Passport/Aadhaar Card (With photograph) E-Aadhaar with photograph/Ration Card with photograph.

d. PwBD certificate issued by the authorized medical officer, if claiming the compensatory time and/or scribe under Section 2(r) of RPwD Act as per **Appendix – VA/VB/VC/VD**

e. PwD Certificate regarding physical limitation in an examination to write as per **Appendix–VE** given in Information Bulletin, if claiming the relaxation under Section 2(s) of RPwD Act.

Note: Candidates shall appear at their own cost at the Centre on date and shift as indicated in their Admit Card issued. Under no circumstances the Examination Centre and shift provided in the Admit Card shall be changed.

3.8 Rough Work

All calculations/writing work are to be done only in the space provided on the Test Booklet. No separate sheet will be provided to the candidates at the Test Centre in the examination Room/Hall.

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: -

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 /

		Zoology / Botany at Graduation level.
		(viii) PGT (History) — In History or any specialization in History provided the candidate has studied History at Graduation level.
		(ix) PGT (Geography) — In Geography or any specialization in Geography provided the candidate has studied Geography at Graduation level.
		(x) PGT (Commerce) — In Commerce provided the candidate has studied Accountancy and Business Studies at Graduation level. Note: Holders of Degree of M.Com. in Economics shall not be eligible.
		Desirable: a) Experience as TGT in the recognized institution in concerned subject. b) Experience of working in a residential school. c) 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) <u>Bachelor Graduation Degree in Subject</u>** 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:

1. Mathematics as Elective / Main subject in all the three years of graduation (Under graduate course).
2. Physics at least 01 year / 02 semesters
3. One out of Chemistry, Electronics, Computer Science, Statistics at least 01 year / 02 semesters

The candidates who studied under Choice Based Credit System (CBCS) with the above subjects are also eligible to apply.
Note: Candidates with B.Sc. (Hons.) in Physics or Chemistry are not eligible for the post of TGT (Maths).

d) **For TGT (Science)-**
Candidates should have studied Biology/Life Science/Botany/Zoology as Hons/Main Subject in all the three years of graduation (Under graduate course) with following combination of subjects for at least one year or 2 semester each

Main Subject	Subsidiary Subjects
Biology/Life Science	. Chemistry & . Botany or Zoology
Botany	. Chemistry & Zoology
Zoology	. Chemistry & Botany

The candidates who studied under Choice Based Credit System (CBCS) with the above subjects are also eligible to apply.

e) **For TGT (Social Studies)**:
Studied any two subjects out of History, Geography, Economics and Political Science at graduation (Under graduate course) (3 years degree) level out of which one must be either History or Geography in all three years of graduation as an Elective/Main Subject and the second subject for at least one year / two semesters.
The candidates who studied under Choice Based Credit System (CBCS) with the above subjects are also eligible to apply.

a) **TGT (Regional Language)**: Studied Concerned Regional Language as a subject/elective subject in all the three years of Degree course (Under

		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

	the maximum age should not exceed 55 years	**Desirable:** 1. Experience of working in a residential school **2.** Knowledge of computer Applications.
Female Staff Nurse	Up to 35 years Up to 55 years for EMRS employees* (including all relaxation) Age relaxation for SC/ST/OBC and other categories as applicable under the Govt. of India Rules.	**ESSENTIAL QUALIFICATIONS (1,2 &3):** 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.
Hostel Warden	Up to 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 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
Accountant	Not exceeding 30 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** Bachelors Degree in Commerce from a recognized University / Institute. Note: Bachelors in Business Administration is not eligible.
Junior Secretariat Assistant (JSA)	Not exceeding 30 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	Senior Secondary (Class XII) certificate from a recognized Board and possessing minimum speed of 35 words per minutes in English typing or 30 words per minute in Hindi typing.

Lab Attendant	Up to 30 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.	10th Class Pass with a certificate/diploma in Laboratory technique from a recognized board/institute **OR** 12th Class with Science stream from a recognized board/ institute.

***EMRS employees are those who are appointed on regular pay scales for EMRS.**
For all teaching posts, proficiency in teaching in English & Hindi is required.

Note:

- Those applying in response to ESSE-2025 advertisement should satisfy themselves regarding their eligibility for the post applied for. Application may be submitted only when the candidates are eligible as per the notified eligibility criteria in all aspects including sub-categories, wherever applicable. If it is noticed that the candidate does not meet the eligibility criteria at any stage of recruitment process, i.e., prior to, during and after the selection process, the Offer of Appointment will be withdrawn and the candidate will be removed from the service.
- Since individual scrutiny of a very large number of applications may not be feasible, the consideration of application at the time of written (OMR Based) test will be provisional only.
- Verification of documents shall be carried out by NESTS for preparing the panel before the appointment. Only eligible candidates will be considered for drawing the panel of merit.
- The candidate must have requisite certificate(s) on the notified cutoff date for determining various eligibility criteria (Educational Qualifications, age limit etc.)
- At any stage of the recruitment process, including after recruitment or joining, if any of the following is detected, the said applicant will be liable to be removed, disqualified, prosecuted and debarred for all appointments in EMRS, NESTS and her/his application/appointment will be rejected forthwith, if the applicant:
    - has provided wrong information or submitted false documents; or
    - has suppressed relevant information; or
    - has resorted to unfair means during the Recruitment process; or
    - is found guilty of impersonation; or
    - has created disturbance affecting the smooth conduct of the written (OMR Based)test at the test centre / venue; or
    - has uploaded non-human or irrelevant photograph

4.2 Age Relaxation Policy:

Age Relaxation is permissible to various applicants as under-

S. No.	Category of Persons	Extent of age Relaxation /Concession
(a)	Scheduled Caste/Scheduled Tribe	**5 years**
(b)	Other Backward Classes (NCL)	**3 years**
(c)	Candidates with 3 years' continuous service in Central Govt. provided the posts are in same or allied cadres.	**5 years**
(d)	Persons ordinarily domiciled in the UT of Jammu & Kashmir during 01.01.1980 to 31.12.1989	**5 years**
(e)	Women (All Category) only if applying for PGTs /TGTs posts	**10 years**
(f)	Persons with disabilities (including women) (i) SC/ST (ii) OBC (iii) General For woman with disability, clause (e) is not applicable	 **15 years** **13 years** **10 years**
(g)	For other than permanent employees working in EMRS as on 01.07.2025.	**Up to 55 years**
(h)	EMRS employees – who are appointed on regular basis in EMRS as on the notified cut off date for determining various eligibility criteria (Educational Qualifications, age limit etc.)	**Up to 55 years**
(i)	Ex-Servicemen who have put in not less than six months continuous service in Armed Forces (Army, Navy and Air Force) shall be allowed to deduct the period of such service from his/her actual age and if the resultant age does not exceed maximum age limit prescribed for the post by more than three years, he/she shall be deemed to satisfy the condition regarding age limit. **(Appendix IV & IVA)** (Important: Such ex-serviceman who are already employed as regular civil employees under Government by availing benefit of reservation as ex-serviceman are entitled for age relaxation only as provided under extant rules.)	

Please note that all the concessions mentioned above will be concurrent i.e. if a person is eligible for more than one concession, only one of the concessions of the highest permissible limit will be granted subject to maximum age of 55 years.

Note:

(i) The age of the candidate should not exceed more than 55 Years as on **23.10.2025**, the notified cut off date for determining various eligibility criteria (Educational Qualifications, age limit etc.) after considering all the relaxation / concession in any given case.

(ii) Non-permanent teaching and non-teaching staff working in EMRSs as on 01/07/2025 shall be eligible for age relaxation up to 55 years including all relaxations as on the notified cut off date for determining various eligibility criteria (Educational Qualifications, age limit etc.). There will not be any relaxation in the minimum eligibility criteria for the post they wish to apply for.

4.3 Economically Weaker Section (EWS) Reservation Policy: (As per DoPT OM No.36039/1/2019-Estt (Res) dated 31st January 2019)

Candidates who are not covered under the scheme of reservation for SC/ST/OBC and whose family gross annual income is below Rs. 8 Lakh (Rupees Eight Lakh) shall be eligible for benefit of reservation for EWS. The income shall also include income from all sources i.e., salary, agriculture, business, profession etc. The EWS certificate (Appendix – III) must be based on the income for the financial year prior to the cut off date for determining the eligibility. i.e. on the basis of income for the financial year 2024-25.

a. Also, candidates whose family owns or possesses any of the following assets shallbe excluded from being identified as EWS, irrespective of family income: -

i. 5 Acres of agriculture land and above.
ii. Residential flat of 1000 Sq Ft and above.
iii. Residential plot of 100 Sq yards and above in notified municipalities.
iv. Residential plot of 200 Sq Yd and above in areas other than the notified municipalities.

b. The property held by a family in different locations or different places / cities would be clubbed while applying the land or property holding test to determine EWS status. (The term Family – for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/ her spouse and children below the age of 18 years).

c. The benefit of reservation under EWS can be availed upon production of an income and asset certificate issued by a competent authority. The income and asset certificate issued by any one of the following authorities shall only be accepted as candidate's claim as belonging to EWS:-

i. District Magistrate/Additional District Magistrate/ Collector /Deputy Commissioner/ Additional Deputy Commissioner/ 1st Class Stipendiary Magistrate/Sub Divisional Magistrate/Taluka Magistrate/Executive Magistrate/Extra Assistant Commissioner; or
ii. Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate; or
iii. Revenue Officer not below the rank of Tehsildar; or
iv. Sub-Divisional Officer of the area where the candidates and/or his/her family normally resides.

d. The candidate applying against the vacancies reserved for EWS must possess Income and asset certificate as on cut off date of online application for this advertisement. Accordingly, these candidates are required to produce valid Income and asset certificate during document verification stage. And asset certificate should be valid for the year in which this recruitment notification is published. **In case of non- compliance of aforesaid stipulations, their claim for reservedstatus under EWS shall not be entertained and the candidature of such candidates, if fulfilling all the eligibility conditions for General (UR) category, shall be considered under General (UR) vacancies only.**

4.4 Other Backward Class – Non creamy layer (OBC-NCL)

27% reservation is applicable as per the Government of India rules. With regard to date of issue of certificate to claim OBC reservation under NCL, it should be based on the income for the financial year prior to the cut off date for determining the eligibility. i.e. OBC NCL certificate issued on the basis of income for the financial year 2024-25 (Appendix - II).

4.5 Facilities for PwBD candidates to appear in the exam:

i. Persons with disability of 40% or more, if filled the requirement of scribe in the application form, will be provided scribe at the centre by the Centre Superintendent. If the centre does not provide scribe, candidates may bring his/her own scribe with qualification of minimum one academic year below the minimum qualification for the post for which candidate is appearing for the test.

ii. The candidates will be allowed to meet the scribe for a 20-minute interaction session one hour before the start of the examination at the assigned examination centre.

iii. The facility of Scribe will be allowed to any person with benchmark disability as defined under section 2(r) of the RPwD Act, 2016 and has limitationin writing including that of speed if so desired by him / her. In case of persons with benchmarkdisabilities in the category of blindness, locomotor disability (both arms affected- BA) and cerebral palsy, the facility of scribe will be allowed, if so desired by the person.

iv. In case of other category of persons with benchmark disabilities, the provision of scribe will be allowed on production of a certificate to the effect that the person concerned has physical limitation to write, and scribe is essential to write examination on his behalf, from the Chief Medical Officer/Civil Surgeon/Medical Superintendent of a Government Health Care Institution as per proforma at **Appendix-VD.**

The candidates with disabilities and those covered under 2 (s) of RPwD Act, 2026 opting for scribe shall be required to submit the request at the time of examination as per proforma at Appendix – VE.

v. The facility of scribe and/or compensatory time shall be granted to those persons with specified disabilities covered under the definition of Section 2(r) of the RPwD Act, 2016 but not covered under the definition of Section 2(s) of the said Act, i.e. persons having less than 40% disability and having difficulty in writing subject to production of a certificate to the effect that person concerned has limitation to write and that scribe is essential to write examination on his/her behalf from the competent medical authority of a Government healthcare institution as per proforma at Appendix – VD.

vi. Compensatory time to be allowed in PwBD case is 20 minutes per hour of examination. All PwBD candidates not availing the facility of scribe may be allowed additional time @ 20 minutes per hour of examination duration.

vii. Reservation for person with disabilities in r/o the vacancies notified will be given as per the rules. No candidate will be permitted for the written (OMR Based) test without the proper Admit Card.

CHAPTER 5. UNFAIR MEANS PRACTICES AND BREACH OF EXAMINATION RULES

5.1 Definition of Unfair Means Practices

Unfair Means practice is an activity that allows a candidate to gain an unfair advantage over other candidates. It includes, but is not limited to:

a) Being in possession of any item or article which has been prohibited or can be used for unfair practices including any stationery item, communication device, accessories, eatable items, ornaments or any other material or information relevant or not relevant to the examination in the paper concerned;

b) Using someone to write examination (impersonation) or preparing material for copying;

c) Breaching examination rules or any direction issued by NESTS in connection with ESSE-2025 from time to time;

d) Assisting other candidate to engage in malpractices, giving or receiving assistance directly or indirectly of any kind or attempting to do so;

e) Contacting or communicating or trying to do so with any person, other than the Examination Staff, during the examination time in the Examination Centre;

f) Threatening any of the officials connected with the conduct of the examination or threatening any of the candidates;

g) Using or attempting to use any other undesirable method or means in connection with the examination;

h) Manipulation and fabrication of online documents viz. Admit Card, Self-Declaration, etc.;

i) Forceful entry/exit from Examination Centre/Hall;

j) Use or attempted use of any electronic device after entering the Examination Centre;

k) Affixing/uploading of wrong/morphed photographs/signature on the Application Form/Admit Card/ Proforma;

l) Creating obstacles in smooth and fair conduct of examination.

m) Any other malpractices declared as Unfair Means by the NESTS.

5.2 Punishment for using Unfair means practices

During the course of, before or after the examination if a candidate indulges in any of the above or similar practice, he/she shall be deemed to have used unfair practices and **booked under UNFAIR MEANS (U.F.M.)** case shall be disqualified. **The candidate shall also be liable for criminal proceedings and /or any other action as deemed fit.**

5.3 Cancellation of Result

The result of ESSE-2025 of the candidate(s) who indulge in Unfair means Practices will be cancelled and will not be declared.

Appendix–I

FORMAT FOR SC/ST CERTIFICATE (The format of the certificate to be produced by Scheduled Castesand Scheduled Tribes candidates applying for appointment to posts under Government of India)

This is to certify that Shri/Srimati/Kumari* ..... son/daughter of..... of village/town*..... in District/Division*..... of the state/Union Territory*..... belongs to the Caste/Tribes which is recognized as a Scheduled Castes/Scheduled Tribes*

Under: - The Constitution (Scheduled Caste) order, 1950The
Constitution (Scheduled Tribes) order, 1950
The Constitution (Scheduled Caste) Union Territories Order, 1951*The
Constitution (Scheduled Tribes) Union Territories Order, 1951*

As amended by the Scheduled Caste and Scheduled Tribes Lists (Modification) order, 1956, the Bombay Reorganization Act, 1960 & the Punjab Reorganization Act, 1966, the State of Himachal Pradesh Act 1970, the North-Eastern Area(Reorganization) Act, 1971 and the Scheduled Castes and Scheduled Tribes Order (Amendment) Act, 1976.
The Constitution (Jammu & Kashmir) Scheduled Caste Order, 1956
The Constitution (Andaman and Nicobar Islands) Scheduled Tribes Order, 1959 as amended by the Scheduled Casteand Scheduled Tribes order (Amendment Act), 1976*.
The Constitution (Dadra and Nagar Haveli) Scheduled Caste order 1962.
The Constitution (Dadra and NagarHaveli) Scheduled Tribes Order 1962@.
The Constitution (Pondicherry) Scheduled Caste Order 1964@
The Constitution (Scheduled Tribes) (Uttar Pradesh) Order, 1967@
The Constitution (Goa, Daman & Diu) Scheduled Caste Order, 1968@
The Constitution (Goa, Daman & Diu) Scheduled Tribes Order, 1968@
The Constitution (Nagaland) Scheduled Tribes Order, 1970@
The Constitution (Sikkim) Scheduled Caste Order 1978@
The Constitution (Sikkim) Scheduled Tribes Order 1978@
The Constitution (Jammu & Kashmir) Scheduled Tribes Order, 1989@
The Constitution (SC) orders (Amendment) Act, 1990@
The Constitution (ST) orders (Amendment) Ordinance 1991@ The
Constitution (ST) orders (Second Amendment) Act 1991@The
Constitution (ST) orders (Amendment) Ordinance 1996@
The Scheduled Caste and Scheduled Tribe Orders (Amendment) Act 2002@The
Constitution (Scheduled Caste) Orders (Amendment) Act 2002@
The Constitution (Scheduled Caste and Scheduled Tribe) Orders (Amendment) Act 2002@The
Constitution (Scheduled Caste) Order (Amendment) Act 2007@
Applicable in the case of Scheduled Castes, Scheduled Tribes persons who have migrated from one State/Union Territory Administration.

This certificate is issued on the basis of the Scheduled Castes/Scheduled Tribes certificate issued to Shri/Srimati/Kumari*.....Father/Mother of Shri/Srimati/Kumari*..... of village/town*..... in District/Division*..... of the State/Union Territory* who belong to the Caste/Tribe which is recognized as a Scheduled Caste/Scheduled Tribe in the State/Union Territory* issued by the dated.

Shri/Srimati/Kumari and/or* his/her family ordinarily reside(s) in village/town* of District/Division* of the State/Union Territory of Signature**

Designation (with seal of office)

Place Date

*Please delete the words which are not applicable

@Please quote specific presidential order. % Delete the paragraph which is not applicable.

Note: The term ordinarily reside(s) used here will have the same meaning as in section 20 of the Representation of the People Act, 1950.

** List of authorities empowered to issue Caste/Tribe Certificates: (i) District Magistrate/Additional District Magistrate/Collector/Deputy Commissioner/Additional Deputy Commissioner/Dy.Collector/Ist Class Stipendiary Magistrate/Sub-Divisional Magistrate/Extra-Assistant Commissioner/ Taluka Magistrate/Executive Magistrate. (ii) Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate. (iii) Revenue Officers not below the rank of Tehsildar. (iv) Sub-Divisional Officers of the area where the candidate and/or his family normally resides. NOTE: ST candidates belonging to Tamil Nadu State should submit caste certificate ONLY FROM THE REVENUE DIVISIONAL OFFICER

Appendix–II

FORMAT OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA

This is to certify that Shri/Smt./Kumari _____ son/daughter of_____resident of village/town_____ in District/Division _____ in the_____ State/Union Territory _____ belongs to the _____ Community which is recognized as a backward class under the Government of India, Ministry of Social Justice and Empowerment's Resolution No._____dated_____*. Shri/Smt./Kumari_____ and/or his/her family ordinarily reside(s) in the_____ District/Division of the _____ State/Union Territory.

This is also to certify that he/she does not belong to the persons/sections (Creamy Layer) mentioned in column 3 of the Schedule to the Government of India, Department of Personnel & Training OM No. 36012/22/93-Estt. (SCT,) dated 08.09.1993**.

Date _____ **District Magistrate/Deputy Commissioner etc.**

Seal of Office

*-	The Authority issuing the Certificate may have to mention the details of Resolution of Government of India, in which the Caste of candidate is mentioned as OBC
**-	As amended from time to time
Note :	The term ordinarily reside(s) used here will have the same meaning as in section 20 of the Representation of the People Act, 1950.
List of authorities empowered to issue Caste/Tribe Certificate Certificates:	
c)	District Magistrate / Additional District Magistrate/ Collector/ Deputy Commissioner / Additional Deputy Commission/ Dy. Collector / 1st Class Stipendiary Magistrate / Sub-Divisional Magistrate / Extra-Assistant Commissioner/ Taluka Magistrate / Executive Magistrate.
d)	Chief Presidency Magistrate / Additional Chief Presidency Magistrate / Presidency Magistrate
e)	Revenue Officers not below the rank of Tehsildar
f)	Sub-Divisional Officers of the area where the applicant and or his family normally resides.

NOTE-I :

a. The term 'Ordinarily' used here will have the same meaning as in Section 20 of the Representation of the People Act, 1950.
b. The authorities competent to issue Caste Certificate are indicated below:-

   a. District Magistrate / Additional Magistrate / Collector / Dy. Commissioner / Additional Deputy Commissioner / Deputy Collector / Ist Class Stipendary Magistrate / Sub-Divisional Magistrate / Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner (not below the rank of 1st Class Stipendiary Magistrate).
   b. Chief Presidency Magistrate /Additional Chief Presidency Magistrate/ Presidency Magistrate.
   c. Revenue Officer not below the rank of Tehsildar
   d. Sub-Divisional Officer of the area where the candidate and/or his family resides

NOTE-II: The closing date for receipt of application will be treated as the date of reckoning for OBC status of the candidate and also, for assuming that the candidate does not fall in the creamy layer.

NOTE-III: The candidate should furnish the relevant OBC Certificate in the format prescribed for Central Government jobs as per prescribed proforma issued by the competent authority on or before the Closing Date as stipulated in this Notice

APPENDIX–III

GOVERNMENT OF .....
(NAME & ADDRESS OF THE AUTHORITY ISSUING THE CERTIFICATE)

INCOME & ASSETS CERTIFICATE TO BE PRODUCED BY ECONOMICALLY WEAKER SECTIONS

Certificate No..... Date.....

VALID FOR THE YEAR .....

This is to certify that Shri/Smt./Kumari ..... Son/daughter/wife of ..... permanent resident of ..... Village/Street ..... Post Office ..... District ..... in the State/Union Territory ..... Pin Code ..... whose photograph is attested below belongs to Economically Weaker Sections, since the gross annual Income* of his/her 'family*** is below Rs.8 lakh (Rupees Eight Lakh only) for the financial year ..... His / her family does not own or possess any of the following assets***;

I. 5 acres of agricultural land and above;
II. Residential flat of 1000 sq. ft. and above;
III. Residential plot of 100 sq. yards and above notified municipalities;
IV. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

2. Shri/Smt./Kumari ..... belongs to the ..... caste which is not recognized as a Scheduled Caste, Scheduled Tribe and Other Backward Classes (Central List).

Recent Passport size Attested photograph of the applicant

Signature with seal of Office .....
Name .....
Designation .....

*Note: Income covered all sources i.e. salary, agriculture, business, profession, etc.
**Note 2: The term "Family" for this purpose includes the person, who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/ her spouse and children below the age of 18 years.
***Note 3: The property held by a "Family" in different locations or different places / cities have been clubbed while applying the land or property holding test to determine EWS status.

Appendix–IV

FORM OF CERTIFICATE TO BE SUBMITTED BY EX-SERVICEMEN FOR SEEKING AGE RELAXATION/APPOINTMENT AGAINST VACANCIES RESERVED FOR EX-SERVICEMAN

A. Form of Certificate applicable for Released/Retired Personnel

It is certified that No..... Rank..... Name..... whose date of birth is..... has rendered service from..... to ..... in Army/Navy/Air Force.

2. He has been released from military services:

a) on completion of assignment otherwise than

(i) by way of dismissal, or

(ii) by way of discharge on account of misconduct or inefficiency, or

(iii) on his own request, but without earning his pension, or

iv) he has not been transferred to the reserve pending such release

b) on account of physical disability attributable to Military Service.

c) on invalidment after putting in at least five years of Military service

3. He is covered under the definition of Ex-Serviceman (Re-employment in Central Civil Services and Posts) Rules, 1979 as amended from time to time

Place: .....

Date: .....

Signature, Name and Designation of the Competent Authority**

SEAL

Delete the paragraph which is not applicable.

B. Form of Certificate for Serving Personnel

(Applicable for serving personnel who are due to be released within one year)

It is certified that No. ..... Rank ..... Name..... is serving in the Army/Navy/Air Force from .....

2. He is due for release retirement on completion of his specific period of assignment on .....

3. No disciplinary case is pending against him.

Place: .....

Date: .....

Signature, Name and Designation of the Competent Authority**

SEAL

Candidate (Serving Personnel) furnishing certificate B as above will have to give the following undertaking:

Undertaking to be given by serving Armed Force personnel who are due to be released within one year

I understand that if selected on the basis of the recruitment/Examination to which this application relates, my appointment will be subject to my producing documentary evidence to the satisfaction of the appointing authority that I have been duly released/retired/discharged from the Armed Forces and that I am entitled to the benefits admissible to Ex-Servicemen in terms of the Ex-Servicemen (Re-employment in Central Civil Service and Posts) Rules, 1979, as amended from time to time.

Place:

Date:

Signature and Name of Candidate

C. Form of Certificate applicable for Serving ECOs/SSCOs who have already completed their initial assignment and are on extended assignment

It is certified that No..... Rank..... Name ..... whose date of birth is.....is serving in the Army/Navy/Air Force from.....

2. He has already completed his initial assignment of five years on..... and is on extended assignment till .....

3. There is no objection to his applying for civil employment and he will be released on three months' notice on selection from the date of receipt of offer of appointment.

Place:

Date:

Signature, Name and Designation of the Competent Authority**

SEAL

**Authorities who are competent to issue certificate to Armed Forces Personnel for availing Age concessions are as follows:

(a) In case of Commissioned Officers including ECOs/SSCOs.
Army - Military Secretary Branch, Army Hqrs., New Delhi
Navy - Directorate of Personnel, Naval Hqrs., New Delhi
Air Force - Directorate of Personnel Officers, Air Hqrs., New Delhi

(b) In case of JCOs/ORs and equivalent of the Navy and Air Force.
Army - By various Regimental Record Offices
Navy - BABS, Mumbai
Air Force - Air Force Records, New Delhi

Appendix–IV A

DECLARATION TO BE SUBMITTED BY EX-SERVICEMEN CANDIDATES REGARDING CIVIL EMPLOYMENT BY AVAILING EX-SERVICEMEN QUOTA.

I understand that I shall not be eligible to be appointed to a vacancy reserved for Ex- Servicemen in regard to the recruitment covered by this notice, if I have at any time prior to such appointment, secured any employment on the civil side (including Public Sector Undertaking, Autonomous Bodies/ Statutory Bodies, Nationalized Banks, etc.), by availing of the concession of reservation of vacancies admissible to Ex-servicemen.

I also hereby declare the following facts:

a) I have not secured any civil employment by availing Ex- Servicemen quota, before attending for document verification for the posts of this notice.

b) I have availed Ex-Servicemen quota for securing civil employment and I have given self-declaration/undertaking to my employer about the details of application(s) for various vacancies notified in this notice for which I have applied for, before joining the civil employment. Certificate for submission of self-declaration/undertaking from the present Employer is enclosed.

(Strikeout whichever is not applicable)

Place: Signature:

Date: Roll Name:

No:

Appendix–VA

FORM-V

Certificate of Disability

(In cases of amputation or complete permanent paralysis of limbs or dwarfism and in case of blindness)

[See rule 18(1)]

(NAME AND ADDRESS OF THE MEDICAL AUTHORITY ISSUING THE CERTIFICATE)

Recent Passport Size Attested Photograph (Showing face only) of the Person with disability

Certificate No.: Date:

This is to certify that I have carefully examined Shri/Smt/Kum..... son/ wife/ daughter of Shri .....Date of Birth (DD/MM/YYYY) ..... Age..... Years, Male/Female..... Registration No. ..... Permanent Resident of House No. ..... Ward/Village/Street..... Post Office..... District..... State....., whose photograph is affixed above, and am satisfied that:

(A) he/she is a case of:
*locomotor disability
*dwarfism
*blindness
(Please tick as applicable)

(B) The diagnosis in his/her case is.....

(C) he/she has .....% (in figure)..... percent (in words) permanent locomotor disability/dwarfism/blindness in relation to his/ her..... (part of body) as per guidelines (to be specified).

(2) The applicant has submitted the following document as proof of residence:

Nature of Document	Date of issue	Details of authority issuing signature

(Signature and Seal of Authorized Signatory of notified Medical Authority)

Signature/Thumb impression of the person in whose favour disability certificate is issued

Appendix–VB

FORM-VI

CERTIFICATE OF DISABILITY

(IN CASES OF MULTIPLE DISABILITIES)

[See rule 18(1) Rights of Persons with Disabilities Rules, 2017]

(NAME AND ADDRESS OF THE MEDICAL AUTHORITY ISSUING THE CERTIFICATE)

Recent passport Size Attested Photograph (Showing face only) of the Person with disability

Certificate No.: Date:

1. This is to certify that we have carefully examined Shri/Smt./Kum. _____ son/wife/daughter of Shri _____Date of Birth (DD/MM/YYYY)_____ Age ____ years, Male/Female _____ Registration No. ……..... Permanent Resident of House No._____ Ward/Village/Street _____ Post Office _____ District _____ State _____, whose photograph is affixed above, and am satisfied that:

(A) he/she is a case of **Multiple Disability.** His/Her extent of permanent physical impairment/disability has been evaluated as per guidelines (_____number and date of issue of the guidelines to be specified) for the disabilities ticked below and is shown against the relevant disability in the table below:

S. No.	Disability	Affected Part of Body	Diagnosis	Permanent Physical Impairment/ Mental Disability (in%)
d)	Locomotor Disability	@		
e)	Muscular Dystrophy			
f)	Leprosy cured			
g)	Dwarfism			
h)	Cerebral Palsy			
i)	Acid attack Victim			
j)	Low Vision	#		
k)	Blindness	#		
l)	Deaf	£		
m)	Hard of Hearing	£		
n)	Speech and Language disability			
o)	Intellectual Disability			
p)	Specific Learning Disability			
q)	Autism Spectrum Disorder			
r)	Mental-illness			
s)	Chronic Neurological Conditions			
t)	Multiple Sclerosis			
u)	Parkinson's Disease			
v)	Hemophilia			
w)	Thalassemia			
x)	Sickle Cell disease			
y)	Spine Deformity			
z)	Spine Injury			

(B) In the light of the above, his/her over all permanent physical impairment as per guidelines (_____number and date of issue of the guidelines to be specified), is as follows:

In figures: _____percent
In words:_____ percent

2. This condition is progressive/non-progressive/likely to improve/not likely to improve.

3. Reassessment of disability is:
i) Not necessary, or
ii) is recommended/after .....Year .....months, and therefore this certificate shall be valid till..... (DD/MM/YYYY)
@ e.g. Left/Right/both arms/legs; # e.g. Single eye/both eyes; e.g. Left/Right/both ears

4. The applicant has submitted the following documents as proof of residence

Nature of Document	Date of issue	Details of authority issuing signature

5. Signature and seal of the Medical Authority

Name and seal of Member | Name and seal of Member | Name and seal of the Chairperson

Signature/Thumb impression of the person in whose favour disability certificate is issued

Appendix–VC

FORM-VII

CERTIFICATE OF DISABILITY

(IN CASES OTHER THAN THOSE MENTIONED IN FORMS VA AND VB)

(NAME AND ADDRESS OF THE MEDICAL AUTHORITY ISSUING THE CERTIFICATE)

[See rule 18(1) Rights of Persons with Disabilities Rules, 2017]

Recent passport Size Attested Photograph (Showing face only) of the Person with disability

Certificate No.:..... Date.....

1. This is to certify that we have carefully examined Shri/Smt./Kum ..... son/wife/daughter of Shri..... Date of Birth (DD/MM/YYYY)..... Age .....years, male/female.....Registration No. ..... Permanent Resident of House No. ..... Ward/Village/Street .....Post Office ..... District ..... State....., whose photograph is affixed above and am satisfied that he/she is a case of _____**Disability**. His/her extent of permanent physical impairment/disability has been evaluated as per guidelines (..... number and date of issue of Guidelines to be specified), and is shown against the relevant disability in the table below:

S. No.	Disability	Affected Part of Body	Diagnosis	Permanent Physical Impairment/ Mental Disability (in%)
1	Locomotor Disability	@		
2	Muscular Dystrophy			
3	Leprosy cured			
4	Cerebral Palsy			
5	Acid attack Victim			
6	Low Vision	#		
7	Deaf	£		
8	Hard of Hearing	£		
9	Speech and Language disability			
10	Intellectual Disability			
11	Specific Learning Disability			
12	Autism Spectrum Disorder			
13	Mental-illness			
14	Chronic Neurological Conditions			
15	Multiple Sclerosis			
16	Parkinson's Disease			
17	Haemophilia			
18	Thalassemia			
19	Sickle Cell disease			
20	Spine Deformity			
21	Spine Injury			

(Please strike out the disabilities which are not applicable)

2. The above condition is progressive/non-progressive/likely to improve/not likely to improve.
3. Reassessment of disability is:
i) Not necessary, or
ii) is recommended/after .....Year .....months, and therefore this certificate shall be valid till..... (DD/MM/YYYY)
@ e.g. Left/Right/both arms/legs;
# e.g. Single eye/both eyes;
£e.g. Left/Right/both ears

4. The applicant has submitted the following documents as proof of residence

Nature of Document	Date of issue	Details of authority issuing Certificate

(Authorised Signatory of notified Medical Authority)
(Name and Seal)
Countersigned

[Countersignature and seal of the CMO/Medical Supdt/Head of Govt. Hospital. in case the certificate is issued by a medical authority who is not a government servant (with seal)]

Signature/Thumb impression of the person in whose favour disability certificate is issued

Note: In case this certificate is issued by a medical authority who is not a government servant, it shall be valid only if countersigned by the Chief Medical Officer of the District.

Appendix–VD

CERTIFICATE REGARDING PHYSICAL LIMITATION IN AN EXAMINEE TO WRITE for PwBD Candidates covered under Section 2(r)

This is to certify that, I have examined Mr/Ms/Mrs ..... (name of the candidate with disability), a person with ..... (nature and percentage of disability as mentioned in the certificate of disability), S/o/D/o ..... a resident of ..... (Village /District/State) and to state that he / she has physical limitation which hampers his/her writing capabilities owing to his / her disability.

Signature

Chief Medical Officer / Civil Surgeon/ Medical Superintendent of a Government health care institution

Name & Designation

Name of Government Hospital / health Care Centre with Seal

Place:

Date:

Note: Certificate should be given by a specialist of the relevant stream / disability (eg. Visual impairment – Ophthalmologist, Locomotor disability – Orthopedic specialist / PMR).

Appendix–VE

Certificate for person with specified disability covered under the definition of Section 2 (s) of the RPwD Act, 2016 but not covered under the definition of Section 2(r) of the said Act, i.e. persons having less than 40% disability and having difficulty in writing

1. This is to certify that, we have examined Mr./Ms./Mrs. ..... (name of the candidate), S/o / D/o ..... , a resident of ....(Vill/PO/PS/District/State), aged ..... yrs., a person with ..... (nature of disability/condition), and to state that he/she has limitation which hampers his/her writing capability owing to his/her above condition. He/she requires support of scribe and/or Compensatory Time as specified in the Guidelines for writing the examination.

2. The above candidate uses aids and assistive device such as prosthetics & orthotics, hearing aid (name to be specified) which is/are essential for the candidate to appear at the examination with the assistance of scribe.

3. This certificate is issued only for the purpose of appearing in written examinations conducted by recruitment agencies as well as academic institutions and is valid upto _____ (it is valid for maximum period of six months or less as may be certified by the medical authority).

Signature of medical authority

Signature & Name	Signature & Name	Signature & Name	Signature & Name	Signature & Name
Orthopedic / PMR specialist	Clinical Psychologist/ Rehabilitation Psychologist/ Psychiatrist/ Special Educator	Neurologist (if available) *	Occupational therapist (if available) *	Other Expert, as nominated by the Chairperson (if any)
(Signature & Name)				
Chief Medical Officer/Civil Surgeon/Chief District Medical Officer.....Chairperson				

Place:

Date:

Name of Government Hospital/Health Care Centre with Seal

*The Chief Medical Officer/Civil Surgeon/Chief District Medical Officer may make full efforts for inclusion of neurologists, occupational therapist from the nearest District or the Medical College/Institute, if the same is not available in the District.