

**GUIDELINES AND MINIMUM REQUIREMENTS TO ESTABLISH NEW
AUXILIARY NURSE AND MIDWIVES SCHOOL OF NURSING**

1. The following Establishments / Organizations are eligible to Establish / Open an Auxiliary Nurse and Midwives School of Nursing (ANM School).
 - a) Central Government/State Government/Local body;
 - b) Registered Private or Public Trust;
 - c) Organisations Registered under Societies Registration Act including Missionary Organisations;
 - d) Companies incorporated under section 8 of Company's Act;
2. The eligible Organizations / Establishments should obtain Essentiality Certificate / No objection Certificate from the concerned State Government where the ANM School of Nursing is sought to be established. The particulars of the name of the School / Nursing Institution along with the name of the Trust /Society [as mentioned in Trust Deed or Memorandum of Association] as also full address shall be mentioned in No Objection Certificate/Essentiality Certificate.
3. After receipt of the Essentiality Certificate/ No objection Certificate, the eligible institution shall get recognition from the concerned State Nursing Council for the ANM programme for the particular Academic Year, which is a mandatory requirement.
4. The Indian Nursing Council shall after receipt of the above documents / proposal would then conduct Statutory Inspection of the recognized training nursing institution under Section 13 of Indian Nursing Council Act 1947 in order to assess the suitability with regard to availability of Teaching faculty, Clinical and Infrastructural facilities in conformity with Regulations framed under the provisions of Indian Nursing Council Act, 1947.

PHYSICAL FACILITIES

Teaching Block:

S. No.	Teaching Block	Area (Figures in Sq feet)
1.	Staff Room	500
2.	Faculty Room	1200
3.	Class Room	2 @ 1080 = 2160
4.	Nursing Laboratory	1500
5.	Nutrition Laboratory	900
6.	Library Cum Study	1200
7.	Audio Visual Aids Room	600
8.	Provisions for Toilets	500
9.	Multipurpose Hall	1500
Total		10060 Sqr. Ft.

Hostel Block:

S. No.	Hostel Block	Area (Figures in Sq feet)
1.	Double Room	12000
2.	Sanitary	One latrine & One Bath room (for 5 students) - 500
3.	Visitor Room	250
4.	Reading Room	125
5.	Store	250
6.	Recreation Room	250
7.	Dining Hall	1500
8.	Kitchen & Store	750
Total		15625 Sqr. Ft.

Grand Total : 10060 + 15625 = 25685 Sqr. Ft.

Note: -

- *1. Nursing Educational institution should be in Institutional area only and not in residential area.**
- *2. If the institute has non-nursing programme in the same building, Nursing programme should have separate teaching block.**
- *3. Shift-wise management with other educational institutions will not be accepted.**
- *4. Separate teaching block shall be available if it is in hospital premises.**
- *5. School and College of nursing can share laboratories, if they are in same campus under same name and under same trust, that is the institution is one but offering different nursing programmes. However they should have equipments and articles proportionate to the strength of admission. And the class rooms should be available as per the requirement stipulated by Indian Nursing Council of each programme.**

School building – There should be separate building/block for the school and hostel. It should have an open space to facilitate outdoor games for the students.

Office – There should be individual furnished office rooms for: Principal, Teachers, Clerical Staff. A separate telephone connection for the school is necessary.

Class-room – There should be two adequately large classrooms, accommodating required number of students (i.e. for 20-40 students size of the room should be 720 sq. ft.). Rooms should be well ventilated and properly lighted. There should be chairs with arms or desks according to the number required. Suitably placed black/green or white board should be available in the classrooms.

Nursing laboratory – There should be a demonstration room with at least two to four beds and adequate number of cupboards with necessary articles for demonstration. Provision should be made for community, midwifery and first aid demonstration and practice.

Nutrition laboratory – There should be provision for nutrition practical. Cooking gas, stove and wash basin with tap connections, suitable working tables and sufficient number of necessary utensils for conducting cooking classes should be available.

Library cum study – There should be a room of adequate size in order to accommodate 40 students at a time, with sufficient number of cupboards, library books and adequate number of chairs and tables for the students. Library should have updated edition of textbooks, referral books, few professional journals and general knowledge magazines as well as storybooks etc. in sufficient numbers.

Audio visual aid – School must have a TV, DVD player, an overhead projector, LCD projector, laptop for projection computer facility, models, charts, skeleton & manikin/simulators, neonatal resuscitation equipment, home visiting bags, delivery kits etc.

Toilets – There should be adequate toilets facility in the school building for the students and teachers at least in the ratio 1:10.

Garage – There should be a garage for the mini bus.

NURSING TEACHING FACULTY

Teaching faculty for 20-40 annual admission:

S. No.	Teaching Faculty	Qualification & Experience
(i)	Principal	M.Sc. Nursing with 3 years of teaching experience or B.Sc. Nursing with 5 years of teaching experience.
(ii)	Nursing Tutor	B.Sc. Nursing/Diploma in Nursing Education and Administration/Diploma in Public Health Nursing with 2 years of clinical experience.

Note:

- Teacher student ratio should be 1:10 on sanctioned strength of students (excluding tutor for interns).

CLINICAL FACILITIES

1. A Rural Hospital (RH) having minimum bed strength of 30 and maximum 50 and serving an area with community health programmes.
2. Affiliated to district hospital or a secondary care hospital with minimum 150 beds, in order to provide adequate maternity, childcare and basic medical surgical experiences. The hospital to have adequate number of trained nursing staff round the clock. Bed occupancy on the average to be between 60% - 70%.
3. An organization having a hospital with 150 beds with minimum 30-50 obstetrics and gynaecology beds, and 100 delivery cases monthly can also open Auxiliary Nurse and Midwives school. They should also have an affiliation of PHC/CHC for the community health nursing field experience.

NOTE:-

- Pollution control Board certification wherein beds of the hospital are mentioned for both affiliated and parent hospital to be submitted.



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Statutory Body under the Ministry of Health & Family Welfare

F. No. : 1-6/2018-INC

Dated: 20-04-2018

**GUIDELINES AND MINIMUM REQUIREMENTS TO ESTABLISH GNM
SCHOOL OF NURSING**

1. The following Establishments / Organizations are eligible to Establish / Open a General Nursing and Midwifery School of Nursing (GNM School).
 - a) Central Government/State Government/Local body;
 - b) Registered Private or Public Trust;
 - c) Organisations Registered under Societies Registration Act including Missionary Organisations;
 - d) Companies incorporated under section 8 of Company's Act;
2. The eligible Organizations / Establishments should have their own 100 bedded Parent Hospital.

Provided that in respect of Tribal and Hilly Area the requirement of own Parent Hospital is exempted.

- Tribal area – Scheduled notified area; [*Areas as the President of India may by order declare to be Scheduled Areas;*]
 - Hilly area – North East States, Jammu & Kashmir, Himachal Pradesh & Uttarakhand.
3. The eligible Organizations / Establishments should obtain Essentiality Certificate / No objection Certificate from the concerned State Government where the GNM School of Nursing is sought to be established. The particulars of the name of the School / Nursing Institution along with the name of the Trust /Society [as mentioned in Trust Deed or Memorandum of Association] as also full address shall be mentioned in No Objection Certificate/Essentiality Certificate.
 4. After receipt of the Essentiality Certificate/ No objection Certificate, the eligible institution shall get recognition from the concerned State Nursing Council for the GNM programme for the particular Academic Year, which is a mandatory requirement.



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5. The Indian Nursing Council shall after receipt of the above documents / proposal would then conduct Statutory Inspection of the recognized training nursing institution under Section 13 of Indian Nursing Council Act 1947 in order to assess the suitability with regard to availability of Teaching faculty, Clinical and Infrastructural facilities in conformity with Regulations framed under the provisions of Indian Nursing Council Act, 1947.

PHYSICAL FACILITIES

Teaching Block:

The School of Nursing should have a separate building/teaching block*. For a School with an annual admission capacity of **40-60** students, the constructed area of the School should be **20000** square feet.

The School of Nursing can be in a rented/leased building for first two years. After two years institute shall have own building in an institutional area. Otherwise Rs.50, 000 penalty has to be paid for every year for 3 years. During the penalty period if the institute is not able to construct own building the permission/suitability will be withdrawn and will be taken as a fresh proposal.

Adequate hostel/residential accommodation for students and staff should be available in addition to the above mentioned built up area of the Nursing School respectively. The details of the constructed area are given below for admission capacity of **40-60** students:

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Striving to achieve uniform standards of Nursing Education

Website: www.indiannursingcouncil.org E-mail: secy.inc@gov.in

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S. No.	Teaching Block	Area (Figures in Sq feet)
1.	Lecture Hall	3 @ 900 = 2700
2.	(i) Nursing foundation lab	1500
	(ii) CHN & Nutrition Lab	900
	(iii) Advance Nursing Skill Lab	900
	(iv) OBG and Paediatrics lab	900
	(v) Pre-clinical science lab	900
	(vi) Computer Lab	1500
3.	Multipurpose Hall	3000
4.	Common Room (Male & Female)	1000
5.	Staff Room	1000
6.	Principal Room	300
7.	Vice Principal Room	200
8.	Library	1800
9.	A.V. Aids Room	600
10.	Faculty Room	1800
11.	Provisions for Toilets	1000
Total		20000 Sqr. Ft.

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Note: -

- *1. Nursing Educational institution should be approved for establishing institution by State Government competent authority.**
- *2. If the institute has non-nursing programme in the same building, Nursing programme should have separate teaching block.**
- *3. Shift-wise management with other educational institutions will not be accepted.**
- *4. Separate teaching block shall be available if it is in hospital premises.**
- *5. Proportionately the size of the built-up area will increase according to the number of students admitted.**
- *6. School and College of nursing can share laboratories, if they are in same campus under same name and under same trust, that is the institution is one but offering different nursing programmes. However they should have equipments and articles proportionate to the strength of admission. And the class rooms should be available as per the requirement stipulated by Indian Nursing Council of each programme.**

1. **Class rooms**

There should be at least three classrooms with the capacity of accommodating the number of students admitted in each class. The rooms should be well ventilated with proper lighting system. There should be built in Black/Green/White Boards. Also there should be a desk/ dais/a big table and a chair for the teacher and racks/cupboards for keeping teaching aids or any other equipment needed for the conduct of classes also should be there.

2. **Laboratories**

There should be at least Six laboratories as listed below:-

Nursing Foundation Laboratory
Community Health Nursing & Nutrition Laboratory
Advance Nursing Skill Laboratory
Computer Laboratory
OBG & Paediatric Laboratory
Pre Clinical Sciences Laboratory

3. **Multipurpose Hall**

It can be utilized for hosting functions of the college, educational conferences/workshops, CNES examinations etc. It should have proper stage with green room facilities. It should be well – ventilated and have proper lighting system. There should be arrangements for the use of all kinds of basic and advanced audio-visual aids.

4. **Library**

There should be a separate library in the school. It should be easily accessible to the teaching faculty and the students.

It should have comfortable seating arrangements for half of the total strength of the students and teachers in the school. There should be separate budget for the library. The library committee should meet regularly for keeping the library updated with current books, journals and other literature.

The library should have proper lighting facilities and it should be well-ventilated. It should have a cabin for librarian with intercom phone facility.

There should be sufficient number of cupboards, books shelves and racks with glass doors for proper and safe storage of books, magazines, journals, newspapers and other literature.

There should be provision for catalogue-cabinets, book display racks, bulletin boards and stationery items like index cards, borrowers cards, labels and registers. Current books, magazines, journals, newspaper and other literature should be available in the library.

A minimum of 500 single titled nursing books (all new editions), in the multiple of floor, 3 kinds of nursing journals, 3 kinds of magazines, 2 kinds of newspapers and other kinds of current health related literature should be available in the library.

5. **Offices Requirements**

a. Principal's Office:

There should be a separate office for the Principal with attached toilet and provision for visitor's room. Independent telephone facility is a must for the Principal's office with intercom facility connected/linked to the hospital and hostel.

b. Office for Vice-Principal:

There should be a separate office for the Vice-Principal with attached toilet and provision for visitor's room. Independent telephone facility is a must for Vice-principal's office with intercom facility connected/linked to the hospital and hostel.

c. Faculty Room:

There should be adequate number of office rooms in proportion to the number of teaching faculty. One office room should accommodate **2** teachers only. Separate toilet facility should be provided for the teaching faculty with hand washing facility. There should be a separate toilet for male teachers.

d. Staff Room:

One separate office room for the office staff should be provided with adequate toilet facility. This office should be spacious enough to accommodate the entire office staff with separate cabin for each official.

Each office room should be adequately furnished with items like tables, chairs, cupboards, built-in racks and shelves, filing cabinets and book cases. Also there should be provision for typewriters, computers and telephone.

6. Common Rooms

A minimum of **3** common rooms should be provided. One for the teaching faculty, one for the student and one for the office staff. Sufficient space with adequate seating arrangements, cupboards, lockers, cabinets, built-in-shelves and racks should be provided in all the common rooms. Toilet and hand washing facilities should be made available in each room.

7. Audio-Visual Aids Room & Store Room

This room should be provided for the proper and safe storage of all the Audio-Visual Aids. The School should possess all kind of basic as well as advanced training aids like chalk boards, overhead projectors, slide and film-strip projector, models specimen, charts and posters, T.V. & V.C.R., Photostat machine, tape recorder and computers, LCD, Laptop.

It should be provided to accommodate the equipments and other inventory articles which are required in the laboratories of the college. This room should have the facilities for proper and safe storage of these articles and equipments like cupboards, built-in-shelves, racks, cabinets, furniture items like tables and chairs. This room should be properly lighted and well-ventilated.

8. Other Facilities

Safe drinking water and adequate sanitary/toilet facilities should be available for both men and women separately in the school. Toilet facility to the students should be in the ratio of 1:25 students is to be made available for students along with hand washing facility. There should be a separate toilet for men.

9. Garage

Garage should accommodate a **50** seater vehicle.

10. Fire Extinguisher

Adequate provision for extinguishing fire should be available as per the local bye-laws.

11. Playground

Playground should be spacious for outdoor sports like Volleyball, football, badminton and for Athletics.

Hostel Block:

Hostel Provision is Mandatory and shall also be owned by the institute within the period of two years

S. No.	Hostel Block	Area (Figures in Sq feet)
1.	Single Room	9000 (50 sq. ft. for each student)
	Double Room	

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2.	Sanitary	One latrine & One Bath room (for 60 students) – 600 x 3 = 1800
3.	Visitor Room	500
4.	Reading Room	250
5.	Store	500
6.	Recreation Room	500
7.	Dining Hall	3000
8.	Kitchen & Store	1500
9.	Warden's Room	450
Total		17500 Sqr. Ft.

**Grand Total (total requirement for the nursing programme) : -
20000 (Teaching Block) + 17500 (Hostel Block) = 37500 Sqr. Ft.**

Hostel Facilities:

There should be a separate hostel for the male and female students. It should have the following facilities.

1. Hostel Room

It should be ideal for 2 students. The furniture provided should include a cot, a table, a chair, a book rack, a cupboard and a cloth rack for each student.

2. Toilet and Bathroom

Toilet and bathroom facilities should be provided on each floor of the students hostel at the rate of one toilet and one bathroom for 2-6 students. Geysers in bathroom and wash basins should also be provided.

3. Recreation

There should be facilities for indoor and outdoor games. There should be provision for T.V., radio and video cassette player.

4. Visitor's Room

There should be a visitor room in the hostel with comfortable seating, lighting and toilet facilities.

5. Kitchen & Dining Hall

There should be a hygienic kitchen and dining hall to seat at least 80% of the total students strength at one time with adequate tables, chairs, water coolers, refrigerators and heating facilities. Hand washing facilities must be provided.

6. Pantry

One pantry on each floor should be provided. It should have water cooler and heating arrangements.

7. Washing & Ironing Room

Facility for drying and ironing clothes should be provided in each floor.

8. Warden's Room

Warden should be provided with a separate office room besides her residential accommodation. Intercom facility with school & hospital shall be provided.

9. Telephone facility accessible to students in emergency situation shall be made available.

10. Canteen

There should be provision for a canteen for the students, their guests, and all other staff members.

11. Transport

School should have separate transport facility under the control of the Principal. 25 and 50 seats bus is preferable and number of transport shall be as per students strength.

Residential Accommodation:

Residential family accommodation for faculty, should be provided, according to their marital status. Telephone facility for the Principal at her residence must be provided. Residential accommodation with all facilities is to be provided to the Hostel Warden.

Crèche

There should be a crèche in the college campus.



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Staff for the Hostel:

1. Warden (Female) -3 : Qualification- B.Sc. Home Science or Diploma in Housekeeping/Catering. Minimum three wardens must be there in every hostel for morning, evening and night shifts. If number of students are more than 150, one more warden/ Asst. Warden/ House keeper for every additional 50 students.
2. Cook-1: For every 20 students for each shift.
3. Kitchen & Dining Room helper- 1 : For every 20 students for each shift.
4. Sweeper-3
5. Gardener-2
6. Security Guard/ Chowkidar-3

NURSING TEACHING FACULTY

Qualification of Teaching Staff for General Nursing and Midwifery programme with 40 students intake:

S. No.	Teaching faculty	Qualification & Experience	No. Required
(i)	Principal	M.Sc. Nursing with 3 years of teaching experience or B.Sc. Nursing (Basic) / Post Basic with 5 years of teaching experience.	1
(ii)	Vice-Principal	M.Sc. Nursing or B.Sc. Nursing (Basic) / Post Basic with 3 years of teaching experience.	1
(iii)	Tutor	M.Sc. Nursing or B.Sc. Nursing (Basic/Post Basic) or Diploma in Nursing and Administration with 2 years of professional experience.	10
(iv)	Additional Tutor for Interns	M.Sc. Nursing or B.Sc. Nursing (Basic/Post Basic) or Diploma in Nursing and Administration with 2 years of professional experience.	2
Total			14

Note:

- Teacher student ratio should be 1:10 on sanctioned strength of students (excluding tutor for interns).

CLINICAL FACILITIES

School of nursing should have a **100** bedded Parent (Own Hospital)
for 40-60 annual intake in each programme:

- i. Distribution of beds in different areas

Medical	30
Surgical	30
Obst. & Gynaecology	30
Pediatrics	20
Ortho	10
- ii. The size of the Hospital/Nursing Home for affiliation:-
 - a. Should not be less than **50** beds apart from having own hospital.
 - b. Maximum 3 Hospital can be attached.
- iii. Bed Occupancy of the Hospital should be minimum **75%**.
- vi. Other Specialties/Facilities for clinical experience required are as follows:
Major OT Minor OT Dental
Eye/ENT Burns and
Plastic Neonatology with
Nursery Communicable
disease Community Health
Nursing Cardiology

Oncology
Neurology/Neuro-surgery
Nephrology etc.
ICU/ICCU



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- v. Affiliation of psychiatric hospital should be of minimum 30-50 beds.
- vi. The Nursing Staffing norms in the affiliated Hospital should be as per the INC norms.
- vii. The affiliated Hospital should give student status to the candidates of the nursing programme.
- viii. **Maximum Distance between affiliated hospitals & institutions:-**
 - a) Institutions generally can be in the radius of **15-30** kms. from the affiliated hospital.
 - b) Hilly & Tribal area it can be in the radius of 30-50 kms. from the affiliated hospital.
- ix. **1:3** student patient ratio to be maintained.

If the institution is having both General Nursing and Midwifery and B.Sc(N) programme, it would require affiliated hospital for **40-60** annual intake in each programme to maintain **1:3** student patient ratio.

NOTE: -

***Parent Hospital:** The same trust which has established nursing institution and has also established the hospital will be considered as “Parent Hospital” of that institute.

ADMISSION TERMS AND CONDITIONS

1. Minimum education eligibility criteria for admission to GNM:

- 10+2 with English and must have obtained a minimum of 40% at the qualifying examination and English individually for any recognized board. Candidates are also eligible from State Open School recognized by State Government and National Institute of Open School (NIOS) recognized by Central Government. However Science is preferable.
- 10+2 with English having 40% of marks in vocational ANM course from the school recognized by Indian Nursing council
- 10+2 with English having 40% of marks in Vocational Stream-Health care Science from a recognized CBSE board/Centre
- Registered ANM with pass mark.

For foreign nationals

- The entry qualification equivalency i.e., 12th standard will be obtained by Association of Indian Universities, New Delhi. Institution, State Nursing Council will be responsible to ensure that the qualification and eligibility will be equivalent to what has been prescribed as above.

2. Reservation

- a) For disabled candidates: 3% Disability reservation to be considered with a disability of locomotor to the tune of 40% to 50% of the lower extremity and other eligibility criteria with regard to age and qualification will be same as prescribed for each nursing programme.

Note: A committee to be formed consisting of medical officer authorized by medical board of state government and a nursing expert in the panel which may decide whether the candidates have the disability of locomotor of 40% to 50%.

- b) 5% is relaxed for SC/ST candidates

- c) Any other quotas as per the State Govt. under the reservation policy

Note: Quotas shall be included in the seats sanctioned and not above it.

3. Admission of students shall be once in a year.

4. Students shall be medically fit.

5. Minimum age for admission will be 17 years. (as on 31st December of that year) The upper age limit is 35 yrs. For ANM/ for LHV, there is no age bar.

F. No. : 1-6/2018-INC

Dated: 20-04-2018

GUIDELINES TO OPEN B.SC.(N) College OF NURSING

1. The following Establishments / Organizations are eligible to Establish / Open a B.Sc. (N) College of Nursing.
 - a) Central Government/State Government/Local body;
 - b) Registered Private or Public Trust;
 - c) Organizations Registered under Societies Registration Act including Missionary Organizations;
 - d) Companies incorporated under section 8 of Company's Act;
2. The eligible Organizations / Establishments should have their own 100 bedded Parent Hospital.
Provided that in respect of Tribal and Hilly Area the requirement of own Parent Hospital is exempted.
 - Tribal area – Scheduled notified area; [Areas as the President of India may by order declare to be Scheduled Areas;]
 - Hilly area – North East States, Jammu & Kashmir, Himachal Pradesh & Uttarakhand.
3. The eligible Organizations / Establishments should obtain Essentiality Certificate / No objection Certificate from the concerned State Government where the B.Sc (N) College of Nursing is sought to be established. The particulars of the name of the College / Nursing Institution along with the name of the Trust /Society [as mentioned in Trust Deed or Memorandum of Association] as also full address shall be mentioned in No Objection Certificate/Essentiality Certificate.
4. After receipt of the Essentiality Certificate/ No objection Certificate, the eligible institution shall get recognition from the concerned State Nursing Council for the B.Sc. (N) programme for the particular Academic Year, which is a mandatory requirement.
5. The Indian Nursing Council shall after receipt of the above documents / proposal would then conduct Statutory Inspection of the recognized training nursing institution under Section 13 of Indian Nursing Council Act 1947 in order to assess the suitability with regard to availability of Teaching faculty, Clinical and Infrastructural facilities in conformity with Regulations framed under the provisions of Indian Nursing Council Act, 1947.

Sd/-

SECRETARY

Minimum Requirement to establish B.Sc. (N) Programme

PHYSICAL FACILITIES

Building:

The College of Nursing should have a separate building. The college of Nursing should be near to its parent hospital having space for expansion in an institutional area. For a College with an annual admission capacity of **40-60** students, the constructed area of the college should be **23720** square feet.

Adequate hostel/residential accommodation for students and staff should be available in addition to the above mentioned built up area of the Nursing College respectively. The details of the constructed area is given below for admission capacity of **40-60** students:

Teaching Block:

S. No.	Teaching Block	Area (Figures in Sq feet)
1.	Lecture Hall	4 @ 1080 = 4320
2.	(i) Nursing foundation lab	1500
	(ii) CHN	900
	(iii) Nutrition	900
	(iv) OBG and Paediatrics lab	900
	(v) Pre-clinical science lab	900
	(vi) Computer Lab	1500
3.	Multipurpose Hall	3000
4.	Common Room (Male & Female)	1100
5.	Staff Room	1000
6.	Principal Room	300
7.	Vice Principal Room	200
8.	Library	2400
9.	A.V. Aids Room	600
10.	One room for each Head of Departments	800
11.	Faculty Room	2400
12.	Provisions for Toilets	1000
Total		23720 Sqr. Ft.

Note: -

- *1. Nursing Educational institution should be in Institutional area only and not in residential area.**
- *2. If the institute has non-nursing programme in the same building, Nursing programme should have separate teaching block.**
- *3. Shift-wise management with other educational institutions will not be accepted.**
- *4. Separate teaching block shall be available if it is in hospital premises.**
- *5. Proportionately the size of the built-up area will increase according to the number of students admitted.**
- *6. School and College of nursing can share laboratories, if they are in same campus under same name and under same trust, that is the institution is one but offering different nursing programmes. However they should have equipments and articles proportionate to the strength of admission. And the class rooms should be available as per the requirement stipulated by Indian Nursing Council of each programme.**

1. Class rooms

There should be at least four classrooms with the capacity of accommodating the number of students admitted in each class. The rooms should be well ventilated with proper lighting system. There should be built in Black/Green/White Boards. Also there should be a desk/ dais/a big table and a chair for the teacher and racks/cupboards for keeping teaching aids or any other equipment needed for the conduct of classes also should be there.

Departments: College should have following departments

1. Fundamentals of Nursing including Nutrition
2. Medical Surgical Nursing
3. Community Health Nursing
4. Obstetric and Gynecological Nursing
5. Child Health Nursing
6. Psychiatry and Mental Health Nursing

2. Laboratories

There should be at least Seven laboratories as listed below:

Nursing Foundations and Medical Surgical
Community Health Nursing
OBG and Peadiatracs
Nutrition
Computer with 10 computers
Pre Clinical Science Lab. (Biochemistry, Microbiology, Biophysics, Anatomy & Physiology)

3. Auditorium

Auditorium should be spacious enough to accommodate at least double the sanctioned/actual strength of students, so that it can be utilised for hosting functions of the college, educational conferences/ workshops, examinations etc. It should have proper stage with green room facilities. It should be well – ventilated and have proper lighting system. There should be arrangements for the use of all kinds of basic and advanced audio-visual aids.

4. Multipurpose Hall

College of Nursing should have multipurpose hall, if there is no auditorium.

5. Library

There should be a separate library for the college. The size of the Library should be of minimum **2400 sqr. ft.** It should be easily accessible to the teaching faculty and the students. Library should have seating arrangements for at least **60** students for reading and having good lighting and ventilation and space for stocking and displaying of books and journals. The library should have at least **3000 books**. In a new College of Nursing the total number of books should be proportionately divided on yearly basis in four years. At least 10 sets of books in each subject to facilitate for the students to refer the books. The number of journals should **15** out of which one- third shall be foreign journals and subscribed on continuous basis. There should be sufficient number of cupboards, book shelves and racks with glass doors for proper and safe storage of books, magazines, journals, newspapers and other literature.

In the library there should be provision for:

- Staff reading room for **10** persons.
- Rooms for librarian and other staff with intercom phone facility
- Video and cassette / CD room (desirable)
- Internet facility.

6. Offices Requirements

(a) *Principal's Office*

There should be a separate office for the Principal with attached toilet and provision for visitor's room. Independent telephone facility is a must for the Principal's office with intercom facility connected/linked to the hospital and hostel and a computer with internet facility. The size of the office should be **300** sqr. ft.

(b) *Office for Vice-Principal*

There should be a separate office for the Vice-Principal with attached toilet and provision for visitor's room. Independent telephone facility is a must for Vice-principal's office with intercom facility connected/linked to the hospital and hostel and a computer with internet facility. The size of the office should be **200** sqr. ft.

(c) *Office for Faculty Members*

There should be adequate number of office rooms in proportion to the number of teaching faculty. One office room should accommodate **2** teachers only. Separate toilet facility should be provided for the teaching faculty with hand washing facility. There should be a separate toilet for male teachers. The size of the room should be **200 sqr. ft.** Separate chambers for heads of the department should be there.

(d) One separate office room for the office staff should be provided with adequate toilet facility. This office should be spacious enough to accommodate the entire office staff with separate cabin for each official. Each office room should be adequately furnished with items like tables, chairs, cupboards, built -in racks and shelves, filing cabinets and book cases. Also there should be provision for typewriters, computers and telephone.

7. Common Rooms

A minimum of **3** common rooms should be provided. One for the teaching faculty, one for the student and one for the office staff. Sufficient space with adequate seating arrangements,

cupboards, lockers, cabinets, built-in-shelves and racks should be provided in all the common rooms. Toilet and hand washing facilities should be made available in each room.

8. Record Room

There should be a separate record room with steel racks, built-in shelves and racks, cupboards and filing cabinets for proper storage of records and other important papers/ documents belonging to the college.

9. Store room

A separate store room should be provided to accommodate the equipments and other inventory articles which are required in the laboratories of the college. This room should have the facilities for proper and safe storage of these articles and equipments like cupboards, built-in-shelves, racks, cabinets, furniture items like tables and chairs. This room should be properly lighted and well-ventilated.

10. Room for Audio-Visual Aids

This room should be provided for the proper and safe storage of size **600** sq. ft. for all the Audio- Visual Aids.

11. Other Facilities

Students' welfare hall of size **400 sq. ft.** Indoor games hall of size **4000 ft.** Safe drinking water and adequate sanitary/toilet facilities should be available for both men and women separately in the college in each floor common toilets for teachers (separate for male and female) i.e **4** toilets with Wash basins. Common toilets for students (separate for male and female) **12** with Wash Basins for **60** students.

12. Garage

Garage should accommodate a **60** seater vehicle.

13. Fire Extinguisher

Adequate provision for extinguishing fire should be available as per the local bye-laws.

14. Playground

Playground should be spacious for outdoor sports like Volleyball, football, badminton and for Athletics.

Hostel Block (60 Students):

S. No.	Hostel Block	Area (Figures in Sq feet)
1.	Single Room	24000
	Double Room	
2.	Sanitary	One latrine & One Bath room (for 5 students) - 500
3.	Visitor Room	500
4.	Reading Room	250
5.	Store	500
6.	Recreation Room	500
7.	Dining Hall	3000
8.	Kitchen & Store	1500
Total		30750 Sqr. Ft.

Grand Total : 23720 + 30750 = 54470 Sqr. Ft.

Note: Proportionately the size of the built-up area will increase according to the number of students admitted.

Hostel Facilities:

There should be a separate hostel for the male and female students. It should have the following facilities.

1. Hostel Room

It should be ideal for 2 students with the minimum 100 sq. ft. carpet area. The furniture provided should include a cot, a table, a chair, a book rack, a cupboard and a cloth rack for each student.

2. Toilet and Bathroom

Toilet and bathroom facilities should be provided on each floor of the students hostel at the rate of one toilet and one bathroom for 2-6 students. Geysers in bathroom and wash basins should also be provided.

3. Recreation

There should be facilities for indoor and outdoor games. There should be provision for T.V., radio and video cassette player.

4. Visitor's Room

There should be a visitor room in the hostel with comfortable seating, lighting and toilet facilities.

5. Kitchen & Dining Hall

There should be a hygienic kitchen and dining hall to seat at least 80% of the total students strength at one time with adequate tables, chairs, water coolers, refrigerators and heating facilities. Hand washing facilities must be provided.

6. Pantry

One pantry on each floor should be provided. It should have water cooler and heating arrangements.

7. Washing & Ironing Room

Facility for drying and ironing clothes should be provided in each floor.

8. Sick Room

A sick room should have a comfortable bed, linen, furniture and attached toilet. Minimum of 5 beds should be provided.

9. Room for Night Duty Nurses

Should be in a quiet area.

10. Guest Room

A guest room should be made available.

11. Warden's Room

Warden should be provided with a separate office room besides her residential accommodation.

12. Canteen

There should be provision for a canteen for the students, their guests, and all other staff members.

13. Transport

College should have separate transport facility under the control of the Principal. 50 seater bus is preferable.

Residential Accommodation:

Residential family accommodation for faculty, should be provided, according to their marital status. Telephone facility for the Principal at her residence must be provided. Residential accommodation with all facilities is to be provided to the Hostel Warden.

Crèche

There should be a crèche in the college campus.

Staff for the Hostel:

1. Warden (Female) -3: Qualification- B.Sc. Home Science or Diploma in Housekeeping/ Catering. Minimum three wardens must be there in every hostel for morning, evening and night shifts. If number of students s more than 150, one more warden/ Asst. Warden/ House keeper for every additional 50 students.
2. Cook-1: For every 20 students for each shift.
3. Kitchen & Dining Room helper- 1: For every 20 students for each shift.
4. Sweeper-3
5. Gardener-2
6. Security Guard/ Chowkidar-3

NURSING TEACHING FACULTY

Qualifications & experience of teachers of college of Nursing

S. NO.	POST, QUALIFICATION & EXPERIENCE
1.	Principal cum Professor- 15 years experience with M.Sc.(N) out of which 12 years should be teaching experience with minimum of 5 years in collegiate programme. Ph.D.(N) is desirable
2.	Vice- Principal cum Professor- 12 years experience with M.Sc.(N) out of which 10 years should be teaching experience with minimum of 5 years in collegiate programme. Ph.D.(N) is desirable
3.	Professor- 10 years experience with M.Sc.(N) out of which 7 years should be teaching experience. Ph.D.(N) is desirable
4.	Associate Professor- M.Sc. (N) with 8 years experience including 5 years teaching experience Ph.D.(N) desirable
5.	Assistant Professor- M.Sc. (N) with 3 years teaching experience Ph.D.(N) desirable
6.	Tutor- M.Sc.(N) Or B.Sc.(N)/P.B.B.Sc.(N) with 1 year experience

S. No.	Designation	B.Sc.(N) 40-60 (Students intake)	B.Sc.(N) 61-100 (Students intake)
1	Principal	1	1
2	Vice-Principal	1	1
3	Professor	0	1
4	Associate Professor	2	4
5	Assistant Professor	3	6
6	Tutor	10-18	19-28

Principal is excluded for 1:10 teacher student ratio norms (Teacher)
Tutor student ratio will be 1:10

(For example for 40 students intake minimum number of teacher required is 17 including Principal. The strength of tutors will be 10, and 6 will be as per sl. No.02 to 05)

S. No.	Designation	B.Sc.(N)	P.B.B.Sc.(N)
		40-60 (students intake)	20-60 (students intake)
1	Professor cum PRINCIPAL	1	
2	Professor cum VICE- PRINCIPAL	1	
3	Professor	0	
4	Associate Professor	2	
5	Assistant Professor	3	2
6	Tutor	10-18	2-10

Sl. No.	Designation	B.Sc.(N)	P.B.B.Sc.(N)	M.Sc.(N)
		40-60 (students intake)	20-60 (students intake)	10-25 (students intake)
1	Professor cum PRINCIPAL	1		
2	Professor cum VICE- PRINCIPAL	1		
3	Professor	0		1
4	Associate Professor	2		1
5	Assistant Professor	3	2	3*
6	Tutor	10-18	2-10	

*1:10 teacher student ratio for M.Sc.(N) if B.Sc. (N) is also offered by the institution.

*Candidates having 3 years experience after M.Sc. (N) only will be considered for M.Sc. (N) programme.

Sl. No.	Designation	GNM	B.Sc.(N)	P.B.B.Sc.(N)	M.Sc.(N)
		20-60	40-60	20-60	10-25
1	Professor cum PRINCIPAL		1		
2	Professor cum VICE- PRINCIPAL		1		
3	Professor		0		1*
4	Associate Professor		2		1*
5	Assistant Professor		3	2	3*
6	Tutor	6-18	10-18	2-10	

*1:10 teacher student ratio for M.Sc.(N) if B.Sc. (N) is also offered by the institution.

*Candidates having 3 years experience after M.Sc. (N) only will be considered for M.Sc. (N) programme.

Sl. No.	Designation	ANM	GNM	B.Sc.(N)	P.B.B.Sc.(N)	M.Sc.(N)
		20-60	20-60	40-60	20-60	10-25
1	Professor cum PRINCIPAL			1		
2	Professor cum VICE- PRINCIPAL			1		
3	Professor			0		1*
4	Associate Professor			2		1*
5	Assistant Professor			3	2	3*
6	Tutor	4-12	6-18	10-18	2-10	

*1:10 teacher student ratio for M.Sc.(N) if B.Sc. (N) is also offered by the institution.

*Candidates having 3 years experience after M.Sc. (N) only will be considered for M.Sc. (N) programme.

Part time Teachers / External Teachers**

(i)	Microbiology
(ii)	Bio – Chemistry
(iii)	Sociology
(iv)	Bio – Physics
(v)	Psychology
(vi)	Nutrition
(vii)	English
(viii)	Computer
(ix)	Hindi / Any other language
(x)	Any other – clinical disciplines
(xi)	Physical Education.

** (The above teachers should have post graduate qualification with teaching experience in respective area)

NOTE:

- ❑ No part time nursing faculty will be counted for calculating total no. of faculty required for a college.
- ❑ Irrespective of number of admissions, all faculty positions (Professor to Lecturer) must be filled.
- ❑ For M.Sc.(N) programme appropriate number of M.Sc. faculty in each speciality be appointed subject to the condition that total number of teaching faculty ceiling is maintained.
- ❑ All nursing teachers must possess a basic university or equivalent qualification as laid down in the schedules of the Indian Nursing Council Act, 1947. They shall be registered under the State Nursing Registration Act.
- ❑ Nursing faculty in nursing college except tutor/clinical instructors must possess the requisite recognized postgraduate qualification in nursing subjects.
- ❑ All teachers of nursing other than Principal and Vice-Principal should spend at least 4 hours in the clinical area for clinical teaching and/or supervision of care every day.

OTHER STAFF (Minimum requirements)

(To be reviewed and revised and rationalized keeping in mind the mechanization and contract service)

- Ministerial
 - a) Administrative Officer 1
 - c) Office Superintendent 1
 - d) PA to Principal 1
 - e) Accountant/Cashier 1
- Upper Division Clerk 2
- Lower Division Clerk 2
- Store Keeper 1
 - a) Maintenance of stores 1
 - b) Classroom attendants 2
 - c) Sanitary staff As per the physical space
 - d) Security Staff As per the requirement
- Peons/Office attendants 4

- Library
 - a) Librarian 2
 - b) Library Attendants As per the requirement

- Hostel
 - a) Wardens 2
 - b) Cooks, Bearers, Sanitary Staff As per the requirement
 - c) Ayas /Peons As per the requirement
 - d) Security Staff As per the requirement
 - e) Gardeners & Dhobi (desirable) Depends on structural facilities

College Management Committee

Following members should constitute the Board of Management of the College.

- Principal Chairperson
- Vice-Principal Member
- Professor/Reader/Senior Lecturer Member
- Chief Nursing Officer/ Nursing Superintendent Member
- Representative of Medical Superintendent Member

Admission /Selection Committee

This committee should comprise of:

- Principal Chairperson
- Vice-Principal
- Professor
- Chief Nursing Officer or Nursing superintendent

CLINICAL FACILITIES

- I. College of nursing should have a **100** bedded Parent Hospital.
- II. Distribution of beds in different areas/ for 40 annual intake is

Medical	30
Surgical	30
Obst. & Gynaecology	30
Pediatrics	20
Ortho	10
- III. Bed Occupancy of the Hospital should be minimum **75%**.
- IV. The size of the Hospital/Nursing Home for affiliation should not be less than **100** beds.
- V. Other Specialties/Facilities for clinical experience required are as follows:
 - Major OT
 - Minor OT
 - Dental Eye/ENT
 - Burns and Plastic
 - Neonatology with Nursery
 - Communicable disease
 - Community Health Nursing
 - Cardiology
 - Oncology
 - Neurology/Neuro-surgery
 - Nephrology etc.
 - ICU/ICCU
- VI. Affiliation of psychiatric hospital should be of minimum 50 beds.
- VII. The Nursing Staffing norms in the affiliated Hospital should be as per the INC norms.
- VIII. The affiliated Hospital should give student status to the candidates of the nursing programme.
- IX. **Maximum Distance between affiliated hospitals & institutions:-**
 - a. Institutions generally can be in the radius of **15-30** kms. from the affiliated hospital.
 - b. Hilly & Tribal area it can be in the radius of 30-50 kms. from the affiliated hospital.
- X. **1:3** student patient ratio to be maintained.
- XI. For the grant of 100 students minimum 300 bedded Parent Hospital is mandatory.

***Parent Hospital** for a nursing institution having the same trust which has established nursing institutions and has also established the hospital.

OR

For a nursing institution (managed by trust) a “Parent Hospital” would be a hospital either owned and controlled by the trust or managed and controlled by a member of the trust. In case the owner of the hospital is a member of the Trust that the hospital would continue to function as a “Parent Hospital” till the life of the nursing institution. The undertaking would also be to the effect that the Member of the Trust would not allow the hospital to be treated” Parent/Affiliated Hospital” to any other nursing institution and will be for minimum 30 years [ie, signed by all members of trust] to the undertaking to be submitted from the Members of the Trust.

**GUIDELINES AND MINIMUM REQUIREMENTS TO ESTABLISH POST
BASIC B.Sc. (N) College of Nursing;**

1. The following Establishments / Organizations are eligible to establish / Open a Post Basic B.Sc (N) Programmes.
 - a) Central Government/State Government/Local body;
 - b) Registered Private or Public Trust;
 - c) Organizations Registered under Societies Registration Act including Missionary Organizations;
 - d) Companies incorporated under section 8 of Company's Act;
2. An institute already offering B.Sc (N) programme is eligible to establish Post Basic B.Sc (N) Course.
3. The eligible Organizations/Establishments should obtain Essentiality Certificate/No objection Certificate from the concerned State Government where the Post Basic B.Sc (N) Programmes is sought to be established. The particulars of the name of the Nursing Institution along with the name of the Trust /Society [as mentioned in Trust Deed or Memorandum of Association as also full address shall be mentioned in No Objection certificate/Essentiality Certificate.
4. After receipt of the Essentiality Certificate/ No objection Certificate, the eligible institution shall get recognition from the concerned State Nursing Council for the Post Basic B.Sc. (N) for the particular Academic Year, which is a mandatory requirement.
5. The Indian Nursing Council shall after receipt of the above documents / proposal would then conduct Statutory Inspection of the recognized training nursing institution under Section 13 of Indian Nursing Council Act 1947 in order to assess the suitability with regard to availability of Teaching faculty, Clinical and Infrastructural facilities in conformity with Regulations framed under the provisions of Indian Nursing Council Act, 1947.

PHYSICAL FACILITIES

Additional 2 (Two) Lecture Halls : 2@1080 = 2160 Sq feet for P.B.B.Sc. (N) programme for 40-60 Students intake

Note: Proportionately the rooms & other facilities will increase according to the number of students admitted.

NURSING TEACHING FACULTY

Qualifications & experience of teachers of college of Nursing

S. NO.	POST, QUALIFICATION & EXPERIENCE
1.	Principal cum Professor- M.Sc. (N) with 15 years experience after M.Sc.(N) out of which 12 years should be teaching experience with minimum of 5 years in collegiate programme. Ph.D.(N) is desirable
2.	Vice- Principal cum Professor- M.Sc. (N) with 12 years experience after M.Sc.(N) out of which 10 years should be teaching experience with minimum of 5 years in collegiate programme. Ph.D.(N) is desirable
3.	Professor- M.Sc. (N) with 10 years experience after M.Sc.(N) out of which 7 years should be teaching experience. Ph.D.(N) is desirable
4.	Associate Professor- M.Sc. (N) with 08 years experience after M.Sc.(N) including 5 years teaching experience Ph.D.(N) desirable

5.	Assistant Professor - M.Sc. (N) with 3 years experience after M.Sc.(N)
6.	Tutor - M.Sc.(N) Or B.Sc.(N)/P.B.B.Sc.(N) with 1 year experience

S. No.	Designation	B.Sc.(N) 40-60 (students intake)	P.B.B.Sc.(N) 20-60 (students intake)
1	Professor cum PRINCIPAL	1	
2	Professor cum VICE- PRINCIPAL	1	
3	Professor	0	
4	Associate Professor	2	
5	Assistant Professor	3	2
6	Tutor	10-18	2-10

B.Sc. (N) + P.B.B.Sc. (N) Teacher Student Ratio = 1 : 10

**GUIDELINES AND MINIMUM REQUIREMENTS TO ESTABLISH
M.Sc. NURSING PROGRAMME.**

1. The following Establishments / Organizations are eligible to Establish / Open a M.Sc. (N) College of Nursing.
 - a) Central Government/State Government/Local body;
 - b) Registered Private or Public Trust;
 - c) Organisations Registered under Societies Registration Act including Missionary Organisations;
 - d) Companies incorporated under section 8 of Company's Act;
2. An institution offering/ B.Sc (N) Programme wherein one batch has passed out is eligible to establish M.Sc. (N) Programme.

Or

Super specialty hospital having the following requisite beds are eligible to establish M.Sc (N) Programme.

Cardio Thoracic Nursing

- 50-100 bedded Cardiac Hospital, which has CCU, ICCU and ICU units with own thoracic unit or affiliated thoracic unit.

Critical Care Nursing

- 250-500 bedded Hospital, which has a 8-10 beds critical care beds & ICUs

Midwifery Nursing

50 bedded parent hospital having:

- i. Mother and neonatal units
- ii. Case load of minimum 500 deliveries per year
- iii. 8-10 level II neonatal beds.
- iv. Affiliation with level III neonatal beds

Neuro Science Nursing

- Minimum of 50 bedded Neuro care institution with advanced diagnostic, therapeutic and state of the art clinical facilities

Oncology Nursing

- Regional Cancer centers/Cancer Hospitals having minimum 100 beds, with medical and surgical oncology units with chemotherapy,

radiotherapy, palliative care, other diagnostic and supportive facilities.

Orthopaedic & Rehabilitation Nursing

- 250-500 bedded Hospital, which has a 50 orthopaedic beds & rehabilitation units.

Psychiatric Nursing

- Minimum of 50 bedded institutes of psychiatry and mental health having all types of patients (acute, chronic, adult psychiatric beds, child psychiatric beds and de-addiction facilities), with advanced diagnostic, therapeutic and state of the art clinical facilities.

Neonatal Nursing

- 250-500 beds and level II/III NICU facility, NICU beds: ≥ 10

Operation Room Nursing

- 250-500 bedded Hospital having facilities for General Surgery, Pediatric, Cardiothoracic, Gynae and Obstetrical, Orthopaedics, Ophthalmic, ENT and Neuro Surgery

Emergency and Disaster Nursing

- Minimum 250-500 beds and ICU facility, 10 Emergency beds
3. The eligible Organizations / Establishments should obtain Essentiality Certificate / No objection Certificate from the concerned State Government where the M.Sc (N) programme is sought to be established. The particulars of the name of the School / Nursing Institution along with the name of the Trust / Society [as mentioned in Trust Deed or Memorandum of Association] as also full address shall be mentioned in No Objection Certificate/Essentiality Certificate.
 4. After receipt of the Essentiality Certificate/ No objection Certificate, the eligible institution shall get recognition from the concerned State Nursing Council for the M.Sc. (N) programme for the particular Academic Year, which is a mandatory requirement.
 5. The Indian Nursing Council shall after receipt of the above documents / proposal would then conduct Statutory Inspection of the recognized training nursing institution under Section 13 of Indian Nursing Council Act 1947 in order to assess the suitability

with regard to availability of Teaching faculty, Clinical and Infrastructural facilities in conformity with Regulations framed under the provisions of Indian Nursing Council Act, 1947.

PHYSICAL FACILITIES

Minimum 2 additional classrooms and one classroom as per the number of electives.

Note: Proportionately the rooms & other facilities will increase/decrease according to the number of students admitted.

NURSING TEACHING FACULTY

M.Sc. (N)

If parent hospital is super-speciality hospital like cardio-thoracic hospital/cancer with annual intake 10 M.Sc(N) in cardio thoracic/cancer

Professor cum coordinator	1
Reader / Associate Professor	1
Lecturer	2

The above faculty shall perform dual role

B.Sc.(N) and M.Sc.(N)

Sl. No.	Designation	B.Sc.(N) 40-60	M.Sc.(N) 10-25
1	Professor cum PRINCIPAL	1	
2	Professor cum VICE- PRINCIPAL	1	
3	Professor	0	1*
4	Associate Professor	2	1*
5	Assistant Professor	3	3*
6	Tutor	10-18	

*1:10 student patient ratio for M.Sc. (N)

One in each specialty and all the M.Sc(N) qualified teaching faculty will participate in all collegiate programmes.

Teacher Student Ratio = 1 : 10 for M.Sc.(N) programme.

QUALIFICATIONS & EXPERIENCE OF TEACHERS OF COLLEGE OF NURSING

S. POST, QUALIFICATION & EXPERIENCE NO.	
1.	<p>Principal cum Professor- 15 years experience with M.Sc.(N) out of which 12 years should be teaching experience with minimum of 5 years in collegiate programme.</p> <p>Ph.D.(N) is desirable</p>

2.	<p>Vice- Principal cum Professor- 12 years experience with M.Sc.(N) out of which 10 years should be teaching experience with minimum of 5 years in collegiate programme.</p> <p>Ph.D.(N) is desirable</p>
3.	<p>Professor- 10 years experience with M.Sc.(N) out of which 7 years should be teaching experience.</p> <p>Ph.D.(N) is desirable</p>
4.	<p>Associate Professor- M.Sc. (N) with 8 years experience including 5 years teaching experience</p> <p>Ph.D.(N) desirable</p>
5.	<p>Assistant Professor- M.Sc. (N) with 3 years teaching experience</p> <p>Ph.D.(N) desirable</p>
6.	<p>Tutor- M.Sc.(N) Or B.Sc.(N)/P.B.B.Sc.(N) with 1 year experience</p>