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**PART I - NOTIFICATIONS BY GOVERNMENT, HEADS OF DEPARTMENTS
AND OTHER OFFICERS**

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NOTIFICATIONS BY GOVERNMENT

VISAKHAPATNAM PORT AUTHORITY

NO: IGAD/A&B/RS&P/2024/4294.

Date: 30-10-2024.

PRE-PUBLICATION OF DRAFT RECRUITMENT, SENIORITY & PROMOTION
REGULATIONS (RS&P) INCLUDING THE MANNER OF APPOINTMENT OF HoDs.

NOTIFICATION

VISAKHAPATNAM PORT AUTHORITY EMPLOYEES' (RECRUITMENT,
SENIORITY AND PROMOTION) AMENDMENT REGULATIONS, 2024.

In exercise of the powers conferred by Section 72 (2) (i) of Major Port
Authority Act, 2021 the Central Government hereby issued orders for re-notifying
the following Regulations:

Visakhapatnam Port Trust (Recruitment of Heads of Departments)
Regulations, 1991 as Visakhapatnam Port Authority (Recruitment of Heads of
Departments) Regulations, 2024.

(Sd/-),
Chairperson of the Board,
Visakhapatnam Port Authority.

RESOLUTION No.49/2024-25.

Board resolved to approve the following proposals for pre-publication of the existing Regulations in the Andhra Pradesh State Gazette and to submit the same to the Ministry for further action:

1. Visakhapatnam Port Trust Employees (Recruitment, Seniority & Promotion) Amendment Regulations, 2009 as Visakhapatnam Port Authority Employees (Recruitment, Seniority & Promotion) Regulations, 2024 (which were approved by the Board vide Resolution No. 01/2024-25 of Agenda Item No.S-1, dt.27.04.2024).
2. Visakhapatnam Port Trust (Recruitment of Heads of Departments) Regulations, 1991 as Visakhapatnam Port Authority (Manner of Appointment & RRs of HoD level posts of VPA) (which were approved by the Board vide Resolution No. 22/2024-25 of Agenda Item No.S-2, dt.26.07.2024).

THE VISAKHAPATNAM PORT AUTHORITY
(RECRUITMENT OF HEADS OF DEPARTMENT) REGULATIONS, 2024.

In exercise of the powers conferred by Section 72 of the Major Port Authorities Act, 2021 and in supersession of the Visakhapatnam Port Authority (Recruitment of Heads of Departments) Regulations, 1991 the Board of Major Port Authority for Visakhapatnam Port hereby makes the following regulations, namely:

1. SHORT TITLE AND COMMENCEMENT

These Regulations may be called the Visakhapatnam Port Authority (Recruitment of Head of Department) Regulations, 2024.

2. APPLICATION

They shall apply to all posts covered by clause (a) of Sub-section (1) of Section 18 of the Act. a

3. DEFINITIONS

In these regulations, unless the context otherwise requires:-

- a) "Act", means the Major Port Authority's Act, 2021.
- b) "Appointing Authority" means the authority empowered under the act to make appointment to that post;
- c) "Board", "Chairperson", "Deputy Chairperson" and "Head of Department" have the meaning respectively assigned to them under the Act;
- d) "Direct Recruit" means a person recruited upon application for direct recruitment to a post of Head of Department on the basis of an examination or interview, or both and include a person already in the Board's service who may, upon an application for direct recruitment, be allowed to appear for such examination or interview of both, and is selected;
- e) "Schedule" means the Schedule appended to these Regulations;
- f) "Schedule Castes" and "Scheduled Tribes" shall have the meanings

assigned to them in clauses (24) and (25) of Article 366 of the Constitution of India;

- g) "Selection Post" means a post to which appointment is to be made on the basis of merit:
- h) "Selection Committee" means the Committee constituted under Regulation-II for the purpose of making recommendation for transfer / deputation promotion or direct recruitment of a candidate to a post of Head of Department.
- i) "Analogous Posts" means a post of which the duties and level of responsibilities and / or the pay ranges are comparable to those of the post to which selection is to be made;
- j) "Employees on probation" means the incumbent appointed to the post on probation under these Regulations and in whose case the successful completion of probation period has not yet been ordered by a Competent Authority.

4. APPOINTMENT

All appointments to posts of Heads of Departments to which these regulations apply shall be made in accordance with the provisions of these regulations. Appointments may be made either by promotion, transfer or deputation of employees or by direct recruitment.

5. METHOD OF RECRUITMENT

The method of recruitment, the qualifications in respect of Age, Education, Training, Requirements of Minimum Experiences, essential and / or desirable, classification or posts as selection posts and other matters connected with the appointment to various posts shall be as shown in the schedule;

Provided that the prescribed upper age limit may be relaxed -

- (i) By the Central Government upto 5 years where the minimum experience

prescribed is 10 years or more and upto 3 years where the minimum experience prescribed is 5 to 9 years;

- (ii) In the case of a candidate belonging to a Scheduled Tribe, in accordance with such orders as the Central Government may issue from time to time for appointment to services or posts under it in favour of Scheduled Castes and Scheduled Tribes.

Provided further that the prescribed educational and other qualifications may, for good and sufficient reasons, be relaxed by the Central Government, if a candidate is otherwise round suitable and well qualified.

6. PROBATION

(1) Every person appointed a post of Head of Department specified in column 2 of the Schedule, whether by direct recruitment or by promotion or transfer / deputation, shall, subject to the provisions of Sub-Regulation (2) and Sub Regulation (3) of Regulation – 8 be on probation for a period of two years.

(2) The period of probation may, if the appointing authority deems fit, be extended for a specific period at a time, but the total period of such extensions shall not, save where any extension is necessary by reason of any departmental or legal proceedings pending against the employees, exceed the initial period of the probation prescribed.

7. CONFIRMATION

(1) when a person appointed on probation to a post of Head of Department has completed his probation to the satisfaction of the appointing authority, the appointing authority shall convey its approval to that effect. He shall also be eligible for confirmation in that post if he is not confirmed in a lower post earlier held by him under the Board.

(2) Until a Head of Department on probation is confirmed / declared to have

completed probation to the satisfaction of the appointing authority under this regulation or is discharged or reverted under regulation – 8, he shall continue to have the status of an employee on probation.

8. DISCHARGE OR REVERSION OF HEAD OF DEPARTMENT ON PROBATION:-

- (1) A person appointed on probation to a post of Head of Department who has no lien on any post shall be liable to be discharged from service at any time on the basis of his performance or conduct during the period of probation, he is considered unfit for further retention in service;
- (2) A Head of Department on probation who holds a lien on a post may be reverted at any time in the circumstances specified in Sub- Regulation (1).
- (3) A Head of Department on probation who is not considered suitable for confirmation or who has not completed probation to the satisfaction of the appointing authority at the end of the period of probation prescribed in Regulation – 6, Regulation (1) or Sub-Regulation (2), as the case may be.

9. APPLICATION FOR DIRECT RECRUITMENT

A candidate for appointment by direct recruitment shall apply before such date in such form and in such manner as may from time to time be prescribed by the Chairperson. He shall also submit such proof of his age, question or experience, as the Chairperson may require.

10. ELIGIBILITY AND DIS-QUALIFICATIONS FOR DIRECT RECRUITMENT :

- (1) In order to be eligible for direct recruitment to a post of Head of Department, a candidate must be
 - a) A citizen of India or
 - b) A subject of Nepal, or
 - c) A subject of Bhutan; of
 - d) A Tibetan or refugee who came over to India before the 1st January, 1962

with the intention of permanently setting in India; or

- e) A person of Indian origin who has migrated from Pakistan, Bangladesh, Burma, Sri Lanka or the East African countries of Kenya, Uganda or the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently setting in India:

Provided that a candidate belonging to category (a) shall produce such proof of his nationality, as the Chairperson, may from time to time required.

Provided further that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India;

(2) No person:-

- (a) Who was entered into or contract a marriage with person having a spouse living, or
- (b) Who having a spouse alive, has entered into or contracted a marriage with any other person, shall be eligible for appointment to any grade or post to which these regulations apply;

Provided that the appointing authority may, if satisfied, that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing exempt any person from the operation of this sub-regulation.

- (3)** A candidate must satisfy the appointing authority that his character and antecedents are such as to make him suitable for appointment to any grade or post. No candidate who has been convicted by a Court of Law for any offence involving moral turpitude or who has been adjudged as insolvent shall be eligible for appointment.

- (4)** If any question arises whether a candidate does or does not satisfy all or any other requirements of this regulation, the same shall be decided by the Central

Government.

- (5) The Central Government, may modify or waive any of the requirements of sub-regulation (1) when an appointment for work of a special nature is to be made and it is not practicable to obtain a suitable candidate who fulfills the requirements of these regulations.
- (6) Physical fitness of candidate – A candidate shall good mental and bodily health and free from any physical defects likely to interfere with the discharge of his duties as a Head of Department. A candidate who after such medical examination as the appointing authority may specify, is found not to satisfy those requirements will not be appointed provided that a candidate already in the service of the Board or any other Central Government organization shall not be required to undergo such medical examination.

11. SELECTION COMMITTEE

- (1) A Selection Committee may be constituted to advise and assist the appointing authority in the matter of making selection of candidates for appointment to posts of Heads of Department.
- (2) The Selection Committee shall be composed of the following, persons, namely:-
- (i) Additional Secretary / Joint Secretary to the Government of India, Ministry of Surface Transport.
 - (ii) Chairperson, Visakhapatnam Port Authority
 - (iii) Any other officer having wide experience as may be nominated by the Central Government.

12. MANNER OF RECRUITMENT

- (1) (a) When a post of Head of Department to which these Regulations apply falls vacant and is to be filled by promotion / transfer / deputation, the Chairperson shall forward to the Appointing Authority names, age, qualifications, experience

and other relevant particulars of all offices who are eligible for promotion / transfer / deputation to the post together with his recommendations whenever the schedule provides for deputation also, the Chairperson may if considered necessary or if directed by the Central Government call for application from eligible candidates from other Major Port Authority's / Central / State Governments / Public Sector Units / Autonomous Bodies. (b) The Appointing Authority may, on receipt of such information either;

i) Make an appointment by promotion / transfer / deputation from amongst the candidates so sponsored or

ii) Refer the candidates to the Selection Committee referred to in Regulation 11 with directions to scrutinize the case and make appropriate recommendation and then make an appointment by promotion / transfer / deputation on the basis of such recommendation, or

iii) Direct that the vacancy be filled by direct recruitment in the manner laid down in these regulations.

(2) All appointments by Direct Recruitment shall be made by the appointing authority on the recommendations of the Selection Committee, provided that it shall be open to the appointing authority, for reasons to be recorded in writing not to accept such recommendation in any particular case.

13. ADVERTISEMENT OF POSTS

Vacancies intended to be filled by direct recruitment shall be advertised and a copy of the advertisement shall be sent to the local employment exchange.

14. CANVASSING SUPPORT SHALL BE DIS-QUALIFICATION

Any endeavor on the part of a person or his relations or friends to canvass support by direct or indirect method for his application for appointment to a post of

Head of Department to which these regulations apply shall dis-qualify him for the appointment.

15. SUPRESSION OF FACTS

Any candidate who is found to have knowingly furnished any particulars which are false or to have suppressed material information of a character which, if known would ordinarily have debarred him from getting an appointment in the Board's service is liable to be disqualified and, if appointed, to be dismissed form service.

16. Eligibility of existing employees for direct recruitment when the posts required to be filled by direct recruitment are advertised, employees already is service may also apply provided that they possess the prescribed qualifications and experience.

17. CANCELLATION OF APPOINTMENT ORDERS

If a candidate selected for directappointment to a post fails to join duty within the date mentioned in the appointment order and where no such date is mentioned, within 30 days of the date of issue of the appointment order, or within such extended period as the appointing authority fix, the appointment order shall be deemed to have been cancelled.

18. PAYMENT OF TRAVELLING ALLOWANCE FOR ATTENDING INTERVIEWS:

All candidates called forinterview and / or written test in connection with selection to a post shall be entitled to reimbursement / of travel expenses from the place of positing / residence to the venue of interview / written test and back by rail in first class or the actual expenditure whichever is less.

19. INTERPRETATION - if any question arises as to the interpretation of these regulations or in respect of any matter not herein above or subsequently provided for, the same shall be decided by the Central Government.

20. Provided, that any order made or action taken under the regulations, procedures, practices and customs so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations.

Name of the post	Scale of pay	Whether selection or Non-selection post	Age limit for direct recruitment	Educational and other qualification required for direct recruitment	Whether age and educational qualifications prescribed for Directrecruitment will apply in case of Promotion / Transfer / Deputation
1	2	3	4	5	6
Secretary	Rs.120000 -280000	Selection post	45 years	Essential: a) Educational: Degree of a recognized university or equivalent. b) Experience: 10 years' experience in a managerial position dealing with Administration / Personal / General Management from the Major Ports / Govt./ Semi Govt. organizations/ Public Sector Undertakings or Autonomous bodies. c) Desirable: Post Graduate Degree or P.G. Diploma in Personnel Management / Industrial Relations or MBA or Bachelor Degree in Law of Knowledge in Computers.	Age : No Qualification: Yes

Period of probation	Method of recruitment whether by direct recruitment or composite recruitment i.e. Promotion / Transfer / Deputation from the Major Ports	In case of recruitment by Promotion / Transfer / Deputation grades from which promotion transfer/ deputation to be made from the Major Ports	The composition of Selection Committee
7	8	9	10

2 years	By promotion / transfer deputation from Major Ports (Composite recruitment failing which, by transfer or deputation of officers as indicated at column (9), failing which by direct recruitment.	Promotion: Dy. Secretary/ Personnel Officer / analogous posts from the Major Ports with 5 years regular service in the grade failing which by transfer or Deputation of Officers in Govt. / Semi Govt., Organizations / Public Sector undertakings or Autonomous Bodies (Period of deputation ordinarily not exceeding 3 years)	<ol style="list-style-type: none"> 1. Additional Secretary / Joint Secretary, Ministry of Shipping. 2. Chairperson / VPA 3. An officer having wide experience in the filed nominated by the Ministry of Shipping.
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Period of probation	Method of recruitment whetherby direct recruitment orcomposite recruitment i.e., promotion / transfer / deputation from the Major Ports	In case of recruitment by promotion / transfer / deputation grades from which promotion transfer / deputation to be made from the Major Ports	The composition of Selection Committee
7	8	9	10
2 years	By promotion / transfer deputation from Major Ports (Composite recruitment failing which, by transfer or deputation of officers as indicated at column (9), failing which by direct recruitment.	Promotion: Dy. Secretary / Personnel Officer / analogous posts from the Major Ports with 5 years regular service in the grade failing which by transfer or deputation of officers in Govt./ semi Govt., organizations/ public sector undertakings or autonomous bodies (Period of deputation ordinarily not exceeding 3 years)	<ol style="list-style-type: none"> 1. Additional Secretary / Joint Secretary, Ministry of Shipping. 2. Chairperson/ VPA 3. An officer having wide experience in the filed nominated by the Ministry of Shipping.

Name of the post	Scale of pay	Whether selection or Non-selection post	Age limit for direct recruitment	Educational and other qualification required for directrecruitment	Whether age and educational qualifications prescribed for Directrecruitment will apply in case of promotion / transfer/ deputation
1	2	3	4	5	6
FA & CAO	Rs. 120000 -280000	Selection post	45 years	Essential: a) Membership of the Institute of the Chartered Accounts of India (CA)/ Membership of the Institute of Cost and Works Accounts of India (ICWA) with not less than 5 years' experience in managerial position in Financial Department of a Major Ports/Govt./ Semi Govt. Organizations/ Public Sector Undertakings or Autonomous bodies. C) Desirable: Knowledge in Computers.	Age : No Qualification: Relaxable in the case of officer belonging to Central Audit and Accounts Service and those with SAS qualification.

Period of probation	Method of recruitment whether by direct recruitment or compositerecruitment i.e., promotion / transfer/ deputation from the Major Ports	In case of recruitment by promotion / transfer / deputation grades from which promotion transfer/ deputation to be made from the Major Ports	The composition of selection committee
7	8	9	10
2 years	By promotion / transfer deputation from Major Ports (Composite recruitment) failing which, by transfer or deputation of officers as indicated at column (9), failing which by direct recruitment.	Promotion: Senior Dy. FA&CAO analogous posts from the Major Ports with 3 years regular service of Dy. FA&CAO/ analogous posts from the Major Ports with 5 years regular service failing which by transfer or deputation of officers in Govt./ Semi. Govt. Organizations/ Public Sector undertakings or Autonomous bodies (Period of deputation ordinarily not exceeding 3 years)	1. Additional Secretary / Joint Secretary, Ministry of Shipping. 2. Financial Adviser, Ministry of Shipping 3. Chairperson / VPA

Name of the post	Scale of pay	Whether selection or Non-selection post	Age limit for direct recruitment	Educational and other qualification required for direct recruitment	Whether age and educational qualifications prescribed for Direct recruitment will apply in case of promotion / transfer/deputation
1	2	3	4	5	6
Traffic Manger	Rs.120000-280000	Selection post	45 years	Essential: a) Educational: Degree of a recognized University or equivalent b) Experience: At least 10 years' experience in a managerial position dealing with seatraffic / transportation preferable connected with a Major Port in a Major Ports / Govt./Semi Govt. organizations/ Public Sector Undertakings or Autonomous bodies. c) Desirable: Knowledge in Computers	Age: No Qualifications: Yes

Period of probation	Method of recruitment whether by direct recruitment or composite recruitment i.e., promotion / transfer / deputation from the Major Ports	In case of recruitment by promotion / transfer / deputation grades from which promotion transfer/ deputation to be made from the Major Ports	The composition of selection committee
7	8	9	10
2 years	By promotion / transfer deputation from Major Ports (Composite recruitment) failing which, by transfer or deputation of officers as indicated at column (9), failing which by direct recruitment.	Promotion: Docks Manager analogous posts from the Major Ports with 3 years regular service or Dy. Traffic Manager/ analogous post from the Major Ports with 5 years regular service in the grade and above failing which by transfer or deputation of officers in Govt./ Semi Govt. organizations/ public sector undertakings or autonomous bodies (Period of deputation ordinarily not exceeding 3 years)	1. Additional Secretary / Joint Secretary, Ministry of Shipping. 2. Chairperson / VPA 3. An officer having wide experience in the field nominated by Ministry of Shipping.

Name of the post	Scale of pay	Whether selection or Non-selection post	Age limit for direct recruitment	Educational and other qualification required for direct recruitment	Whether age and educational qualifications prescribed for Direct recruitment will apply in case of promotion / transfer/ deputation
1	2	3	4	5	6
Chief Engineer	Rs.120000 -280000	Selection post	45 years	Essential: a) Educational: A Degree in Civil Engineer from a recognized university or equivalent. b) Experience: At least 15 years' experience in a managerial capacity with at least 7 years in Port Planning and construction in any Major Ports / Govt./Semi Govt. organizations/ Public Sector Undertakings or Autonomous bodies. c) Desirable: Experience in Project management in a responsible position / Knowledge in Computers	Age: No Qualifications: Yes

Period of probation	Method of recruitment whetherby direct recruitment orcomposite recruitment i.e., promotion / transfer / deputation from the Major Ports	In case of recruitment by promotion / transfer / deputation grades from which promotion transfer / deputation to be made from the Major Ports	The composition of selection committee
7	8	9	10
2 years	By promotion / transfer deputation from Major Ports (Composite recruitment) failing which, by transfer or deputation of officers as indicated at column (9), failing which by direct recruitment.	Promotion: Dy. Chief Engineer/ analogous post form the Major Ports with 5 years regular service, failing which by transfer or deputation of officers in Govt. / Semi Govt. organizations / public sector undertaking or autonomous bodies (Period of deputation ordinarily not exceeding 3 years)	1. Additional Secretary / Joint Secretary, Ministry of Shipping. 2. Chairperson / VPA 3. Development Adviser Ministry of Shipping.

Name of the post	Scale of pay	Whether selection or Non selection post	Age limit for direct recruitment	Educational and other qualification required for direct recruitment	Whether age and educational qualifications prescribed for Directrecruitment will applyin case of promotion / Transfer / deputation
1	2	3	4	5	6
Chief Mechanical Engineer	Rs.120000 -280000	Selection post	45 years	Essential: a) Educational: A Degree in Mechanical or Electrical Engineer from a recognized university or equivalent or First Class MOT certificate (Steam and Diesel) or equivalent. b) Experience: 15 years' experience in Mechanical / Electrical or Marine Engineering works in Major Ports/ Govt. / Semi. Govt. organizations/ Public Sector Undertakings or Autonomous bodies. c) Desirable: Experience in responsible position in Project management and operation of cargo handling equipment and Port crafts / Knowledge in Computers	Age: No Qualifications: Yes

Period of probation	Method of recruitment whether by direct recruitment or composite recruitment i.e., promotion / transfer / deputation from the Major Ports	In case of recruitment by promotion / transfer / deputation grades from which promotion transfer / deputation to be made from the Major Ports	The composition of selection committee
7	8	9	10
2 years	By promotion / Transfer deputation from Major Ports (Composite recruitment) failing which, by transfer or deputation of officers as indicated at column (9), failing which by direct recruitment.	Promotion: Dy. CME/ Plant Manager/ Sr .Marine Engineer/ Analogous post from the Major Ports with 5 years regular service, failing which by transfer or deputation of officers in Govt. / Semi Govt. organizations / public sector undertaking or autonomous bodies (Period of deputation ordinarily not exceeding 3 years)	1. Additional Secretary / Joint Secretary, Ministry of Shipping. 2. Chairperson / VPA 3. An officer having wide experience in the field nominated by Ministry or Shipping.

Name of the post	Scale of pay	Whether selection or Non selection post	Age limit for direct recruitment	Educational and other qualification required for direct recruitment	Whether age and educational qualifications prescribed for Direct recruitment will apply in case of promotion / Transfer / deputation
1	2	3	4	5	6
Deputy Conservator	Rs.120000-280000	Selection post	45 years	Essential: a) Professional Certificate of competency as Master of Foreign going vessel issued by Ministry of Shipping or equivalent. b) Experience: 10 years' experience as Master of Foreign going ship or in pilotage and dredging in Major Ports. c) Desirable: Experience in Port Operations / Knowledge in Computers	Age: No Qualifications: Yes

Period of probation	Method of recruitment whether by direct recruitment or composite recruitment i.e., promotion / transfer / deputation from the Major Ports	In case of recruitment by promotion / transfer / deputation grades from which promotion transfer / deputation to be made from the Major Ports	The composition of selection committee
7	8	9	10

2 years	By promotion / Transfer deputation from Major Ports (Composite recruitment) failing which, by transfer or deputation of officers as indicated at column (9), failing which by direct recruitment.	Promotion: Harbour Master/ analogous post from the Major Ports with 3 years regular service / Dredging Supdt. / Dock Master analogous post from the Major Ports with 5 years regular service failing which by transfer or deputation of officers in Govt. / Semi Govt. organizations / public sector undertaking or autonomous bodies (Period of deputation ordinarily not exceeding 3 years)	<ol style="list-style-type: none"> 1. Additional Secretary / Joint Secretary, Ministry of Shipping. 2. Chairperson / VPA 3. An officer having wide experience in the field nominated by Ministry or Shipping.
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Name of the post	Scale of pay	Whether selection or Non selection post	Age limit for direct recruitment	Educational and other qualification required for direct recruitment	Whether age and educational qualifications prescribed for Direct recruitment will apply in case of promotion / Transfer / deputation
1	2	3	4	5	6
Chief Medical Officer	Rs.120000 -280000	Selection post	45 years	Essential: <ol style="list-style-type: none"> a) Should be a Medical Graduate of a recognized university with Post Graduate Degree/ P.G. Diploma in any branch of Medical Science. b) Experience: should have at least 10 years of professional experience including at least 5 years Administrative experience in any Major Hospital belonging to a Major Ports / Govt. Semi Govt. organizations/ Public Sector Undertakings or Autonomous bodies. c) Desirable: Knowledge in Computers 	Age: No Qualifications: Yes

Period of probation	Method of recruitment whether by direct recruitment or composite recruitment i.e., promotion / transfer / deputation from the Major Ports	In case of recruitment by promotion / transfer / deputation grades from which promotion transfer / deputation to be made from the Major Ports	The composition of selection committee
7	8	9	10
2 years	By promotion / Transfer deputation from Major Ports (Composite recruitment) failing which, by transfer or deputation of officers as indicated at column (9), failing which by direct recruitment.	Promotion: Dy. Chief Medical Officer / analogous post from the Major Ports with 5 years regular service, failing which failing which by transfer or deputation of officers in Govt. / Semi Govt. organizations/ public sector undertaking or autonomous bodies (Period of deputation ordinarily not exceeding 3 years)	<ol style="list-style-type: none"> 1. Additional Secretary / Joint Secretary, Ministry of Shipping. 2. Chairperson / VPA 3. An officer having wide experience in the field nominated by Ministry or Shipping.

Period of probation	Method of recruitment whether by direct recruitment or composite recruitment i.e., promotion / transfer / deputation from the Major Ports	In case of recruitment by promotion / transfer / deputation grades from which promotion transfer / deputation to be made from the Major Ports	The composition of selection committee
7	8	9	10
2 years	By promotion / Transfer deputation from Major Ports (Composite recruitment) failing which, by transfer or deputation of officers as indicated at column (9), failing which by direct recruitment.	Promotion: Material Manager/ analogous post from the Major Ports with 5 years regular service, failing which failing which by transfer or deputation of officers in Govt. / Semi Govt. organizations/ public sector undertaking or autonomous bodies (Period of deputation ordinarily not exceeding 3 years)	<ol style="list-style-type: none"> 1. Additional Secretary / Joint Secretary, Ministry of Shipping. 2. Chairperson/VPA 3. An officer having wide experience in the field nominated by Ministry or Shipping.

NOTIFICATION

VISAKHAPATNAM PORT AUTHORITY EMPLOYEES' (RECRUITMENT,
SENIORITY AND PROMOTION) AMENDMENT REGULATIONS, 2024.

In exercise of the powers conferred by Section 72 (2) (i) of Major Port Authority Act, 2021 the Central Government hereby issued orders for re-notifying the following Regulations:

Visakhapatnam Port Trust Employees' (Recruitment, Seniority and Promotion) Amendment Regulations, 2009 as Visakhapatnam Port Authority Employees' (Recruitment, Seniority and Promotion) Amendment Regulations, 2024 with no changes except "Authority" in place of "Trust" and Revised Scales, subject to approval of the Central Government as set out in the schedule annexed to this notification.

(Sd/-),
Chairperson of the Board,
Visakhapatnam Port Authority.

RESOLUTION No.49/2024-25.

Board resolved to approve the following proposals for pre-publication of the existing Regulations in the Andhra Pradesh State Gazette and to submit the same to the Ministry for further action:

1. Visakhapatnam Port Trust Employees (Recruitment, Seniority & Promotion) Amendment Regulations, 2009 as Visakhapatnam Port Authority Employees (Recruitment, Seniority & Promotion) Regulations, 2024 (which were approved by the Board vide Resolution No. 01/2024-25 of Agenda Item No.S-1, dt.27.04.2024).
2. Visakhapatnam Port Trust (Recruitment of Heads of Departments) Regulations, 1991 as Visakhapatnam Port Authority (Manner of Appointment & RRs of HoD level posts of VPA) (which were approved by the Board vide Resolution No. 22/2024-25 of Agenda Item No.S-2, dt.26.07.2024).

THE VISAKHAPATNAM PORT AUTHORITY
EMPLOYEES (RECRUITMENT, SENIORITY AND
PROMOTION)REGULATIONS, 2024

In exercise of the powers conferred by Section 72(2)(i) of the Major Port Authorities Act, 2021, and in supersession of the Visakhapatnam Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2009, the Board of Major Port Authority for Visakhapatnam Port hereby makes the following regulations, namely

1. Short Title and Commencement

- (i) These Regulations may be called the Visakhapatnam Port Authority Employees (Recruitment, Seniority and Promotion) Regulations, 2024.
- (ii) They shall come into force on the date of their publication in the official Gazette.

2. Application

These regulations shall apply to all temporary and permanent employees of the Board, including those covered by clause (a) of sub-section (1) of section 18 of the Act.

3. Definition

In these regulations, unless the context otherwise requires

- (a) "Act" means the Major Port Authorities Act, 2021.
- (b) "Analogous post" means a post of which the duties and level of responsibilities and the pay ranges are comparable to those of the post to which selection is to be made.
- (c) "Appointing Authority" in relation to any grade or post means the authority empowered under the Visakhapatnam Port Authority Employees (Classification, Control and Appeal) Regulations 2024 (as amended from time to time) to make appointment to that grade or post.
- (d) "Board", "Chairperson", "Deputy Chairperson" and "Head of Department" have the meaning respectively assigned to them under the Act.
- (e) "Class I Posts", "Class II Posts", "Class III posts" and "Class IV posts" shall have the same meaning as assigned to them in Regulation 4 of the Visakhapatnam Port Authority Employees (Classification, Control and Appeal) Regulations, 2024(as amended from time to time).
- (f) "Departmental Promotion Committee" means a Committee constituted from time to time under regulation 26 for the purpose of making recommendation for promotion to or confirmation in any grade or post.
- (g) "Direct Recruit" means a person recruited on the basis of a competitive examination or test and/or interview by Services Selection Committee.
- (h) "Employee" means an employee of the Board.
- (i) "Grade" means any of the grades specified in the Schedule of the Employees prepared and sanctioned under section 20 of the Act.
- (j) "Lien" means the title of an employee to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post to which he has been appointed on regular basis and on which he is not on probation.

Provided that the title to hold a regular post shall be subject to the condition that the junior most person in the grade will be liable to be reverted to the lower grade if the number of persons so entitled is more than the posts available in that grade.

- (k) "Permanent Employee" means an employee who has been substantively appointed to a permanent post.
- (l) "Schedule" means the Schedule appended to these regulations.
- (m) "Scheduled Castes" and "Scheduled Tribes" shall have the meanings respectively assigned to them in Clauses (24) and (25) of article 366 of the Constitution of India.
- (n) "Select List" in relation to any grade or post means the select list prepared in accordance with regulation 13 for that grade or post.
- (o) "Selection Post" means a post declared as such under regulation 5 of these regulations.
- (p) "Services Selection Committee" means the Committee constituted under regulation 12 for the selection of candidates by means of a written test, a trade test and/or interview for appointment to posts reserved for direct recruitment.
- (q) "Temporary Employee" means an employee holding a temporary post or officiating in a permanent post or on probation in his appointment in the service of the Board.

4. MANNER OF APPOINTMENT

(1) All appointments to the posts to which these regulations apply shall be made in accordance with the provisions of these regulations. Appointment may be made either by promotion or by absorption or deputation or direct recruitment.

(2) Appointments in respect of posts treated as Head of Department and posts one level below to the Head of Department, all the vacancies shall be filled by "Composite method of recruitment" through promotion or transfer on absorption basis failing which by deputation from the employees of the Major Ports, the Central Government, State Governments, Autonomous Bodies, Government Companies and failing both by direct recruitment.

(3) The promotion or transfer on absorption shall be from the officers from the Major Port Authorities fulfilling the eligibility criteria prescribed in the Schedule annexed to these regulation.

(4) Deputation shall be of employees from the Major Ports, the Central Government, State Governments or Autonomous Bodies or Government Companies fulfilling the eligibility criteria prescribed for the post:

Provided that an employee of a Board of any Major Port Authority shall not be eligible for deputation to the Head of Department level post in the Major Port Authorities.

(5) The normal period of deputation is three years, which is extendable to four years. In exceptional circumstances, this can be extended to five years by the Central Government in the case of a post, the incumbent of which is regarded as the Head of Department and by the Chairperson in the case of any other post below the level of Head of Department."

5. SCHEDULES

The manner of appointment i.e. whether by direct recruitment or by departmental promotion or absorption or deputation, the qualification, age, education, training, requirements of experience, classification of posts as selection posts or non-selection posts and other matters connected with the appointments to various posts shall be shown in the Schedule annexed to these Regulations in respect of Class-I posts. In respect of Class-II, Class-III and Class-IV posts the manner of appointment shall be as laid down by the Board from time to time. The schedule shall also show the authorized permanent and temporary strength of the various grades as shown in the Schedule of Employees prepared under the provisions of Section-20 of the MPA Act, 2021. The strength is liable to change from time to time under the provisions of section 18 of the Major Port Authorities Act, 2021. The eligibility requirements prescribed for direct recruitment will apply in the case of promotion to the extent mentioned in Column 9 of the schedule and requirement of experience for promotion will be as prescribed in Column 13 of the schedule.

Provided that the prescribed upper age limits may be relaxed by the Central Govt. in case of HODs and by Chairperson in all other cases for reasons to be recorded in writing for direct recruitment/absorption/deputation as under:-

- (i) Up to 5 years where the minimum experience prescribed is 10 years or more and up to 3 years where the minimum experience prescribed is 5 to 9 years.
- (ii) in the case of a candidate who is an ex-serviceman, i.e. ex-employee of India's Defence Forces, and who has put in not less than 6 months continuous service in the Defence Forces, up to the extent of the service rendered by him in the Defence Forces plus three years where the vacancy to be filled is a vacancy reserved for such ex-servicemen and dependants of those killed in action and upto the extent of the service rendered by him in the Defence Forces, where the vacancy to be filled is an unreserved vacancy; and
- (iii) In the case of a candidate belonging to the Scheduled Castes or the Scheduled Tribes or Other Backward Classes in accordance with such orders as the Central Government may issue from time to time in this regard.

Provided further that the requirement of experience is relaxable at the discretion of the Central Govt, in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if at any stage of selection the Central Govt. is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

6. ROSTER OF VACANCIES

A roster shall be maintained for each grade to show whether a particular vacancy should be filled by direct recruitment or promotion. However, if a vacancy which is reserved for direct recruitment cannot be filled by direct recruitment, it may be filled by promotion and the next vacancy shall be filled by direct recruitment. Similar practice can be followed in the case of a vacancy reserved for promotion but cannot be filled by promotion method.

7. RESERVATION

- (1) Orders issued by the Central Government from time to time for reservation of posts under it, whether to be filled by direct recruitment or promotion in favour of the Scheduled Castes and the Scheduled Tribes shall apply mutatis mutandis to all appointments covered by these regulations.
- (2) Orders issued by the Central Government from time to time for the reservation of posts under it in favour of Other Backward Classes, Ex-Servicemen and Dependants of those killed in action, Sportsmen and Physically Handicapped persons shall also apply mutatis mutandis to appointments covered by these regulations and to which direct recruitment is made.

8. NATIONALITY, CHARACTER, PHYSICAL FITNESS ETC. FOR DIRECT RECRUITMENT;

- (1) In order to be eligible for direct recruitment to any grade or post, a candidate must be-
 - (a) A Citizen of India; or
 - (b) A subject of Nepal; or
 - (c) A subject of Bhutan; or
 - (d) A Tibetan refugee who came over to India before the 1st January; 1962 with the intention of permanently settling in India; or
 - (e) A person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or the East African countries of Kenya, Uganda, the United Republic of Tanzania, Zambia, Malawi, Zaire and Ethiopia and Vietnam with the intention of permanently settling in India.

Provided that a candidate belonging to category (a) shall produce such proof of his nationality as the Chairperson may, from time to time require. Provided further that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India;

Provided also that a candidate in whose case the proof of nationality or a certificate of eligibility is necessary may be provisionally appointed, pending the production by him of the necessary certificate in his favour from the Central Government, as the case may be. In such cases the provisional appointment shall not exceed a period of one year.

- (2) The Chairperson may, with the prior approval of the Central Government, modify or waive any of the requirements of sub regulation (1) when an appointment for work of a special nature is to be made and it is not practicable to obtain a suitable candidate who fulfils the requirements of these regulations.
- (3) No person.
 - (a) Who has entered into or contracted a marriage with person having a spouse living; or
 - (b) Who having a spouse living, has entered into or contracted a marriage with any person.

Shall be eligible for appointment to any grade or post to which these regulations apply;

Provided that the Central Govt. in case of HODs and Chairperson in all other cases may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this sub regulation.

- (4) A candidate must satisfy the appointing authority that his character and antecedents are such as to make him suitable for appointment to any grade or post. No candidate who has been convicted by a Court of Law for an offence involving moral turpitude or who has been adjudged as an insolvent shall be eligible for appointment to a grade or post.
- (5) A candidate shall be in good mental and physical health and free from any physical defects likely to interfere with the discharge of his duties as an employee of the Board. A candidate who after such medical examination as the Central Govt. in case of HODs and Chairperson in all other cases may specify, is found not to satisfy those requirements shall not be appointed.
- (6) If any question arises whether a candidate does or does not satisfy all or any of the requirements of this regulation, the same shall be decided by the Central Govt. in case of HODs and Chairperson in all other cases.

9. ¹[ELIGIBILITY OF EXISTING EMPLOYEES FOR DIRECT RECRUITMENT

When the posts required to be filled by direct recruitment are advertised, employees of the Board of any Major Port Authority possessing the prescribed qualifications and experience may also apply: Provided that the age limit in such cases shall not exceed fifty five years.]

10. ADVERTISEMENT OF VACANCIES

- (1) Vacancies of Class-III and Class-IV posts to be filled by direct recruitment shall be notified to the local employment Exchange. In case sufficient number of eligible and suitable candidates are not available, the vacancies be advertised in Newspapers published within the State. Class-I and Class-II posts intended to be filled by direct recruitment shall be advertised in national and local dailies and/or Employment News.
- (2) The crucial date for determining the qualification, experience and age shall be the first day of the month in which the post is notified/advertised unless otherwise specified.

11. CONDUCT OF WRITTEN OR SKILL TESTS IN CERTAIN CASES

The Appointing Authority may decide whether a written or a skill test or both should be held and also name the officer who should hold the said test and the manner in which the test should be held and other details thereof. It shall be open to the Appointing Authority to engage a consultant or a firm of consultants to conduct a written or skill test.

¹ Substituted w.e.f. 10.10.2018 vide Ministry of Shipping Notification published in the Gazette of India under G.S.R. 1013(E) dated 10.10.2018

12. SERVICES SELECTION COMMITTEE:-

- (1) There shall be a Service Selection Committee for each grade or post, as mentioned in sub regulation (2) to conduct interviews of eligible candidates for making selection of candidates for appointment to different posts by direct recruitment.
- (2) The category of posts and the composition of the Services Selection Committees referred to in sub regulation (1) shall be the following, namely :
- (a) For HODs:
- | | | |
|-------|--|---------------|
| (i) | 1[Joint Secretary (Ports) of the Ministry of Shipping looking after the charge of PHRD | - Chairperson |
| (ii) | Chairperson of the Port | - Member |
| (iii) | Any other Port Chairperson or an officer having wide experience in the field to be nominated by the Ministry of Shipping | - Member |
| (iv) | Representative of SC/ST & OBCs nominated by the Ministry of Shipping | - Member |
- (b) For Class I posts:
- | | | |
|-------|--|---------------|
| (i) | Chairperson | - Chairperson |
| (ii) | Deputy Chairperson | - Member |
| (iii) | HOD in charge of the Department in which vacancy occurs | - Member |
| (iv) | HOD in charge of the Personnel | - Member |
| (v) | Representative of SC/ ST & OBCs nominated by the Chairperson | - Member |
- (c) For Class II Posts:
- | | | |
|-------|---|---------------|
| (i) | Deputy Chairperson | - Chairperson |
| (ii) | Head of the Department in which the vacancy arises | - Member |
| (iii) | Head of Department incharge of Personnel | - Member |
| (iv) | Representative of SC/ST & OBCs nominated by the Chairperson | - Member |
- (d) For Class-III and Class-IV posts (Common Categories):
- | | | |
|-------|--|---------------|
| (i) | Deputy Chairperson or in his absence, HOD nominated by the Chairperson of the Board | - Chairperson |
| (ii) | HOD incharge of Personnel | - Member |
| (iii) | A senior officer in the grade not below Rs.80000-220000(pre-revised Rs.16000-400-20800) to be nominated by the Chairperson | - Member |
| (iv) | Representative of SC/ST & OBCs nominated by the Chairperson | - Member |

¹ Substituted w.e.f. 31-7-2015 vide Ministry of Shipping Notification No.PR-12016/2/2015-PE.I published in the Gazette of India under G.S.R. 605(E) dated 31-7-2015

(e) For Class-III and Class-IV posts (Uncommon Categories):

- | | | | |
|-------|--|---|-------------|
| (i) | HOD, where the vacancy arised | - | Chairperson |
| (ii) | HOD incharge of Personnel | - | Member |
| (iii) | A senior officer of the concerned division in the grade not below Rs.80000-220000(pre-revised Rs.16000-400-20800) to be nominated by the Chairperson | - | Member |
| (iv) | Representative of SC/ST & OBCs nominated by the Chairperson | - | Member |

The Appointing Authority may also nominate any person not in the service of the Board to be a member of a Services Selection Committee if such a person is specialized in the relevant field. Where any member of a Services Selection Committee is not available, the Appointing Authority may nominate another officer of appropriate level in his place to attend the meeting.

- (3) Where recruitment to vacancies in grades common to more than one department is made in a common selection, the composition of the committee shall be decided by the Chairperson in each case.

13. SELECT LIST

The Services Selection Committee may recommend, in the order of merit, as adjudged by it, the names of the selected candidates to be kept on a select list for consideration of appointment to posts earmarked for direct recruits. Such a list shall be deemed to be valid for a period of 12 months from the date on which the list is approved by the Appointing Authority. It is open to the Appointing Authority to extend the validity of the list for a period not exceeding six months or until a fresh select list is approved whichever is earlier.

14. CONSIDERATION OF RECOMMENDATIONS OF SERVICES SELECTION COMMITTEE AND ADHOC APPOINTMENTS

All appointments by direct recruitment shall be made by the Appointing Authority on the recommendations of the concerned Services Selection Committee.

Provided that it shall be open to the Appointing Authority, for reasons to be recorded in writing, not to accept the recommendations of Services Selection Committee.

Provided further that where the Appointing Authority is an authority subordinate to the Chairperson and the authority disagrees with such recommendations in any case, it shall record its reasons for such disagreement and submit the case to the Chairperson who shall decide the same.

Provided also that in the case of a purely temporary post, a leave vacancy or a vacancy earmarked for direct recruitment requiring immediate filling up, the Chairperson may appoint a person who is eligible to fill the vacant post for a period of six months at a time and not exceeding one year on ad hoc basis subject to the condition that:

- (1) Ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.
- (2) Total period of appointment to a temporary post will not exceed the tenure of the post.
- (3) In other cases the temporary appointment should be replaced by a regular appointment from the select list as soon as possible.

15. CANVASSING SUPPORT A DISQUALIFICATION

Any endeavor on the part of a person to canvass support by direct or indirect method for appointment to a post or for promotion to a higher post shall disqualify him for the appointment or promotion.

16. SUPPRESSION OF FACTS A DISQUALIFICATION

Any candidate who is found to have knowingly furnished any particulars which are false or have suppressed material information of a character, which if known would ordinarily have debarred him from getting an appointment to a grade or post, is liable to be disqualified, and, if appointed, to be dismissed from service.

17. CANCELLATION OF APPOINTMENT ORDER

If a candidate selected for the post earmarked for direct recruits fails to join duty within the date mentioned in the offer of appointment and where no such date is mentioned, within 30 days of the date of issue of the offer of appointment or within such extended period as the Appointing Authority may agree, the offer of appointment shall be deemed to have been cancelled.

18. PAYMENT OF TRAVELLING ALLOWANCE FOR ATTENDING INTERVIEW

In the case of posts filled by direct recruitment, all journeys which the candidates (including persons already in the service of the Board) may have to perform for the purpose of written and practical tests or interviews shall be at their own cost. However, candidates belonging to Scheduled Castes or the Scheduled Tribes called for written or trade tests or interview shall be granted traveling allowance equal to first class rail fare by shortest practicable route both ways on production of proof to the effect that he has actually performed the inward journey.

19. PROBATION PERIOD

(1) Every person appointed to a post by direct recruitment or promotion or absorption shall, subject to the provisions of sub-regulation (2) & (3), be on probation for a period of two years except in case of persons appointed on absorption basis through composite method of recruitment in the posts of HODs and Dy. HODs carrying the scales of pay of Rs 80000-220000 (pre-revised Rs.16000-400-20800) and above.

Provided that where the appointment itself is for a period specified in the appointment order, such appointment shall stand terminated on the expiry of such period, unless such period is extended by the appointing authority.

Provided that, when the appointment is made by the direct recruitment and the post carries a scale of pay, the maximum of which does not exceed Rs.88,700/- (pre-revised Rs.11,975/-) as per the scale of pay Rs.36500-88700 (pre-revised scale Rs 6170-11975) in respect of Group-C Employees, the period of probation shall be one year.

Provided that, there shall not be any probation in case of appointment by promotion within Class-III and Class-IV grades.

Provided further that, if an employee on probation to a grade or post is appointed to officiate in a higher grade or post, he shall be eligible to count the duration of his appointment to a higher grade or post to complete probation in his lower grade or post. Similarly, if an employee has previously been appointed to officiate in a grade or post, he may on appointment to the similar grade or post on probation will be eligible to count such officiating period (excluding Ad-hoc service) to complete probation in the grade or post.

- (2) The period of probation may, if the appointing authority deems fit, be extended for a specific period at a time, but the total period of such extensions shall not, save where any extension is necessary by reason of any departmental or legal proceedings pending against the employee, exceed one year.
- (3) During the period of his probation an employee may be required to undergo such departmental training and pass such departmental tests as the appointing authority may, from time to time, specify in this behalf.

20. CONFIRMATION OF EMPLOYEES ON PROBATION

(1) General

- (i) Confirmation will be made only once in the service of an employee which will be in the entry grade.
- (ii) Confirmation is delinked from the availability of permanent vacancy in the grade. In other words an officer who has successfully completed the probation may be considered for confirmation.

(2) Confirmation in the grade to which initially recruited

- (i) As at present, the appointee should satisfactorily complete the probation.
- (ii) The case will be placed before DPC (for confirmation).
- (iii) A specific order of confirmation will be issued when the case is cleared from all angles.

(3) On promotion

- (i) If the recruitment rules do not prescribe any probation, an officer promoted on regular basis (after following the prescribed DPC, etc., procedure) will have all the benefits that the person confirmed in that grade would have.
- (ii) Where probation is prescribed, the appointing authority will on completion of the prescribed period of probation assess the work and conduct of the officer himself and in case the conclusion is that the officer is fit to hold the higher grade, he will pass an order declaring that the person concerned has successfully completed the probation. If, work of the officer has not been satisfactory or needs to be watched for some more time, he may revert him to the post or grade from which he was promoted, or extend the period of probation as the case may be.

Since there will be no confirmation on promotion before an official is declared to have completed the probation satisfactorily, a rigorous screening of his performance should be made and there should be no hesitation to revert a person to the post or grade from which he was promoted if the work of the officer during probation has not been satisfactory.

Confirmation of probationers: A person appointed against a permanent post as a direct recruit with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. The decision whether he should be confirmed or his probation extended should be taken soon after the expiry of the initial probationary period, i.e., ordinarily within 6 to 8 weeks and communicated to the employee together with the reasons in case of extension. Even though the meetings of the DPC may be held after the termination of the period of probation of direct

recruits, a person appointed against a permanent post with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. A probationer who is not making satisfactory progress or who shows himself to be inadequate for the service should be informed of his shortcomings well before the expiry of the original probationary period so that he can make severe efforts at self-improvement.

In the case of probation, the DPC should not determine the relative grading of officers but only decide whether they should be declared to have completed the probation satisfactorily. If the performance of any probationer is not satisfactory, the DPC may advise whether the period of probation should be extended or whether he should be discharged from service.

21. DISCHARGE OR REVERSION OF EMPLOYEES ON PROBATION

- (1) If an employee on probation in his first appointment is not considered fit, on the basis of his conduct or performance, for confirmation at the end of the period of probation prescribed in Regulation 19, he shall be discharged from the service of the Board.
- (2) If an employee on probation who holds a lien on a post and does not complete the period of probation as specified under Regulation 19 to the satisfaction of the appointing authority, he may be reverted to the post on which he holds a lien.
- (3) If an employee during the period of probation on a post is considered unfit for further retention in that post on the basis of performance or conduct or failure to pass the departmental test if prescribed, he shall be liable to be discharged from service at any time if he has no lien on any post or reverted to the post in which he holds a lien.

22. DEPARTMENTAL TEST FOR PROMOTION, CONFIRMATION IN CERTAIN CASES :

The Chairperson may specify, from time to time, the posts, confirmation in or promotion to which shall be subject to the passing of a qualifying departmental test, if any. The Chairperson may also specify, from time to time, the details of the qualifying departmental test such as the procedure for holding the test, the syllabus for the test, the intervals at which the test shall be held, the maximum period within which the test shall be passed by the candidates, etc.

23. REVERSION DUE TO FAILURE IN DEPARTMENTAL TEST

An employee promoted to a post shall pass such qualifying departmental test, if any, as may be specified by the Chairperson from time to time, within such period, as may be specified by him failing which the employee shall be reverted. When the passing of a test is specified as a condition precedent to promotion to a higher post, no employee shall be considered for promotion to such a post, until he passes the prescribed test.

24. SENIORITY LIST

An up-to-date gradation list indicating the inter-se seniority of the employees shall be maintained for each grade. The list shall indicate separately the permanent and temporary employees in each grade. The list shall be circulated every year.

25. FIXATION OF SENIORITY

- (1) The seniority of persons directly recruited to a grade and persons appointed on the basis of departmental promotion shall be assigned inter-se seniority according to rotation of vacancies between direct recruits and promotees which shall be based on the quota of vacancies in the grade reserved for direct recruitment and promotion as indicated in the schedule. In cases where exchange of vacancies has been resorted to as per Regulation 6, the seniority will be as per the mode of filling up.
- (2) Direct recruits shall be ranked inter-se in the order of merit in which they are placed in the select list on the basis of their performance in the examination or interview or both, the recruits of an earlier select list being ranked senior to those of a later select list.
- (3) Persons appointed against promotion quota of vacancies shall be ranked inter-se according to the order in which they are approved for promotion by the Departmental Promotion Committee.
- (4) Notwithstanding anything contained in sub-regulations (1) to (3) above, the seniority already determined prior to the commencement of these regulations shall remain unaffected.

26. DEPARTMENTAL PROMOTION COMMITTEE

- (1) There shall be a Departmental Promotion Committee for each grade or post to recommend a panel of employees for appointment to different posts by promotion in accordance with these regulations.
- (2) The composition of the Departmental Promotion Committee will be the same as that of the Services Selection Committee as laid down in Regulations 12 and the validity of the panel shall be the same as mentioned in Regulation 13.

27. FIELD OF SELECTION FOR PROMOTION

- (1) Where one or more posts in a grade are required to be filled by promotion through selection method from employees holding posts in the feeder grade in accordance with the prescribed recruitment rules employees holding the eligible posts and having the prescribed qualifications and experience for promotion shall be considered for promotion if they fall within the zone of consideration.
- (2) The following procedure shall be observed while recommending employees for promotion through selection method:
 - (a) The Departmental Promotion Committee (DPC) shall determine the merit of those being assessed for promotion with reference to the prescribed benchmark and accordingly grade the officers as "fit" or "unfit" only those who are graded „fit" by the DPC shall be included and arranged in the select list in order of their inter-se seniority in the feeder grade. Those Officers who are graded as „unfit" by the DPC shall not be included in the select list.
 - (b) The Departmental Promotion Committee shall also consider the cases of eligible employees who are on foreign service or on study leave.
 - (c) The instructions issued by the Govt. from time to time on procedure to be followed in DPC proceedings in respect of Govt. servants shall mutatis mutandis apply.

Note:-For absorption to the post carrying pay scale of Rs. 80000-220000 (pre-revised Rs.16000-400-20800) and above and for which composite method of recruitment is adopted, the benchmark in the

overall grading shall be Very Good". In all other cases, the benchmark shall be "Good".

- (3) For promotion to non-selection posts, where no bench mark is specified, the criteria for selection shall be seniority-cum-fitness.

28. ADHOC APPOINTMENTS

In case of immediate necessity when a panel recommended by the Departmental Promotion Committee has been used up, the appointing authority may make a purely ad hoc appointment to a post, by appointing the senior most eligible and suitable employee in the feeder grade or post up to a period of six months at a time and not exceeding one year or till a new panel is recommended by the Departmental Promotion Committee whichever is earlier. The ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.

29. COMPASSIONATE APPOINTMENTS

Notwithstanding anything contained in these regulations, the Chairperson may dispense with the normal procedure of recruitment prescribed in these regulations and appoint to a Class-III or Class-IV post the legitimate son or daughter or the surviving spouse of an employee of the Board, who dies while in service, if the person to be so appointed possesses the prescribed qualifications and experience and is otherwise found suitable.

30. INTERPRETATION

In the application of these Regulations all the instructions of the Central Government as amended from time to time which are not contrary to any of the provisions of these Regulations and all instructions issued from time to time by the Central Government which cover matters not specifically covered will be followed.

Where a doubt arises as to the interpretation of any of these Regulations, the matter shall be referred to the Chairperson for a decision [whose decision thereon shall be final and binding].

31. REPEAL AND SAVINGS

All the regulations, procedures, practices, and customs corresponding to these regulations and in force immediately before the commencement of these regulations are hereby repealed.

Provided that any order made or action taken under the regulations, procedures, practices, and customs so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations.

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¹ Inserted w.e.f. 30-6-2016 vide Ministry of Shipping Notification No.H-11011/01/2012-PE.I published in the Gazette of India under G.S.R. 642(E) dated 30-6-2016

RECRUITMENT RULES FOR CLASS-I POSTS OF GENERAL ADMINISTRATION DEPARTMENT / VPA MAIN ADMINISTRATION

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	Secretary (Category-I Posts)	3	Cl I (HOD)	120000-280000 (pre-revised Rs.205000-500-265000)	Selection	-	45 years	<p>Essential</p> <p>i) A degree from a recognized university.</p> <p>ii) Seventeen years' experience in executive cadre in the field of General Administration, Personnel Industrial relations etc., in an Industrial / Commercial / Govt. undertaking.</p> <p>Desirable:</p> <p>Post graduate degree / diploma in personnel management / industrial relations / Social work / Labour Welfare or allied subjects or degree in Law from a recognized University / Institution.</p>	a) No b) Yes c) No	11 N.A.	12 By absorption through composite method failing which by deputation and failing both by direct recruitment.	13 For absorption through composite method, officers holding analogous posts or the post of Secretary in category-II posts with two years regular service in the grade or officers holding posts in the scale of pay of Rs.90000-240000 (pre-revised Rs.17500-22300) with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs.80000-220000(pre-revised Rs.16000-20800) with 5 years regular service in the grade in the General Administration / Human Resources Development Deptt. Of a Major Port Authority will be eligible. For deputation, officers holding analogous posts or post of Secretary and equivalent posts in GAD/HRD in the scale of pay of Rs.100000-260000(pre-revised Rs.18500-23900) with 2 years regular service in the grade or officers holding posts of Sr. Dy. Secretary and equivalent posts in the GAD / HRD in the scale of pay of Rs.80000-220000 (pre-revised Rs.16000-20800 and above with 5 years regular service in the grade in Govt. / Semi Govt. / PSUs or Autonomous bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very good"	14

2.	Sr. Dy. Secretary	1	Cl.I	800000 – 220000 (Pre revised 16000-400-20800)	Selection	–	42 years	<p>Essential i) A degree from a recognized university. ii) Twelve years experience in executive cadre in the field of General Administration, Personnel, Industrial relations etc., in an Industrial / Commercial / Govt. undertaking.</p> <p>Desirable: Post graduate degree / diploma in personnel management / industrial relations / Social work / Labour Welfare or allied subjects or degree in Law from a recognized University / Institution.</p>	<p>a) No b) Yes c) No</p>	N.A.	By absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or the post of Dy. Secretary and equivalent posts in the respective disciplines of GAD (Such as CPRO/Dy. Estate Manager/ Dy. Chief Law Officer / Personnel Officer) in the scale of pay of Rs 60000 – 180000 (Pre revised Rs.13000 – 18250) with 3 years regular service in the grade in a Major Port Authority or Dy. Secretary and equivalent posts in the respective discipline of GAD with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) and Rs 60000 – 180000 (Pre revised Rs.13000 – 18250) in the respective discipline of GAD in a Major Port Authority will be eligible. For deputation, officers holding analogous posts or post of Dy. Secretary and the equivalent post in the respective discipline of GAD in the scale of pay of Rs 60000 – 180000 (Pre revised Rs.13000 – 18250) in Govt. / Semi Govt. / Public Sector undertakings or autonomous bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very good".
3.	Dy. Secretary	1	Class-I	60000 - 180000 (Pre revised 13000-350-18250)	Selection	–	40 years	<p>Essential i) A degree from a recognized university. ii) Nine years experience in executive cadre in the field of General Administration, Personnel, Industrial relations etc., in an Industrial / Commercial / Govt. undertaking.</p> <p>Desirable: Post graduate degree / diploma in personnel management / industrial relations / Social work / Labour Welfare or allied subjects or degree in Law from a</p>	<p>a) No b) Yes c) No</p>	2 yrs	By promotion failing which by absorption /deputation, failing both by direct recruitment	Promotion from Sr. Asst. Secretary (existing Dy. Secretary) in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade failing which Senior Assistant Secretary (existing Dy. Secretary) (such as PRO/Sr. Asst. Estate Manager / SLO/ Dy. Personnel Officer/ Sr. Welfare Officer) in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) & Rs 50000 – 160000 (Pre revised Rs.9100-15100) in the respective discipline of General Admn. Deptt.

4.	Sr. Asst. Secretary	1	Cl.I	Rs 50000 - 160000 (Pre revised 10750-300-16750)	Selection	-	35 yrs	<p><u>Essential</u></p> <p>i) A degree from a recognized university.</p> <p>ii) Five years experience in executive cadre in the field of General Administration, Personnel, Industrial relations etc., in an Industrial / Commercial / Govt. undertaking.</p> <p><u>Desirable:</u></p> <p>Post graduate degree / diploma in personnel management / industrial relations / Social work / Labour Welfare or allied subjects or degree in Law from a recognized University / Institution.</p>	<p>a) No</p> <p>b) Yes</p> <p>c) No</p>	2 yrs	By promotion failing which by absorption /deputation, failing both by direct recruitment	<p>Promotion from Asst. Secretary Gr-I (existing Asst. Secretary (CH-I) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 5 yrs regular service in the grade failing which Asst. Secy. Gr-I (existing Asst. Secretary (CH-I) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 2 years regular service in the grade and a combined regular service of 8 yrs in the scales of pay of Rs.50000-160000(pre revised Rs.9100-15100 and Rs.40000-140000(pre-revised Rs.8600-14600) in the respective discipline of Genl. Admn Deptt. Absorption / deputation will be of officers holding analogous posts or post of Asst. Secy. (Gr-I) (existing Asst. Secretary (CH-I) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100- 15100) with 5 yrs regular service in the grade in a Major Port Authority.</p>	Absorption / deputation will be of officers holding analogous posts or post of Sr. Asst. Secretary (existing Dy. Secretary) - in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade in a Major Port Authority.
5.	Asst. Secretary Gr-I	2	Cl.I	Rs 50000 - 160000 (Pre revised 9100-250-15100)	Selection	-	30 yrs	<p><u>Essential</u></p> <p>i) A degree from a recognized university.</p> <p><u>Desirable:</u></p> <p>i) Post graduate degree / diploma in personnel management / industrial relations / Social work / Labour Welfare or allied subjects or degree in Law from a recognized University / Institution.</p> <p>ii) Two years experience in executive cadre in the field of General Administration, Personnel, Industrial relations etc., in an Industrial / Commercial / Govt. undertaking</p>	<p>a) No</p> <p>b) Yes</p> <p>c) No</p>	2 yrs	<p>Upto 31-12-2006 By direct recruitment 33 1/3%</p> <p>By promotion 66 2/3%</p> <p>After 31.12.2006 By direct recruitment 66 2/3%</p> <p>By promotion 33 1/3%</p>	<p>Promotion from Asst. Secretary Gr.II (existing Asst. Secretary (CII)) in the scale of pay Rs 40000 - 140000 (Pre revised Rs.8600-14600) with 3 years regular service in the grade.</p> <p>OR</p> <p>From Cl-III employees in the scale of pay of Rs 36500 - 88700 (Pre revised Rs.6170-11975) in the respective discipline of General Administration Deptt. with 5 years regular service in the grade where there are no Cl-II posts in the pay scale of Rs 40000 - 140000 (Pre revised Rs.8600-14600) in that discipline.</p>	

6.	Dy. Chief Law Officer	1	Cl.I	60000 – 180000 Pre revised 13000-350-18250	Selection	–	40 yrs.	<p><u>Essential</u></p> <p>i) A degree in Law from a recognized university. ii) Nine years executive experience in a Legal Establishment of a Industrial / Commercial / Govt. undertakings.</p> <p><u>Desirable:</u></p> <p>i) Post graduate degree in Law from a recognized University.</p>	a) No b) Yes c) No	2 yrs	By promotion failing which by absorption /deputation, failing both by direct recruitment	Promotion from Sr. Law Officer in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade failing which Sr. Law Officer in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) & Rs 50000 – 160000 (Pre revised Rs.9100 -15100) in the discipline of Legal Div. Absorption / deputation will be of officers holding analogous posts or Sr. Law Officer or equivalent post in the discipline of legal division in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade in a Major Port Authority.
7.	Sr. Law Officer	1	Cl.II	Rs 50000 – 160000 (Pre revised 10750-300-16750)	Selection	–	35 yrs	<p><u>Essential</u></p> <p>i) A degree in Law from a recognized university. ii) Five years executive experience in a Legal Establishment of an Industrial / Commercial / Govt. undertakings.</p> <p><u>Desirable:</u></p> <p>i) Post graduate degree in Law from a recognized University.</p>	a) No b) Yes c) No	2 yrs	By promotion failing which by absorption /deputation, failing both by direct recruitment	Promotion from Law Officer Gr-I (existing Law Officer (Cl-I) in the scale of Pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) with 5 years regular service in the grade failing which Law Officer Gr-I (existing Law Officer (Cl-I) in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) with 2 yrs regular service in the grade and a combined regular service of 8 yrs in the scales of pay Rs 50000 – 160000 (Pre revised Rs.9100-15100) and Rs 40000 – 140000 (Pre revised Rs.8600-14600) in the discipline of Legal Div. Absorption / Deputation will be of Officers holding analogous posts or Law Officer Gr-I (existing Law Officer (Cl-I) or equivalent posts in the discipline of Legal division in the scale of pay Rs 50000 – 160000 (Pre revised Rs.9100-15100) with 5 yrs regular service in the grade in a Major Port Authority.

8.	Law Officer Gr-I	1	Cl.I	50000 – 160000 (Pre revised 9100- 250- 15100)	Selection	–	30 yrs	Essential i) Degree in Law from a recognized university. Desirable: i) 2 years executive experience in a Legal Establishment of an Industrial / Commercial / Govt. undertakings. ii) Post graduate degree in Law from a recognized University.	a) No b) Yes c) No	2 yrs	Upto 31.12.2006 By direct recruitment 33 1/3% By promotion 66 2/3% After 31.12.2006 By direct recruitment 66 2/3% By promotion 33 1/3%	Promotion from Law Officer Gr-II (existing Law Officer (Ch-I)) in the scale of pay of Rs 40000 – 140000 (Pre revised Rs.8600-14600) with 3 yrs regular service in the grade. OR From Class-III Employees in the scale of pay of Rs 36500 -88700 (Pre revised Rs.6170-11975) in the discipline of legal division with 5 years regular service in the grade where there are no class-II posts in the pay scale of Rs 40000 – 140000 (Pre revised Rs.8600- 14600) in that discipline.
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RECRUITMENT RULES FOR CLASS-I POSTS OF PERSONNEL & IR DIVISION (HRD) UNDER THE GENERAL ADMINISTRATION DEPARTMENT / VPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruitme nt (in years)	Educational qualifications prescribed for direct recruitment and other qualifications prescribed for other recruitment	Whether (a) age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/ absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion / absorption / deputation)	In case of promotion / absorption / deputation, grades from which it should be made	Remarks
1.	Sr. Personnel Officer	2	Cl.I	Rs 80000 - 220000 Pre revised 16000-400-20800	Selection	--	42 yrs	9 <u>Essential</u> i) Degree from a recognized university / Institution. ii) Twelve years' experience in a executive cadre in the field of General Administration, Personnel Industrial relations etc., in an / Industrial / Commercial / Govt. undertaking. <u>Desirable:</u> Post graduate degree / diploma in personnel management / industrial relations / Social work / Labour Welfare / or allied subjects or degree in Law from a recognized University / Institution.	a) No b) Yes c) No	2	12 By absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	13 For absorption through composite method, officers holding analogous posts or the post of Personnel Officer or Officers holding equivalent posts in the respective discipline of Personnel and IR Div. in the scale of pay of Rs 60000 - 180000 (Pre revised Rs.13000-18250) with 3 years regular service in the Grade in a Major Port Authority or Personnel Officer or equivalent officer in the respective discipline of Personnel and IR division with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) & Rs 60000 - 180000 (Pre revised Rs.13000-18250) in the respective discipline of Pers. & IR Div. of Major Port Authority will be eligible. For deputation, officers holding analogous posts or holding posts of Personnel Officer or equivalent posts in respective discipline of Personnel and IR Division in the scale of pay of Rs 60000 - 180000 (Pre revised Rs.13000-18250) in Govt. / Semi Govt. / PSU's or Autonomous bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very good"	14

2.	Personnel Officer	2	Cl.I	Rs 60000 - 180000 (Pre revised 13000-350-18250)	Selection	-	40	<p><u>Essential</u></p> <p>i) A degree from a recognized university / Institution.</p> <p>ii) Nine years experience in executive cadre in the field of General Administration, Personnel Industrial relations etc., in an Industrial / Commercial / Govt. undertaking.</p> <p><u>Desirable:</u></p> <p>Post graduate degree / diploma in personnel management / industrial relations / Social work / Labour Welfare or allied subjects or degree in a Law from a recognized University / Institution.</p>	a) No b) Yes c) No	2	By Promotion failing which by absorption /deputation, failing both by direct recruitment.	Promotion from Dy. Personnel Officer/ Sr. Welfare Officer / in the scale of pay Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade failing which Dy. Personnel Officer / Sr. Welfare Officer / with 2 years regular service in the grade and a combined regular service of 9 yrs in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) & Rs 50000 - 160000 (Pre revised Rs.9100-15100) in the respective discipline of Pers. & IR Div.. Absorption / deputation will be of Officers holding analogous posts or Dy. Personnel Officer / Sr. Welfare Officer/ or equivalent posts in the respective discipline of Pers. & IR.Div. in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 4 yrs regular service in the grade in a Major Port Authority.
3.	Deputy Personnel Officer	2	Class-I	Rs 50000 - 160000 (Pre revised 10750-300-16750)	Selection	-	35	<p><u>Essential</u></p> <p>i) Degree from a recognized university / Institution.</p> <p>ii) Five years experience in executive cadre in the field of General Administration, Personnel Industrial relations etc., in an Industrial / Commercial / Govt. undertaking.</p> <p><u>Desirable:</u></p> <p>Post graduate degree / diploma in personnel Management / Industrial Relations / Social work / Labour Welfare or allied subjects or degree in Law from a recognized University / Institution.</p>	a) No b) Yes c) No	2	By Promotion failing which by absorption /deputation, failing both by direct recruitment.	Promotion from Asst. Personnel Officer Gr-I (existing designation of A.P.O. (Cl.I) and Welfare Officer (existing Labour Officer) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 5 yrs regular service in the grade failing which Asst. Personnel Officer Gr.I (existing designation of A.P.O. (Cl.I) and Welfare Officer (existing Labour Officer) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) & Rs 40000 - 140000 (Pre revised Rs 8600 - 14600 in the respective discipline of Pers. & IR. Div. Absorption / deputation will be of Officers holding analogous posts or Asst. Personnel Officer (Gr-I) (existing designation of A.P.O. (Cl.I) and Welfare Officer (existing Labour Officer) or Officer (existing Labour Officer) or equivalent posts in the respective discipline of Pers. & IR. Div. in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 5 yrs regular service in the grade in a Major Port Authority.

4.	Senior Welfare Officer	01	Cl.I	Rs 50000 - 160000 (Pre revised 10750-300-16750)	Selection	--	35	<p><u>Essential</u></p> <ul style="list-style-type: none"> i) Degree from a recognized university. ii) Degree or diploma in Social Science from a recognized University / Institution. iii) Five years' experience as a Labour Welfare Officer / Industrial Relations Officer in an Industrial / Commercial / Govt. Undertaking. iv) Knowledge of local language 	<p>a) No b) Yes c) No</p>	2	By Promotion failing which by absorption /deputation, failing both by direct recruitment .	<p>Promotion from Welfare Officer (existing designation of LO) and Asst. Personnel Officer Gr-I (Existing designation of A.P.O (Cl.I) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 5 yrs regular service in the grade failing which Welfare Officer (existing designation of L.O.) Asst. Personnel Officer Gr-I (Existing designation of A.P.O. (Cl.I) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) & Rs 40000 - 140000 (Pre revised Rs.8600-14600 in the respective discipline of Pers. & I.R. Div. Absorption / deputation will be of Officers holding analogous posts or Welfare Officer (existing designation of L.O) Asst. Personnel Officer Gr-I (existing designation of A.P.O. (Cl.I) or equivalent posts in the respective discipline of Pers. & I.R. Div. in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100 with 5 yrs regular service in the grade in a Major Port Authority.</p>
5.	Asst. personnel Officer Gr-I	2	Cl.I	Rs 50000 - 160000 (Pre revised 9100-250-15100)	Selection	--	30	<p><u>Essential</u></p> <ul style="list-style-type: none"> i) A degree from a recognized university / Institution. <p><u>Desirable:</u></p> <ol style="list-style-type: none"> 1. Post Graduate degree / diploma in Personnel Management / Industrial relations /Social Work / Labour Welfare allied subjects or degree in Law from a recognized University / Institution. 2. 2 years experience in Executive cadre in the field of General Administration / Personnel / Industrial relations etc. in a Industrial / Commercial / Govt, undertaking. 	<p>a) No b) Yes c) No</p>	2	<p>Upto 31.12.2006 By direct recruitment 66 2/3% By promotion 33 1/3% After 31.12.2006 By direct recruitment 66 2/3% By promotion 33 1/3%</p>	<p>Promotion from Asst. Personnel Officer Gr-II (*) in the scale of pay of Rs 40000 - 140000 (Pre revised Rs.8600-14600 with 3 years regular service in the grade. OR From Class-III employees in the scale of pay of Rs 36500 - 88700 (Pre revised Rs.6170-11975) in the respective discipline of Pers. & I.R. Div. with 5 years regular service in the grade where there are no Class-II posts in the pay scale of Rs 40000 - 140000 (Pre revised Rs.8600-14600) in that discipline.</p>

6.	Welfare Officer	3	Cl.I	Rs.50000 - 160000 (Pre revised 9100-250-15100)	Selection	-	30	<p>Essential</p> <ul style="list-style-type: none"> i) Degree from a recognized university ii) Degree or diploma in Social Science from a recognized University / Institution. iii) Knowledge of local language <p>Desirable:</p> <ul style="list-style-type: none"> 2 years experience as a Labour Welfare Officer / Industrial Relations Officer in an Industrial / Commercial/ Govt. Undertaking 	<ul style="list-style-type: none"> a) No b) Yes c) No 	2	<p>Upto 31.12.2006 By direct recruitment 33 1/3% By promotion 66 2/3% After 31.12.2006 By direct recruitment 66 2/3% By promotion 33 1/3%</p> <p>Note: Promotion will be on the basis of a written test and viva-voce</p>	<p>Promotion from Asst. Welfare Officer (*) in the scale of pay of Rs.40000 - 140000 (Pre revised Rs.8600-14600 with 3 years regular service in the grade.</p> <p>OR</p> <p>From Class-III employees in the scale of pay of Rs.36500 -88700 (Pre revised Rs.6170-11975) in the respective discipline of Pers. & IR, Div. with 5 years regular service in the grade where there are no Class-II posts in the pay scale of Rs.40000 - 140000 (Pre revised Rs.8600-14600 in that discipline.</p>
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RECRUITMENT RULES FOR CLASS-I POSTS OF PERSONAL SECRETARY

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruit (in years)	Educational qualifications prescribed for direct recruitment and other for	Whether (a) age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion / absorption / deputation)	In case of promotion / absorption / deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1.	Sr.PS to Chairperson (Cat-I Posts)	1	Class-I	Rs 60000 – 180000 (Pre revised 13000-350-18250)	Selection	-	40	Essential: i. A degree from a recognized University. ii. Proficiency in stenography and typewriting with a speed of 120/40 wpm respectively. iii. Knowledge of Computer application. iv. Twelve years experience as stenographer /PA in an Industrial / Commercial / Govt. Undertaking	a) No b) Yes c) No	2	By Promotion failing which by absorption /deputation, failing both by direct recruitment .	Promotion from P S to Chairperson in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade failing which PS to Chairperson with 2 years regular service in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) and a combined regular service of 9 years in the scales of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) and Rs 50000 – 160000 (Pre revised Rs.9100-15100) Absorption / deputation will be of Officers holding analogous post or holding posts of PS / Sr.P.S. in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade in a Major Authority.	
2.	PS to Chairperson (Cat-I Posts)	1	Class-I	Rs 50000 – 160000 (Pre revised 10750-300-16750)	Selection	-	35	Essential: i. A degree from a recognized University. ii. Proficiency in stenography and typewriting with a speed of 120/40 wpm respectively. iii. Knowledge of Computer application. iv. Eight years' experience as stenographer /PA in an Industrial / Commercial / Govt. Undertaking	a) No b) Yes c) No	2	By Promotion failing which by absorption /deputation, failing both by direct recruitment .	Promotion from P S to Dy. Chairperson/ P.S. to Chairperson in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) with 5 years regular service in the grade failing which PS to Dy. Chairperson/ PS to Chairperson with 2 years regular service in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) and a combined regular service of 8 years in the scales of pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) & Rs 40000 – 140000 (Pre revised Rs.8600-14600). Absorption / deputation will be of Officers holding analogous post or feeder post with 5	

3.	PS to Dy. Chairperson (Cat-I Ports)	1	Class-I	Rs.50000 – 160000 (Pre revised 9100-250-15100	Selection	--	30	<u>Essential:</u> i. A degree from a recognized University. ii. Proficiency in stenography and typewriting with a speed of 120/40 wpm respectively. iii. Knowledge of Computer application. iv. Five years experience as stenographer /PA in an Industrial / Commercial / Govt. Undertaking	a) No b) No c) No	2	By Promotion failing which by absorption /deputation, failing both by direct recruitment .	years regular service in the grade in a Major Port. Promotion from P.A. to HoD / P S to Dy. Chairperson in the scale of pay of Rs. 40000 – 140000 (Pre revised Rs.8600-14600) with 3 years regular service in the grade. Absorption / deputation will be of Officers holding analogous post or feeder post with 3 years regular service in the grade in a Major Port.
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2.	Dy. Chief Engineer (Civil)	03	Class-I	Rs 80000 - 220000 (Pre revised Rs.16000-400-20800)	Selection	-	42	<p>A) Degree or equivalent in Civil Engineering from a recognized university / institution.</p> <p>(ii) 12 years experience in executive cadre in Planning / Construction / Design / Maintenance preferable of Port and Marine Structure in an industrial / commercial / Govt. undertaking.</p>	<p>(a) No (b) Yes (c) No</p>	NA	<p>By absorption through composite method failing which by deputation from other Govt. organizations failing both by direct recruitment</p>	<p>For absorption through composite method, Officers holding analogous posts or post of Superintending Engineer and equivalent posts in the respective discipline of Civil Engg. Deptt. In the scale of pay of Rs 60000 - 180000 (Pre revised Rs.13000-18250) with 3 years regular service in the grade in Major Port Authority or Superintending Engineer and equivalent posts in the respective discipline of Civil Engg. Deptt with 2 years' regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) and Rs 60000 - 180000 (Pre revised Rs.13000-18250) in the respective discipline of Civil Engg. Deptt. In a Major Port Authority will be eligible.</p> <p>For deputation, Officers holding analogous posts or officers holding post of Superintending Engineer and equivalent posts in the respective discipline of Civil Engg. Dept. In the scale of pay of Rs 60000 - 180000 (Pre revised Rs.13000-18250) with 3 years regular service in the grade in Govt. / PSUs/Autonomous bodies will be eligible.</p> <p>The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".</p>
3.	Supdt. Engineer (Civil)	06	Class-I	Rs 60000 - 180000 (Pre revised Rs. 13000-350-18250)	Selection	-	40	<p>Essential :-</p> <p>(i) Degree or equivalent in Civil Engineering from a recognized university / institution.</p> <p>(ii) 09 years experience in executive cadre in planning / construction / design / maintenance preferably of Port and Marine Structures in an industrial / commercial / Govt. undertaking.</p>	<p>(a) No (b) No However, a Diploma in Civil Engineering from a recognized university/institution is essential. (c) No</p>	2	<p>By promotion failing which by absorption / deputation failing both by direct recruitment</p>	<p>Promotion from Executive Engineer (Civil) in the scale of pay of Rs 60000 - 160000 (Pre revised Rs 10750 - 16750) with 4 years regular service in the grade failing which Executive Engineer (Civil) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs 10750 - 16750) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs 10750 - 16750) and Rs 50000 - 160000 (Pre revised Rs 9100 - 15100) in the respective discipline of Civil Engg. Dept.</p> <p>Absorption / deputation will be of Officers holding analogous posts or</p>

4.	Asst. Executive Engineer (Civil)	12 (10 AXE (C) + 02 AXE (Rly))	Class-I	Rs 50000 - 160000 (Pre revised Rs 91000 - 250 - 15100)	Selection	-	30	<p>Essential :- (i) Degree or equivalent in Civil Engg from a recognized University / Institution.</p> <p>Desirable :- Two years experience in executive cadre in Planning / Construction / Design / Maintenance preferably of Port and Marine Structures in an Industrial / Commercial / Govt. Undertaking</p>	(a) No (b) No However a Diploma in Civil Engineering from a recognized university / institution is essential. (c) No	2	Upto 31st Dec 2006 By Direct Recruitment : 33.13% By promotion : 66.23% After 31st Dec 2006 By Direct Recruitment : 66.23% By promotion : 33.13%	Promotion from Asst. Engineer (Civil) in the scale of pay of Rs 40000 - 140000 (Pre revised Rs 8600-14600 with 3 years regular service in the grade or from Class-III employees in the scale of Pay of Rs 36500 - 88700 (Pre revised Rs 6170-11975) in the respective discipline of the Civil Engg. Department with 5 years regular service in the grade where there are no Class-II posts in the Pay Scale of Rs 40000 - 140000 (Pre revised Rs 8600-14600 in that discipline.	feeder post with experience as mentioned above in a Major Port Authority.
5.	Executive Engineer (Civil)	09	Class-I	Rs 50000 - 160000 (Pre revised Rs 10750 - 300 - 16750)	Selection	-	35	<p>Essential:- (i) Degree or equivalent in Civil Engineering from a recognized university /institution. (ii) 05 years' experience in a executive cadre in Planning / construction / design / maintenance preferably of Port and Marine structures in an industrial / commercial / Govt. undertaking.</p>	(a) No (b) No However, a Diploma in Civil Engineering from a recognized university /institution is essential. (c) No	2	By promotion failing which by absorption /deputation failing both by direct recruitment	Promotion from Asst. Executive Engineer (Civil) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs 9100 - 15100) with 5 years regular service in the grade failing which Asst. Executive Engineer (Civil) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs 9100 - 15100) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs 9100 - 15100) and Rs 40000 - 140000 (Pre revised Rs 8600-14600 in the respective discipline of Civil Engg Dept.	Absorption / deputation will be of Officers holding analogous posts or feeder post with experience as mentioned above in a Major Port.
6.	Dy. Estate Manager	01	Class-I	Rs 60000 - 180000 (Pre revised Rs.13000 -350- 18250)	Selection	-	40	<p>(i) Essential Degree with a Post Graduate Degree / Diploma in Architecture / Town and Country Planning or Degree in Civil Engg. from a recognized University / Institution or corporate membership of institution of Surveyor (India). (ii) 11 years executive experience in Estate Management, Valuation or Land Records in an Industrial / Commercial / Govt. Undertaking.</p> <p>Desirable :- i)A degree in Law from the Recognized University.</p>	(a) No (b) No However, Diploma from a recognized university / institution is essential. (c) No	2	By Promotion failing which by absorption / deputation failing both by direct recruitment	Promotion from Sr. Assistant Estate Manager in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade failing which Sr. Assistant Estate Manager (*) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 2 years regular service in the grade and combined regular service of 9 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) & Rs 50000 - 160000 (Pre revised Rs.9100-15100) in discipline of Estate Division of officers holding analogous posts or Sr.AsstEstate Manager or equivalent posts in discipline of Estate	Promotion from Sr. Assistant Estate Manager in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade failing which Sr. Assistant Estate Manager (*) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 2 years regular service in the grade and combined regular service of 9 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) & Rs 50000 - 160000 (Pre revised Rs.9100-15100) in discipline of Estate Division of officers holding analogous posts or Sr.AsstEstate Manager or equivalent posts in discipline of Estate

7.	Sr. Asst. Estate Manager	01	Class-I	Rs 50000 - 160000 (Pre revised Rs 10750 - 300 - 16750)	Selection	-	35	Essential Degree with a Post Graduate Degree / Diploma in Architecture / Town and Country Planning or Degree in Civil Engg. from a recognized University / Institution or corporate membership of institution of Surveyor (India). (ii) 7 years executive experience in Estate Management, Valuation or Land Records in an Industrial / Commercial / Govt. Undertaking. Desirable : (i) A degree in Law from a Recognized University.	(a) No (b) No However, Diploma from a recognized University/ Institution is essential. (c) No	2	By Promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Asst. Estate Manager Gr-I in the scale of pay of Rs 50000 - 160000 (Pre revised Rs 9100 - 15100) with 5 years regular service in the grade failing which Asst. Estate Manager Gr-I in the scale of pay of Rs 50000 - 160000 (Pre revised Rs 9100 - 15100) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs 9100 - 15100) and Rs 40000 - 140000 (Pre revised Rs 8600-14600) in the discipline of Estate Divn. Absorption / deputation will be of Officers holding analogous posts or Assistant Estate Manager Gr-I Promotion from Assistant Estate Manager Grade-I or equivalent posts in the discipline of Estate Division in the scale of pay of Rs 50000 - 160000 (Pre revised Rs 9100 - 15100) with 5 years regular service in the grade will be eligible.	Division in the scale of pay of Rs.10750-16750 with 4 years regular service in grade in Major Port Authority.
8.	Asst. Estate Manager	1	Class-I	Rs 50000 - 160000 (Pre revised Rs 9100 - 250 - 15100)	Selection	-	30	Essential : Degree with a Post Graduate Degree / Diploma in Architecture / Town and Country Planning or Degree in Civil Engg. from a recognized University / Institution or corporate membership of institution of Surveyor (India). Desirable : A degree in Law from the Recognized University. (ii) 2 years executive experience in Estate Management, Valuation or Land Records in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) No However, Diploma from a recognized University / Institution is essential. (c) No.	2	Upto 31st Dec.2006 By Direct Recruitment : 33.1/3% By promotion : 66.2/3% After 31st Dec.2006 By Direct Recruitment : 66.2/3% By promotion : 33.1/3%	Promotion from Asst Estate Manager Gr-I in the scale of pay of Rs 40000 - 140000 (Pre revised Rs 8600-14600) with 3 years regular service in the grade. OR From Class-III employees in the scale of Pay of Rs 36500 - 88700 (Pre revised Rs 6170-11975) in the discipline of Estate Division with 5 years regular service in the grade where there are no Class-II posts in the Pay Scale of Rs 40000 - 140000 (Pre revised Rs 8600-14600) in that discipline.	

2	Sr. Deputy Chief Medical Officer	04	Class-I	Rs 80000 - 220000 (Pre revised 160000-400-20800)	Selection	-	45	<p>i) MBBS Degree from a recognized University.</p> <p>ii) A Post Graduate(PG) Medical Degree/ Diploma in the specified speciality from a recognized University and Post qualification experience of 10 years in case of PG degree holders and 12 years experience in case of PG diploma holders in a reputed hospital in the relevant field of specialization.</p>	(a) No (b) Yes (c) Yes	NA	<p>By absorption through composite method failing which by deputation, from other Govt. Organizations and failing both by direct recruitment</p>	<p>For absorption through composite method, officers holding analogous posts or holding the post of Dy. Chief Medical Officer (Specialist) and Equivalent specialist posts in Medical Dept. in the scale of pay of Rs 60000 - 180000 (Pre revised Rs. 13000- 18250) with 03 years' regular service in the grade in a Major Port Authority or Dy. Chief Medical Officer (Specialist) and equivalent specialist post in Medical Dept. with 2 years regular service in the grade and a combined regular service of 07 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs 10750 - 16750) and Rs 60000 - 180000 (Pre revised 13000 - 18250) in specialist cadre of Medical Department in a Major Port Authority will be eligible.</p> <p>For deputation, officer holding analogous posts or officers holding posts of Dy. Chief Medical Officer (Specialist) and equivalent Specialist posts in the scale of pay of Rs 60000 - 180000 (Pre revised Rs 13000- 18250) in Medical Department in a Govt. / Semi Govt. / PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible.</p> <p>The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".</p>
3 (a)	Deputy Chief Medical Officer (Specialist)	05	Class-I	Rs 60000 - 180000 (Pre revised 13000-350-18250)	Selection		42	<p>i) MBBS Degree from a recognized University.</p> <p>ii) A Post Graduate (PG) Medical Degree/diploma in the specified speciality from a recognized University and post qualification experience of 7 years in case of PG degree holders and 9 years experience in case of PG diploma holders in a reputed hospital in the relevant field of specialization.</p> <p>iii) Post Qualification experience of 07 years in a reputed hospital in the relevant field of specialization.</p>	(a) No (b) Yes (c) Yes	2	<p>By promotion failing which by absorption /deputation, failing both by direct recruitment.</p>	<p>Promotion from Senior Medical Officer (Specialist) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 04 years' regular service in the grade failing which SMO (GD) / (RMO) with Post Graduate qualification in the relevant field and 04 years regular service in the grade.</p> <p>Absorption / deputation, will be of officers holding analogous post of Sr. Medical Officer (Specialist) or Holding the post (GD) / (RMO) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 04 years regular service in the grade in a Major Port Authority.</p>

3 (b)	Dy. Chief Medical Officer (General Duty)	03	Class-I	Rs 60000 – 180000 (Pre revised 13000-350-18250)	Selection	-	42	<p>Essential :-</p> <p>i) MBBS degree from a recognized University or for Dy. Chief Medical Officer (Dental) BDS Degree of a Recognized university.</p> <p>(ii) 09 years' experience in a Hospital after completion of internship of 1 year</p> <p>Desirable: A Post Graduate Medical Degree from a recognized University.</p>	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Senior Medical Officer (GD) / RMO in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 04 years' regular service in the grade failing which Senior Medical Officer (GD) / RMO with 02 years' regular service in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) and a combined regular service of 09 years in the scales of pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) and Rs 50000 – 160000 (Pre revised 10750-16750).	
4 (a)	Senior Medical Officer (Specialist)	07	Class-I	Rs 50000 – 160000 (Pre revised 10750-300-16750)	Selection	-	40	<p>Essential: -</p> <p>i) MBBS degree from a recognized University or for Sr. Medical Officer (Dental) BDS Degree of a Recognized University.</p> <p>(ii) A Post graduate (PG) medical degree / diploma in the specified specialty from a recognized university and Post qualification experience of 3 years in the case of PG degree holder and 5 years experience in case of PG diploma holders in a reputed Hospital in the relevant field of specialization.</p>	N.A	2	By direct recruitment	N.A	In first instance Medical Officer having post graduate qualification in the relevant field will be considered for appointment failing which the post will be filled by open advertisement.

4(b)	Senior Medical Officer (General Duty)	06	Class-I	Rs 50000 - 160000 (Pre revised 10750-300-16750)	Selection	-	40	<p>Essential:-</p> <p>i) MBBS degree from a recognized University or for Medical Officer (Dental BDS Degree of a Recognized University.</p> <p>(ii) 05 years experience in a Hospital after completion of Internship of one year .</p> <p>Desirable :</p> <p>A post graduate Medical Degree from a recognized university.</p>	a) No b) Yes c) No	2	By Promotion failing which by absorption / deputation failing both by direct recruitment	Promotion from Medical Officer in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 05 years' regular service in the grade. Absorption / deputation will be of officers holding analogous post or feeder post with 5 years experience in the grade in a Major Port Authority.	
5.	Medical Officer	13	Class-I	Rs 50000 - 160000 (Pre revised 9100-250-15100)	N.A	-	35	<p>Essential:-</p> <p>i) MBBS degree from a recognized University or for Medical Officer (Dental) BDS Degree of a Recognized University.</p> <p>(ii) 01 year experience in a Hospital after completion of Internship of one year .</p> <p>Desirable :</p> <p>A post graduate Medical Degree from a recognized university.</p>	N.A	2	By direct recruitment	N.A	

RECRUITMENT RULES FOR CLASS-I POSTS IN M & EE DEPARTMENT / VPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruitme nt (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/ absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion / absorption / deputation	In case of promotion / absorption / deputation, grades from which it should be made	Remarks
1.	Chief Mechanical Engineer (Cat.I port)	3	Class-I	120000-280000 (pre-revised Rs.205000-500-265000)	Selection	-	45 years	<p>Essential :-</p> <p>(i) Degree or equivalent in Mechanical/Electrical/Electronics & Communication Engineering / Naval Architecture from a recognized University/ Institution Or MOT 1st class Motor certificate issued under Merchant Shipping Act,1958.</p> <p>(ii) 17 years' experience in managerial capacity dealing with Mechanical/Electrical/Marinel/Electronics Engg. Works out of which 10 years' experience shall be in Workshop undertaking maintenance of cargo handling equipment / Electrical installation / ship repairs in any Major Port Authority / Industrial / Commercial / Govt.. undertaking</p>	a) No (b)Yes (c) No	NA	By absorption through composite method failing which by deputation failing both by direct recruitment	13	<p>For absorption through composite method, Officers holding analogous posts or the post of Chief Mechanical Engineer in Category II Posts with two years/ regular service in the grade or Officers holding posts in the scale of pay of Rs.90000-240000(pre-revised Rs.17500-22300) with 4 years' regular services in the grade or Officers holding posts in the scale of pay of Rs.80000-220000(pre-revised Rs.16000-20800) with 5 years' regular service in the grade in the Chief Mech. & Elec. Engg. Dept. & Marine Dept. (applicable to categories of Marine Engineers only) in a Major Port Authority will be eligible.</p> <p>For Deputation, Officers holding analogous posts or Officers holding posts of Chief Mechanical Engineer and equivalent posts in the Mech. & Elect. Engg. Department in the scale of pay of Rs.100000-260000 (pre-revised Rs.18500-23900) with 2 years' regular services in the grade or officers holding post of Dy. Chief Mechanical Engineer and equivalent posts in the Mech. & Elect. Engg. Dept. in the scale of pay of Rs.80000-220000 (pre-revised Rs.16000-20800) and above with 5 years' regular service in the grade in Govt. / PSUs or Autonomous Bodies will be eligible.</p> <p>The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good."</p>
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2.	Deputy Chief Mechanical Engineer	02	Class-I	Rs 80000 - 220000 (Pre revised Rs.16000-400-20800	Selection	-	42 years	<p>Essential:-</p> <p>i) Degree or equivalent in Mechanical / Electrical / Electronics & Communications Engineering from a recognized university / institution.</p> <p>ii) 12 years' experience in relevant discipline in executive cadre in an Industrial / Commercial / Govt. undertaking.</p>	(a) No (b) Yes (c) No	NA	By absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	<p>For absorption through composite method, Officers holding analogous posts or the post of Superintending Engineer and equivalent posts in the respective discipline of M&E Engineering Department. In the scale of pay of Rs 60000 - 180000 (Pre revised Rs 13000-18250) with 03 years' regular service in the grade in the respective discipline in a Major Port Authority or Superintending Engineer and equivalent posts in the respective discipline of M&E Engineering Department with 02 years' regular service in the grade and a combined regular service of 07 years in the scale of pay of Rs 50000 - 160000 (Pre revised Rs 10750-16750) and Rs 60000 - 180000 (Pre revised Rs 13000 - 18250) in the respective discipline in a Major Port Authority will be eligible.</p> <p>For Deputation, Officers holding analogous post or Officers holding post of Superintending Engineer and equivalent posts in the respective discipline of M&E Engineering Department in the scale of pay of Rs 50000 - 160000 (Pre revised Rs 13000 - 18250) with 03 years regular service in the grade in the respective discipline in Govt / PSUs / Autonomous bodies etc will be eligible.</p> <p>The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".</p> <p>Promotion from Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade failing which Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 2 years' regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs 50000 - 160000 (Pre</p>
3.	Superintending Engineer (Mechanical / Electrical / Electronics & Communications)	06	Class-I	Rs 60000 - 180000 (Pre revised Rs.13000-350-18250	Selection	-	40	<p>Essential:-</p> <p>i) Degree or equivalent in Mechanical / Electrical / Electronics & Communications Engineering from a recognized university / institution.</p> <p>ii) 09 years' experience in relevant discipline in executive cadre in an Industrial / Commercial / Govt. undertaking.</p>	(a) No (b) No However, a Diploma in Engineering in the relevant discipline from a recognized university / institution is essential. (c) No	2 years	By promotion failing which by absorption/ deputation failing both by direct recruitment	<p>The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".</p> <p>Promotion from Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 4 years regular service in the grade failing which Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 2 years' regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs 50000 - 160000 (Pre</p>

<p>revised Rs.10750-16750) and Rs.50000 – 160000 (Pre revised Rs.9100-15100) in the respective discipline in the M & E Engineering Dept.</p> <p>Absorption / Deputation will be of Officers holding analogous posts or the feeder post with 4 years' regular service in the grade in a Major Port Authority.</p>	<p>Promotion from Asst. Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs.50000 – 160000 (Pre revised Rs.9100-15100) with 5 years regular service in the grade failing which Asst. Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs.50000 – 160000 (Pre revised Rs.9100-15100) with 2 years' regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs.50000 – 160000 (Pre revised Rs.9100-15100) and Rs.40000 – 140000 (Pre revised Rs.8600-14600) in the respective discipline of M & EE Dept. or Diploma Engineers in the scale of pay of Rs.40000 – 140000 (Pre revised Rs.8600-14600) with 8 years of regular service in the grade where the pay scale of Rs.50000 – 160000 (Pre revised Rs.9100-15100) does not exist in that discipline.</p> <p>Absorption / deputation will be of Officers holding analogous posts in respective discipline or feeder post with 5 years regular service in the grade in a Major Port Authority.</p>	<p>By promotion failing which by absorption/ deputation failing both by direct recruitment.</p>	<p>2 years</p>	<p>(a) No (b) No However, a Diploma in Engineering in the relevant discipline from a recognized university / institution is essential. (c) No</p>	<p>Essential:- Degree or equivalent in Mechanical / Electrical / Electronics & Communications Engineering from a recognized university / institution. (ii) 05 years' experience in relevant discipline in executive cadre in an Industrial / Commercial / Govt. undertaking.</p>	<p>35 years</p>
<p>4. Executive Engineer (Mechanical / Electrical / Electronics & Communications)</p>						

5	Asst. Executive Engineer (Mechanical / Electrical / Electronics & Communications)	12	Class-I	Rs 50000 - 160000 (Pre revised Rs 9100-250-15100)	Selection	-	30 Years	<p>Essential: Degree or equivalent in Mechanical / Electrical / Electronics & Communications Engineering from a Recognized University / Institution.</p> <p>Desirable: Two years' experience in relevant discipline in executive cadre in an Industrial / Commercial / Govt. Undertakings.</p>	(a) No (b) No However, a Diploma in Engineering in the relevant discipline from a recognized university/institution is essential. (c) No	2 years	Up to 31st Dec. 2006 By Direct Recruitment : 33.1/3% By Promotion : 66.2/3% After 31st Dec. 2006 By Direct Recruitment : 66.2/3% By Promotion : 33.1/3%	Promotion from Assistant Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs 40000 - 140000 (Pre revised Rs.8600-14600) with 3 years' regular service in the grade or from Class-III Employees in the scale of pay of Rs 36500 - 88700 (Pre revised Rs.6170-11975) in the respective discipline of Mechanical & Electrical Engineering Dept. with 5 years regular service in the grade where there are no Class-II Posts in the scale of Rs 40000 - 140000 (Pre revised 8600-14600) in that discipline.
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RECRUITMENT RULES FOR CLASS-I POSTS IN MATERIALS MANAGEMENT DIVISION UNDER M & E DEPARTMENT

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion / absorption / deputation)	In case of promotion / absorption / deputation, grades from which it should be made	Remarks	
1.	Materials Manager	01	Class-I	Rs 80000 - 220000 (Pre revised Rs.160000 - 400 - 20800)	Selection	-	45	<p>Essential :-</p> <p>(i) Degree or equivalent in Mechanical / Electrical Engineering from a recognized University / Institution.</p> <p>(ii) 12 years' experience in executive cadre in the field of Materials Management / Mechanical Engineering / Electrical Engineering in a Industrial / Commercial / Govt. undertaking.</p> <p>Desirable :</p> <p>(i) Post Graduate Degree / Diploma in Materials Management from a recognized University / Institution.</p>	a) No b) Yes c) No	N.A	By absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment	13	For absorption through composite method, officers holding analogous posts or Senior Dy MM and equivalent posts in M.M. Division in the scale of pay of Rs 60000 - 180000 (Pre revised Rs.13000-18250) with 3 years' regular service in the grade in a Major Port Authority or the post of Supdt. Engineer (Mechanical/Elec.) in the scale of Pay of Rs 60000 - 180000 (Pre revised Rs13000-18250) with 3 years' regular service in the grade in Major Port Authority or Senior Dy. Materials Manager and equivalent posts in M.M. Division/ Supdt. Engineer (Mech./Elec.) with 2 years' regular service in the grade and a combined regular service of 7 years' in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) and Rs 60000 - 180000 (Pre revised Rs.13000-18250) in the respective discipline of M.M. Division / M&E Engg. Dept. in a Major Port Authority will be eligible.	14
													For Deputation, Officers holding analogous posts or Officers holding posts of Senior Deputy Materials Manager / Superintendent Engineer (Mechanical / Electrical) and equivalent posts in M.M.Division / M&E Engg. Department in the scale of Pay of Rs 60000 - 180000 (Pre revised Rs.13000-18250 with 3 years'	

4.	Asst. Materials Manager Grade-I	03	Class-I	Rs 50000 - 160000 (Pre revised Rs.9100-250-15100	Selection	-	30 years	<p>Essential: A Degree or equivalent in Mechanical / Electrical Engineering from a Recognized University / Institution.</p> <p>Desirable: (i) Post Graduate Degree / Diploma in Materials Management from Recognized University / Institution. (ii) Two years' post qualification experience in Materials Management in an Industrial / Commercial / Govt. Undertakings.</p>	<p>(a) No (b) No. However, a Diploma in relevant discipline from a recognized University / institution is essential (c) No</p>	2	<p>a) Up to 31st Dec. 2006 By Direct Recruitment : 33.1/3% By Promotion : 66.2/3%</p> <p>b) After 31st Dec. 2006 By Direct Recruitment : 66.2/3% By Promotion : 33.1/3%</p>	<p>Rs.8600-14600) in the respective discipline of M.M. Div./M&E Engg. Dept. OR Diploma Engineers in the scale of pay of Rs 40000 - 140000 (Pre revised Rs.8600-14600 with 8 years' regular service in the grade where the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) does not exist in that discipline.</p> <p>Absorption / Deputation will be of Officers holding analogous posts or feeder posts with 5 years' regular service in the grade in a Major Port Authority.</p>	The existing posts of Asst. Controller of Stores Gr. I etc in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) will be re-designated as Asst. Materials Manager Gr. I.												
<p>Promotion from Assistant Materials Manager Gr. II (Existing Assistant Materials Manager Class-II) in the Scale of Pay of Rs 40000 - 140000 (Pre revised Rs.8600-14600 with 3 years' regular service in the grade (Or)</p> <p>From Class-III Employees in the scale of pay of Rs 36500 - 88700 (Pre revised Rs.6170-11975) in the respective discipline of Materials Management Division with 5 years regular service in the grade where there are no Class-II Posts in pay scale of Rs 40000 - 140000 (Pre revised 8600-14600 in that discipline.</p>																									

RECRUITMENT RULES FOR CLASS-I POSTS (DECK SIDE) OF MARINE DEPARTMENT / VPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-Selection	Whether the benefit added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruitme nt (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) Educational qualifications © Experience for direct recruits will apply in the case of promotion/ absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion / absorption / deputation	In case of promotion / absorption / deputation, grades from which it should be made	Remarks	
1.	Deputy Conservator (Cat I Port)	01	Class-I HOD	Rs.12000-280000(p-revised Rs. 20500-500-26500	Selection	-	50 years	1. Must hold a certificate of competency as master of foreign going ship issued by the Ministry of Shipping Govt. of India or an equivalent qualification recognized by the Ministry of Shipping Govt. of India. 2. Must hold Pilot license and have experience of 10 years either or in Piloting or cumulative.	a) No b) Yes c) No	N.A	By absorption through composite method, failing which by deputation and failing both by Direct Recruitment.	13	For absorption through composite method, Officers holding analogous posts or the post of Deputy Conservator in Category-II ports or Harbour Master in Category-I ports in the scale of pay of Rs.100000-260000(pre-revised Rs 18500-23900)with 2 years regular service in the grade or Officers holding posts in the scale of pay of Rs.90000-240000(pre-revised Rs 17500-22300) with 4 years regular service in the grade in a Major Port Authority. For deputation, Officers holding analogous posts or Officers holding post of Deputy Conservator and its equivalent Dock side post in the scale of pay of Rs.100000-260000 (pre-revised Rs 18500-23900)with 2 years regular service in the grade or officers holding post of Harbour Master and equivalent Dock side post in the scale of pay of Rs.90000-240000(pre-revised Rs 17500-22300) with 4 years regular service in the grade in Govt / Semi Govt / PSUs or Autonomous Bodies will be eligible	14

2.	Harbour Master	01	Class-I	Rs 10000 – 260000 (Pre revised 18500-450-23900	Selection	-	45 years	<p>1) Must hold a certificate of competency as Master of Foreign Going Ship issued by the Ministry of Ports, Shipping Govt. of India or an equivalent qualification recognized by the Ministry of Ports, Shipping Govt. of India.</p> <p>2) Must hold Pilot License and have 8 years' experience either as Master of Foreign Going Ship or in Piloting or cumulative.</p>	<p>a) No b) Yes c) No</p>	N.A	By absorption through composite method failing which by deputation and failing both by direct recruitment.	For absorption by composite method, officers holding analogous posts or Dock Master / Master Pilot / Dredging Superintendent etc. in the scale of pay of Rs 90000 – 240000 (Pre revised Rs.17500-22300) with 2 years regular service in the grade in a Major Port are eligible. For deputation, Officers holding analogous post or holding posts of Dock Master / Master Pilot / Dred. Supdt. And its equivalent Deck side post with experience as mentioned above in Govt. PSUs / Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	Existing post of Senior Dock Master / Dy. Harbour Master in the scale of pay of Rs 100000 – 260000 (Pre revised Rs.18500 -23900) will be redesignated as Harbour Master.
3.	Dredging Superintendent / Dock Master / Master Pilot	01 D.S 04 D.M	Class-I	Rs 90000 – 240000 (Pre revised 17500-400-22300	selection	-	43 years	<p>(i) Must hold a Certificate of Competency as Master of Foreign Going Ship issued by the Ministry of Shipping Govt. of India Or an equivalent qualification recognized by the Ministry of Shipping Govt. of India</p> <p>(ii) Must hold Pilot license and have proficiency in handling all types of ships</p> <p>(iii) 5 years' experience as Pilot or Master of a Foreign Going Ship</p> <p>(iv) For the post of Dredging Supdt. Out of 5 years' experience one year experience in Dredging is essential.</p>	<p>(a) No (b) Yes (c) No</p>	2	By Promotion failing which by absorption / deputation failing both by direct recruitment	For promotion Pilots with 5 years regular service in the grade are eligible. For absorption / deputation officers holding analogous posts or holding posts of pilots in the scale of Rs 70000 – 200000 (Pre revised Rs.14500-18700) with 5 years regular service in the grade in a Major Port Authority are eligible.	

4.	Pilot	08	Class-I	Rs. 70000 - 200000 Pre revised Rs. 14500- 350- 18700	NA	Yes	40 years	<p>Essential</p> <p>1) Must hold a certificate of competency as Master of Foreign Going ship issued by the Ministry of Shipping, Govt. of India or an equivalent qualification recognized by the Ministry of Shipping, Govt. of India.</p> <p>2) One year post qualification experience as Master / Chief Officer of a foreign going ship.</p>	NA	2 years	By direct recruitment	NA	NA
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MARINE ENGINEERS OF MARINE DEPARTMENT

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruit (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) Educational qualification (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion / absorption / deputation)	In case of promotion / absorption / deputation, grades from which it should be made	Remarks
1.	Marine Engineer	16	Class-I	Rs 70000 – 200000 (Pre revised Rs.14500-350-18700)	N.A	Yes	40 Years	i) MOT 1 st Class Motor Certificate issued under Merchant Shipping Act, 1958. ii) One year post qualification experience as Chief Engineer/ 2 nd Engineer on board a foreign going ship).	N.A	2 Years	By Direct Recruitment	13 N.A	14
2.	Senior Marine Engineer / Chief Engineer Marine (Vessel)	01	Class-I	Rs 80000 – 220000 (Pre revised 16000-20800)	Selection	--	44 years	i) MOT 1 st Class Motor Certificate issued under Merchant Shipping Act, 1958. ii) Four years' experience as Chief Engineer or 5 years combined experience as Chief Engineer and 2 nd Engineer on board a foreign going ship.	(a) No (b) Yes (c) No	N.A	By promotion by absorption through composite method failing which by deputation from other Govt. Organization and failing both by direct recruitment.	Promotion from the Post of Marine Engineer in scale of pay Rs 70000 – 200000 (Pre revised Rs.14500-18700) with 4 years regular service in the grade absorption through composite method will be of Officers holding analogues posts or officers with 4 years regular service in the post of Marine Engineer in the scale of Rs 70000 – 200000 (Pre revised Rs.14500-18700) in the Major Port Authority. For deputation officer holding analogous posts or officers holding posts of Marine Engineers and its equivalent in marine engineer side in the scale of pay of Rs 70000 – 200000 (Pre revised Rs.14500-18700 with 4 years regular service in the grade in Govt. / PSUs Autonomous body will be eligible.	

RECRUITMENT RULES FOR CLASS-I POSTS OF ACCOUNTS DEPARTMENT / VPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) Educational qualification (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion / absorption / deputation)	In case of promotion / absorption / deputation, grades from which it should be made	Remarks
1.	FA & CAO (Cat I posts)	01	Class-I HOD	Rs.12000-280000(p-revised Rs.20500-500-26500)	Selection	--	45 Yrs.	Essential : a) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India b) 17 years' experience in Executive Cadre in the field of Finance Accounting in an Industrial / Commercial / Govt. undertaking.	a) No b) Yes c) No	N.A	By absorption through composite method failing which by deputation and failing both by direct recruitment.	13 For absorption through composite method, Officers holding analogous posts or the post of FA & CAO in Category II posts with two years' regular service in the grade or Officers holding posts in the scale of pay of Rs.90000-240000 (pre-revised Rs.17500-22300) with 4 years' regular service in the grade or officers holding posts in the scale of pay of Rs.80000-220000(pre-revised Rs.16000-20800) with 5 years' regular service in the grade in the Finance Department of a Major Port Authority will be eligible.	14
2.	Senior Deputy Chief Accounts Officer	02	Class-I	Rs.80000-220000 (Pre revised)	Selection	--	42 Yrs.	Essential: (i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works	a) No b) Yes c) No	NA	By absorption through composite method failing	By absorption through composite method, Officers holding analogous posts or Dy. Chief Accounts Officer and equivalent posts in respective discipline Autonomous Bodies will be eligible.	

3.	Deputy Chief Accounts Officer	02	Class-I	Rs 60000 - 180000 (Pre revised Rs.13000 -350-18250	Selection	Yes	40	<p>Accountants of India.</p> <p>(i) 12 years' experience in the executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt.. Undertaking</p>	<p>a) No.</p> <p>b) No. However a Degree from a Recognized University is essential</p> <p>c) No</p>	2 Yrs.	<p>which by deputation from other Govt. Organization and failing both by direct recruitment.</p>	<p>of Finance Department in the scale of pay of Rs 60000 - 180000 (Pre revised Rs.13000-18250) with 3 years' regular service in the grade Rs 60000 - 180000 (Pre revised Rs.13000-18250 in a Major Port Authority</p> <p>(Or)</p> <p>Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Dept. with 2 years regular service in the grade and a combined regular services of 7 years' in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) and Rs 60000 - 180000 (Pre revised Rs.13000-18250) in the respective discipline of Finance Dept. in a Major Port will be eligible.</p> <p>For DEPUTATION, Officers holding analogous posts or holding post of Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Dept. in the scale of pay of Rs 60000 - 180000 (Pre revised Rs.13000-18250) in Govt. / Semi Govt. / PSUs or Autonomous Bodies with 3 years' regular service in the grade will be eligible.</p> <p>The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good."</p>	<p>By Promotion from Sr. Accounts Officer/ (existing Dy. FA & CAO) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 4 years' regular service in the grade failing which Sr. Accounts Officer (existing Dy. FA & CAO) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750 with 2 years' regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.10750-16750) and Rs 50000 - 160000 (Pre revised Rs.9100-15100) in the respective discipline of Finance Dept.</p> <p>Absorption / Deputation will be of Officers holding analogous posts or Post of Sr. Accounts Officer (existing</p>
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4.	Senior Accounts Officer	03	Class-I	Rs 50000 - 160000 (Pre revised Rs.10750 -300-16750)	Selection	--	35	<p>Essential:</p> <p>(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>(ii) 5 years' experience in the executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.</p>	<p>a) No.</p> <p>b) No. However a Degree from a Recognized University is essential</p> <p>c) No</p>	2	By Promotion failing which by absorption / deputation / failing both by Direct Recruitment	<p>Dy. FA & CAO in the scale of Pay Rs 50000 - 160000 (Pre revised Rs.10750-16750) with 4 years Regular Service in the grade in a Major Port Authority.</p> <p>Promotion from Accounts Officer Gr. I (existing Chief Accounts Officer) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 5 years' regular service in the grade failing which Accounts Officer Gr. I (existing Chief Accounts Officer) in the scale of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100 with 2 years' regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs 50000 - 160000 (Pre revised Rs.9100-15100 and Rs 40000 - 140000 (Pre revised Rs.8600-14600 in the respective discipline of Finance Dept.</p> <p>Absorption / Deputation will be of Officers holding analogous posts or Post of Accounts Officer Gr. I (existing Chief Accounts Officer) in the scale of Pay Rs 50000 - 160000 (Pre revised Rs.9100-15100) with 5 years Regular Services in the grade in a Major Port Authority.</p>
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5	Accounts Officer Gr. I	6	C.I	Rs 50000 - 160000 (Pre revised 9100-250-15100)	Selection	--	30yrs	<p>Essential:</p> <p>(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>Desirable:</p> <p>(ii) 2 years' experience in the executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.</p>	<p>a) No.</p> <p>b) No. However a Degree from a Recognized University is essential</p> <p>c) No</p>	2 yrs	<p>Up to 31st Dec. 2006</p> <p>By Direct Recruitment : 33.1/3%</p> <p>By Promotion : 66.2/3%</p> <p>After 31st Dec. 2006</p> <p>By Direct Recruitment : 66.2/3%</p> <p>By Promotion : 33.1/3%</p>	<p>Promotion from Accounts Officer Gr. II (existing Accounts Officer, Cl. II(*) in the scale of pay of Rs 40000 - 140000 (Pre revised Rs.8600-14600) with 3 years' regular services in the grade or from Class-III Employees in the scale of pay of Rs 36500 - 88700 (Pre revised Rs.6170-11975) in the respective discipline of Finance Department with 5 years regular services in the grade where there are no Class-II post in the pay scale of Rs 40000 - 140000 (Pre revised Rs.8600-14600 in that discipline.</p> <p>Existing posts in the scale of pay of Rs 50000 - 160000 (Pre revised Rs 9100-15100) will be redesignated as A.O Gr-I</p>
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RECRUITMENT RULES FOR CLASS-I POSTS OF TRAFFIC DEPARTMENT / VPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruit (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) Educational qualification (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion / absorption / deputation)	In case of promotion / absorption / deputation, grades from which it should be made	Remarks
1	Traffic Manager	01	Class-I HOD	Rs.12000-0-280000(p-revised scale Rs.20500-500-26500)	Selection	-	45 years	1) A Degree from a recognized University 2) 17 years' experience in Shipping / Cargo Operations / Railway Transportation in executive cadre in an Industrial / Commercial / Govt. undertaking	a) No b) Yes c) No	11 NA	By absorption through composite method failing which by Deputation and failing both by Direct Recruitment	13 For absorption through composite method, officers holding analogous posts of Traffic Manager in Category - II Posts with 2 years' regular service or Officers holding posts in the scale of pay of Rs.90000-240000 (pre-revised Rs.17500-22300) with 4 years' regular service in the grade or Officers holding posts in the scale of pay of Rs.80000-220000(pre-revisedRs.16000-20800) with 5 years regular service in the grade in the Traffic Department of a Major Port Authority will be eligible. For Deputation, Officers holding analogous posts or Officers holding posts of Traffic Department in the scale of pay of Rs.100000-260000 (pre-revised Rs.18500-23900) with 2 years' regular service in the grade or officers holding post of Sr. Dy. Traffic Manager and equivalent posts in the Traffic Department in the scale of pay of Rs.80000-220000 (pre-revised Rs.16000-20800) and above with 5 years regular service in the grade in Govt. / Semi Govt. / PSUs or Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good."	14

2.	Senior Deputy Traffic Manager	02	Class-I	Rs 80000 – 220000 (Pre revised Rs.16000-400-20800)	Selection	42 years	1) A Degree from a recognized University 2) 12 years' experience in Shipping / Cargo Operations / Railway Transportation in executive cadre in an Industrial / Commercial / Govt. undertaking.	a) No b) Yes c) No	NA	By absorption through composite method failing which by Deputation from other Govt. organizations and failing both by Direct Recruitment	For absorption through composite method, Officers holding analogous posts or post of Deputy Traffic Manager (existing Docks Manager) and equivalent posts in the respective discipline of Traffic Department in the scale of pay of Rs 60000 – 180000 (Pre revised Rs.13000-18250 with 3 years' regular service in the grade in a Major Port Authority or Deputy Traffic Manager (existing Docks Manager) and equivalent posts in the respective discipline of Traffic Department with 2 years' regular service in the grade and a combined regular service of 7 years, in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) and Rs 60000 – 180000 (Pre revised Rs.13000-18250) in the respective discipline of Traffic Department in a Major Port Authority will be eligible. For Deputation, Officers holding analogous posts or holding posts of Dy Traffic Manager (existing Docks Manager) and equivalent post in the respective discipline of Traffic Department in the scale of pay of Rs 60000 – 180000 (Pre revised Rs.13000-18250) in Govt / Semi Govt / PSUs or Autonomous bodies with 3 years' regular service in the grade, will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good."
3.	Deputy Traffic Manager	03	Class-I	Rs 60000 – 180000 (Pre revised Rs.13000-350-18250)	Selection	40 Years	1) A Degree from a recognized University 2) 9 years experience in Shipping / Cargo Operations / Railway Transportation in executive cadre in an Industrial / Commercial / Govt. undertaking.	a) No b) Yes c) No	2 years	By Promotion failing which by Absorption / Deputation failing both by Direct Recruitment	Promotion from Senior Assistant Traffic Manager (existing D.T.M) in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 4 years' regular service in the grade failing which Senior Assistant Traffic Manager (existing D.T.M) in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.10750-16750) with 2 years' regular service in the grade and a combined regular service of 9 years' in the scale

<p>(Pre revised Rs.9100-15100) will be redesignated as Asst. Traffic Manager Gr. I</p>	<p>revised Rs.6170 – 11975) in respective discipline of Traffic Dept. with 5 years regular service in the grade where there are no Class-II posts in pay scale of Rs 40000 – 140000 (Pre revised Rs.8600-14600 in that discipline.</p>	<p>Recruitment 66.2/3% by promotion 33.1/3%</p>			<p>Industrial / Commercial / Govt. undertaking</p>								
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5.	Deputy Director (EDP)	2	Class-I	Rs 50000 – 160000 (Pre revised Rs.10750 -300-16750)	Selection	--	35 years	<p>Essential: Degree in Computer Engineering / Computer Science from recognized University / Institution. Or Degree in Maths / Statistics / Operational Research / Economics with Post Graduate Diploma in Computer Applications / Computer Science / Information Technology from a recognized University / Institutions. Or Degree in Engineering with Post Graduate Diploma in Computer Applications / Computer Science / Information Technology from a Recognized University / Institutions. ii) Five Years experience in programming / Electronic Data / System Design and Analysis and related fields.</p> <p>Desirable: i) Post Graduate Degree in Maths / Statistics / Operational Research / Economics or Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or Information Technology or Computer Applications or Business Admn. (P.G. Degree / Diploma) with Specialization in Systems or Information Systems or MIS or Information Technology and allied subjects from a recognized University / Institutions.</p>	a) No b) Yes c) No	2	By Promotion failing which by Absorption / Deputation failing both by Direct Recruitment	<p>Promotion from Assistant Director (EDP) in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) with 5 years' Regular service in the grade failing which Asst. Director (EDP) in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) with 2 years regular service in the grade and a combined Regular service of 8 years' in the scales of pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) and Rs 40000 – 140000 (Pre revised Rs.8600-14600) in the respective discipline of P&R Division.</p> <p>Absorption / deputation will be of Officers holding analogous posts or Assistant Director (EDP) / Assistant Director (Research) and other equivalent posts in the scale of pay of Rs 50000 – 160000 (Pre revised Rs.9100-15100) with 5 yrs. Regular service in the grade in P&R Division in a Major Port Authority.</p>	
6.	Asst. Director (Research)	3	Class-I	Rs 50000 – 160000 (Pre revised Rs.9100-250-15100)	Selection	--	30 years	<p>Essential:- (i) Degree in Economics or Statistics or Mathematics from a recognized University / Institution. Desirable Two years executive experience in collection, compilation and interpretation of data or in conducting field surveys, investigation etc (ii) Knowledge of Computer Operations (iii) Post Graduate Degree / Diploma in Economics or Statistics or Mathematics or</p>	a) No b) Yes c) No	2	Upto 31st December, 2006 By direct recruitment – 33.1/3% By promotion- 66.2/3% After 31st December 2006 By direct recruitment – 66.2/3% By promotion- 33.1/3%	<p>Promotion from Statistical and Research Officer (*) in the scale of pay of Rs 40000 – 140000 (Pre revised Rs.8600-14600 with 3 years' Regular service in the grade. Or Promotion from Class-III employees in the scale of pay of Rs 36500 - 88700 (Pre revised Rs.6170-11975) in respective discipline of P&R div. with 5 years regular service in the grade where there are no class-II posts in the pay scale of Rs 40000 – 140000 (Pre revised Rs.8600-14600) in that discipline.</p>	

RECRUITMENT RULES FOR CLASS-I POSTS OF VIGILANCE DEPARTMENT

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension Rules) 1972	Upper age limit for direct recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion / absorption / deputation)	In case of promotion / absorption / deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1.	Chief Vigilance Officer	1	Class-I HoD	N.A	Selection	NA	N.A	N.A	N.A	N.A	By deputation of Officers of All India/ Central service	Officers who are eligible for appointment at the level of Director / Dy. Secretary in the Govt. of India	Deputation as per guidelines issued by CVC/ DOP&T
2.	Deputy Chief Vigilance Officer	1	Class-I	Rs 60000 - 180000 (Pre revised 13000-350-18250)	Selection	-	NA	NA	NA	2 Years	By Deputation	Deputation from Officers of Major Port Authorities holding analogous posts or officers holding posts in the pay scale of Rs 50000 - 160000 (Pre revised Rs 20600 - 46500)(Rs 10750 - 16750) with 3 years regular service in the grade in Major Port Authority failing which from Officers of the Central Govt / State Govt / PSUs/ Autonomous bodies with similar grade.	Deputation will normally be for a period of 03 years and in any case, not to exceed 05 years.