

**MINISTRY OF SHIPPING
(PORTS WING)**

NOTIFICATION

New Delhi, the 27th August, 2009

G.S.R. 601 (E) - In exercise of the Powers conferred by Sub-section (1) of Section 124, read with Sub-Section(1) of Section 132 of the Major Port Trusts Act 1963 (38 of 1963), the Central Government hereby approves the Visakhapatnam Port Trust Employee's (Recruitment, Seniority and Promotion) Amendment Regulations, 2009 made by the Board of Trustees of Visakhapatnam Port Trust as set out in the Schedule annexured to this Notification.

The said Regulations shall come into force from the date of publication of this Notification in the Official Gazette.

SCHEDULE

VISAKHAPATNAM PORT TURST

**Visakhapatnam Port Trust Employees (Recruitment, Seniority
and Promotion) Amendment Regulations, 2009**

In exercise of the powers conferred by Section 28 of the Major Port Trusts Act, 1963 (38 of 1963), the Board of Trustees of the Visakhapatnam Port Trust hereby makes the following regulations further to amend the Visakhapatnam Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations 1980 as amended from time to time.

These Regulations may be called the Visakhapatnam Port trust Employees (Recruitment, Seniority and Promotion) Amendment Regulations 2009.

**THE VISAKHAPATNAM PORT TRUST EMPLOYEES
(RECRUITMENT,
SENIORITY AND PROMOTION) REGULATIONS, 2004**

In exercise of the powers conferred by Section 28 of the Major Port Trusts Act, 1963 (38 of 1963), the Board of Trustees of Visakhapatnam Port hereby makes the following regulations, namely.

Short Title and Commencement

1. (1) These Regulations may be called the Visakhapatnam Port Trust Employees (Recruitment, Seniority and Promotion) Regulations 2004.
- (2) They shall come into force on the date of publication of the approval of the Central Government as required under the provisions of Section 124 and 132 of Major Port Trusts Act, 1963 in the Gazette of India.

Application

2. These Regulations shall apply to all posts created under Section 27 of the Act under the Board (including those covered by clause (a) of sub-section (1) of section 24 of the Act.)

Definition

3. In these regulations, unless the context otherwise requires.
 - (a) "Act" means the Major Port Trusts Act, 1963 (38 of 1963).
 - (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 Trust Employees (Classification, Control and Appeal) Regulations 1968, to make appointment to that grade or post.

- (d) "Board" Chairman, Deputy Chairman and "Head of Department" have the meanings 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 Trust Employees (Classification, Control and Appeal) Regulations, 1968.
- (f) "Departmental promotion Committee constituted" means a committee 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 Employees prepared and sanctioned under Section 23 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.

MANNER OF APPOINTMENT

4. 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. Deputation will be of employees from the Major Ports, Central Govt., State Govts, Autonomous bodies, Govt. Companies fulfilling the criteria of eligibility prescribed for the post. The normal period of deputation is 3 years which is extendable to 4 years. In exceptional circumstances, this can be extended to five years.

"Provided that the appointment in respect of posts treated as Heads of Department and posts one level below the HOD, all the vacancies shall be filled by "Composite method of recruitment", i.e. through promotion/transfer/deputation on absorption basis failing which deputation and failing both by direct recruitment. The promotion/transfer on absorption will be from the officers from Major Port Trusts fulfilling the criteria of eligibility prescribed in the Schedule annexed to the Regulation".

SCHEDULES

5. 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 authorised permanent and temporary strength of the various grades as shown in the Schedule of Employees prepared under the provisions of Section-23 of the Major Port Trusts Act 1963. This strength is liable to change from time to time under the provisions of Section-27 of the Major Port Trusts Act, 1963. 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 12 of the schedule.

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

- (i) 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 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, upto 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 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.

ROSTER OF VACANCIES

6. 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.

RESERVATION

7. (1) Orders issued by the Central Govt. 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 Scheduled Tribes shall apply mutatis mutandis to all appointments covered by these regulations.
- (2) Orders issued by the Central Govt. from time to time for the reservation of posts under it in favour of other Backward classes, Ex-servicemen and Dependents

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 Chairman 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 Govt. 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 Govt., as the case may be. In such cases the provisional appointment shall not exceed a period of one year.

(2) The Chairman may, with the prior approval of the Central Govt., 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 Chairman 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 Chairman 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 Chairman in all other cases.

ELIGIBILITY OF EXISTING EMPLOYEES FOR DIRECT RECRUITMENT

- 9. When the posts required to be filled by direct recruitment are advertised, employees already in service may also apply, provided they possess the prescribed qualifications and experience. Age limit in such cases will not apply.

ADVERTISEMENT OF VACANCIES

10. (1) Vacancies of Class-III & 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 News papers published with in the State. Class.I & 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.

CONDUCT OF WRITTEN OR SKILL TESTS IN CERTAIN CASES:

11. The Appointing Authority may decide whether a written or 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.

SERVICES SELECTION COMMITTEE:

12. (1) There shall be a Services 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
- Joint Secretary (Ports) of the Ministry of Shipping
Chairman
- Chairman / Dy.Chairman of the Port
Member

Any other Port Chairman or an officer having wide experience in the field to be nominated by the Ministry

of Shipping

- Member

Representative of SC/ST & OBCs nominated by

the Ministry of Shipping

- Member

b) For Class I Posts

(i) Chairman

- Chairman

(ii) Deputy Chairman

- Member

(iii) HOD in charge of the Department in which

the vacancy occurs

- Member

(iv) HOD in charge of the Personnel

- Member

(v) Representative of SC/ST & OBCs nominated

- Member

by the Chairman

(c) For Class II Posts

i) Deputy Chairman

- Chairman

ii) Head of the Department in which the

vacancy arises

- Member

iii) Head of the Department in charge of

Personnel

- Member

iv) Representative of SC/ST & OBC's

nominated by the Chairman
- Member

(d) For Class-III and Class-IV posts (Common Categories)

i) Deputy Chairman or in his absence, HOD
nominated- Chairman

by the Chairman of the Board

ii) Head of the Department in charge of

Personnel
- Member

iii) A senior Officer in the grade not below
Rs.16000- - Member

400-20800 to be nominated by the Chairman

iv) Representative of SC/ST & OBC's

nominated by the Chairman
- Member

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

i) HOD, where the vacancy arises
- Chairman

ii) Head of the Department in charge of

Personnel
- Member

iii) A senior Officer of the concerned Division
in the grade not below Rs.16000-400-20800
to be - Member

nominated by the Chairman

iv) Representative of SC/ST & OBC's

nominated by the Chairman
- Member

The Appointing Authority may also nominate any person not in the service of the Board to be a member of 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 Chairman 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 Chairman and the authority disagrees with such recommendations in any case, it shall record its reasons for such disagreement and submit the case to the Chairman 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 Chairman 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 strict subject to fulfilling the qualifications, experience provided in the RRs.
- (2) Total period of appointment to a temporary post will not exceed the tenure 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 TRAVELING 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 costs. 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. 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. 11,975/-the period of probation shall be one year.

Provided that, there shall not be any probation in case of appointments 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 de-linked from the availability of permanent vacancies 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).
- (ii) 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 shown 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 Chairman 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 Chairman 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 Chairman 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 Department 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 Service 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. Officers who are graded as 'unfit' by the DPC shall not be included in the select list.

b) The Departmental Promotion Committees 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 mutates mutandis apply.

Note: For absorption to the post carrying pay scale of 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 benchmark is specified, the criteria for selection shall be seniority-cum-fitness.

28. AD-HOC 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 R.Rs.

29. COMPASSIONATE APPOINTMENTS

Notwithstanding anything contained in these regulations, the Chairman 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 Chairman for a decision.

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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RECRUITMENT RULES FOR CLASS-I POSTS OF GENERAL ADMINISTRATION DEPARTMENT / V.P.T. 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.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
1.	Secretary (Category-I Ports)	1	C.I.I (HOD)	20500-500-26500	Selection	-	45 yrs	<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>	<p>a) No</p> <p>b) Yes</p> <p>c) No</p>	N.A.	By absorption through composite method failing which by deputation and failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or the post of Secretary in category-II ports with two years regular service in the grade or officers holding posts in the scale of pay of Rs.17500 - 22300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs.16000 - 20800 with 5 years regular service in the grade in the General Administration / Human Resources Development Deptt. of a Major Port Trust 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.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.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".	Feeder categories as mentioned in Col.No.13 for all the RRs.

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
2.	Sr. Dy. Secretary	1	Cl.I	16000-400-20800	Selection	—	42 yrs.	<p>Essential:-</p> <p>i) A degree from a recognised University.</p> <p>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:-</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 recognised University/Institution.</p>	<p>a) No</p> <p>b) Yes</p> <p>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 post 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.13000 – 18250 with 3 years regular service in the grade in a Major Port Trust 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.10750 – 16750 and Rs.13000 – 18250 in the respective discipline of GAD in a Major Port Trust 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.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	Cl.I	13000-350-18250	Selection	—	40 yrs.	<p>Essential:-</p> <p>i) A degree from a recognised University.</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>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 recognised 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	Promotion from Sr. Asst. Secretary (existing Dy. Secretary) in the scale of pay of 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.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.10750-16750 & Rs.9100-15100 in the respective discipline of General Admin. Deptt. 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.10750-16750 with 4 years regular service in the grade in a Major Port Trust.	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
4.	Sr Asst. Secretary	1	Cl.I	10750-300-16750	Selection	—	35	<u>Essential</u> 1) A degree from a recognized university 2) 5 yrs experience in executive cadre in the field of Genl Admn, Personnel, Industrial relations etc., in an Industrial / Commercial / Govt. under taking. <u>Desirable</u> Post Graduate Degree/ Diploma in Personnel Management/Industrial Relations/Social works / Labour Welfare or allied subjects or Degree in Law from a recognized University/ Institutions.	a) No b) Yes c) No	2 years	By promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Asst. Secretary Gr.I (existing Asst. Secretary (Cl.I) in the scale of pay of Rs.9100-15100 with 5 yrs regular service in the grade failing which Asst. Secy. Gr.-I (existing Asst. Secretary (Cl.I) in the scale of pay of Rs.9100 - 15100 with 2 yrs regular service in the grade and a combined regular service of 8 yrs in the scales of pay of Rs.9100 - 15100 and 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 (Cl.I) in the scale of pay of Rs.9100 - 15100 with 5 yrs regular service in the grade in a Major Port Trust.	
5.	Asst. Secretary Gr.I	2	Cl.I	9100-250 - 15100	Selection	—	30 years	<u>Essential</u> A Degree from a recognized university <u>Desirable</u> 1) 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. 2) 2 yrs. experience in Executive cadre in the field of General Admn, Personnel, an Industrial Relations etc., in Industrial / Commercial / Govt. under taking.	a) No b) Yes c) No	2 years	<u>Upto 31.12.2006</u> By direct recruitment 33 1/3% By promotion 66 2/3% <u>After 31.12.2006</u> By direct recruitment 66 2/3% By promotion: 33 1/3%	Promotion from Asst. Secretary Gr. II (existing Asst. Secretary (Cl.II) in the scale of pay Rs.8600-14600 with 3 years regular service in the grade. OR from Cl-III employees in the scale of pay of 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.8600-14300 in that discipline.	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
6.	Dy. Chief Law Officer	1	Cl.I	13000-350-16250	Selection	—	40 yrs.	Essential: 1) Degree in Law from a recognized University 2) Nine years executive experience in a Legal Establishment of a/ Industrial / Commercial / Govt. undertakings. Desirable: Post graduate degree in law from a recognized University	a) No b) Yes c) No	2 yrs.	By promotion failing which by deputation, failing both by direct recruitment	Promotion from Sr. Law Officer in the scale of pay of Rs.10750 – 16750 with 4 years regular service in the grade failing which Sr. Law Officer in the scales of pay of Rs.10750 – 16750 with 2 years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs.10750 – 16750 & 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.10750-16750 with 4 years regular service in the grade in a Major Port Trust.	
7.	Sr. Law Officer	1	Cl.I	10750-300-16750	Selection	—	35 yrs.	Essential: 1) Degree in Law from a recognized University. 2) 5 yrs executive experience in a legal establishment of an Industrial / Commercial / Govt. Undertaking Desirable: P.G Degree in Law from a recognized University.	a) No b) Yes c) No	2 yrs.	By promotion failing which by deputation, failing both by direct recruitment	Promotion from Law Officer Gr.I (existing Law Officer (Cl.I) in the scale of pay of Rs.9100-15100 with 5 yrs regular service in the grade failing which Law Officer Gr.I (existing Law Officer (Cl.I) in the scale of pay of 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.9100-15100 and 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.9100-15100 with 5 yrs regular service in the grade in a Major Port Trust.	
8.	Law Officer Gr.I	1	Cl.I	9100-250-15100	Selection	—	30 yrs.	Essential: Degree in Law from a recognized University. Desirable: i) 2 yrs executive experience in a legal establishment of an Industrial / Commercial / Govt. Undertaking. ii) P.G 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% OR 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 (Cl.II) in the scale of Pay of Rs.8600-14600 with 3 yrs regular service in the grade. OR From Class-III Employees in the scale of pay of 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.8600-14600 in that discipline.	

RECRUITMENT RULES FOR CLASS-I POSTS OF PERSONNEL & I.R. DIVISION (HRD) UNDER THE GENERAL ADMINISTRATION DEPARTMENT / V.P.T.

SL. No.	Name of the post	No. of posts	Classification	Scale of pay	Whether selection or non-selection post	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	Where (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	2	3	4	5	6	7	8	9	10	11	12	13	14
1.	Senior Personnel Officer	2	Class I	16000-400-20800	Selection	—	42	<p>Essential:</p> <p>i) Degree from a recognised University/Institution.</p> <p>ii) 12 yrs experience in a Executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an / Industrial/ Commercial/ Govt. Under taking</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 recognised University / Institution.</p>	<p>a) No</p> <p>b) Yes</p> <p>c) No</p>	2	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 Personnel Officer or Officers holding equivalent posts in the respective discipline of Personnel and IR Div. in the scale of pay Rs. 13,000-18,250 with 3 yrs regular service in the grade in a Major Port Trust 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. 10,750-16,750 & Rs 13,000-18,250 in the respective discipline of Pers. & I.R.Div. of Major Port Trust 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.13,000-18,250 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 ACR's will not be below "very good".	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
2.	Personnel Officer	2	Class I	13000-350-18250	Selection	---	40	<p><u>Essential:</u></p> <p>i) Degree from a recognised University / Institution.</p> <p>ii) 9 yrs experience in Executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/ Commercial / Govt. Under taking.</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 recognised University / Institution</p>	<p>a) No</p> <p>b) Yes</p> <p>c) No.</p>	2	By promotion failing which by absorption/deputation, failing both by direct recruitment.	<p>Promotion from Dy. Personnel Officer/ Sr. Welfare Officer/ in the scale of pay of Rs. 10,750-16,750 with 4 yrs 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. 10,750-16,750 & Rs. 9,100-15,100 in the respective discipline of pers. & I.R.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. & I.R.Div. in the scale of pay of Rs. 10,750-16,750 with 4 yrs regular service in the grade in a Major Port Trust.</p>	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	Deputy Personnel Officer	2	Class I	10750- 300- 16750	Selec- tion	--	35	<p><u>Ess. initial:</u> i) Degree from a recognised University / Institution. ii) 5 yrs. 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 recognised University / Institution.</p>	<p>a) No</p> <p>b) Yes</p> <p>c) No</p>	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	<p>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.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.9100- 15100 with 2 yrs regular service in the grade and a combined regular service of 8 yrs in the scales of pay of Rs.9100- 15100 & Rs.8600-14600 in the respective discipline of Pers. & I.R.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 equivalent posts in the respective discipline of Pers. & I.R.Div. in the scale of pay of Rs.9100-15100 with 5 yrs regular service in the grade in a Major Port Trust.</p>	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
4.	Senior Welfare Officer	01	Class I	10750-300-16750	Selection	—	35	<p>Essential:</p> <p>i) Degree from a recognised university.</p> <p>ii) Degree or diploma in Social Science from a recognised University/ Institution.</p> <p>iii) 5 yrs experience as a Labour Welfare Officer/Industrial Relations Officer in an Industrial/Commercial/Govt. Under taking</p> <p>iv) Knowledge of local language.</p>	<p>a) No.</p> <p>b) Yes</p> <p>c) No</p>	2	By promotion failing which by absorption/deputation, failing both by direct recruitment	Promotion from Welfare Officer (existing designation of L.O.) and Asst. Personnel Officer Gr.I (Existing designation of A.P.O. (CI)) in the scale of pay of Rs. 9,100-15,100 with 5yrs 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. (CI)) in the scale of pay of Rs. 9,100-15,100 with 2yrs regular service in the grade and combined regular service of 8 yrs in the scales of pay of Rs. 9,100-15,100 and 8,600-14,600 in the respective disciplines of Pers. and 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. (CI)) or equivalent posts in the respective disciplines of Pers. and I.R. Div. in the scale of pay of Rs. 9,100-15,100 with 5yrs regular service in the grade in a Major Port Trust.	

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
5.	Assistant Personnel Officer Gr..I	2	Class I	9100- 250- 15100	Selection	—	30	<u>Essential:</u> Degree from a recognised University/Institution <u>Desirable:</u> 1. Post Graduate degree / diploma in Personnel Management / Industrial relations / Social Work / Labour Welfare allied subjects or degree in Law from a recognised 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	a) No b) Yes c) No	2	<u>Up to 31st Dec., 2006</u> By direct recruitment – 33.1/3% By promotion – 66.2/3% <u>After 31st Dec., 2006</u> By direct recruitment – 66.2/3% By promotion – 33.1/3%.	Promotion from Asst. Personnel Officer Gr-II(“) in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade. OR From Class-III employees in the scale of pay of 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.8600-14600 in that discipline.	
6.	Welfare Officer	3	Class I	9100- 250- 15100	Selection	—	30	<u>Essential:</u> i) Degree from a recognised University. ii) Degree or diploma in Social Science from a recognised University / Institution. iii) Knowledge of local language. <u>Desirable:-</u> 2 years experience as a Labour Welfare Officer / Industrial Relations Officer in an Industrial / Commercial / Govt. Undertaking.	a) No b) Yes c) No	2	<u>Upto 31st Dec. 2006</u> By direct recruitment – 33.1/3% By promotion – 66.2/3% <u>After 31st Dec. 2006</u> By direct recruitment – 66.2/3% By promotion – 33.1/3% <u>Note:</u> Promotion will be on the basis of a written test and viva-voce.	Promotion from Asst. Welfare officer (“) in the scale of pay Rs.8600-14600 with 3yrs regular service in the grade. OR From Class-III employees in the scale of pay of 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.8600-14600 in that discipline.	

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 post	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 yrs)	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.	Sr. PS to Chairman (Cat-I Ports)	1	Class I	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 PS to Chairman in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which PS to Chairman with 2 years regular service in the scale of pay of Rs.10750- 16750 and a combined regular service of 9 years in the scales of pay of Rs.10750-16750 and Rs.9100-15100 Absorption / deputation will be of Officers holding analogous post or holding posts of PS/ Sr PS in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade in a Major Port	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	PS to Chair Man (Cat-I Ports)	1	Class I	10750- 300- 16750	Selection	—	35	Essential: (i) A degree from a recognised 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 PS to Dy.Chairman/ PS to Chairman in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing which PS to Dy.Chairman / PS to Chairman with 2 years regular service in the scale of pay of Rs.9100-15100 and a combined regular service of 8 years in the scales of pay of Rs.9100-15100 & Rs.8800-14600. Absorption/deputation will be of Officers holding analogous post or feeder post with 5 years regular service in the grade in a Major Port.	
3	PS to Dy. Chair- man (Cat-I Ports)	1	Class I	9100- 250- 15100	Selection	—	30	Essential: (i) A degree from a recognised 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.	Promotion from PA to HOD / PS to Dy. Chairman, in the scale of pay of Rs.8800-14600 with 3 year's 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.	

RECRUITMENT RULES FOR CLASS I POSTS IN CIVIL ENGINEERING DEPARTMENT/ P.T.

Sl. no.	Name of the post	No. of posts	Classification	Scale of pay (Rs)	Method of selection	Whether the benefit of earned years of service is admissible under Rule 59 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 or by promotion/ absorption/ deputation)	In case of promotion/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 Engineer (Category-I Ports)	1	Class I (i) OD	Rs. 20500-500-26500	Selection	—	45	(i) Degree or equivalent in Civil Engg. from a recognized University / Institution. (ii) 17 years experience in Executive Grade in Planning / Construction/ Design / maintenance preferably of port and Marine structures in an industrial / Commercial / Govt. undertaking	a) No b) Yes c) No	N/A	By absorption through composite method or by deputation both by direct recruitment	For absorption through composite method officers holding analogous posts or post of Chief Engineer in category II Ports with 2 years regular service in the grade or officers holding the post in the scale of pay of Rs. 17500-22300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs. 16000-20800 with 5 years regular service in the grade in the Civil Engineering department of a Major Port Trust will be eligible. For deputation officers holding analogous posts or officers holding post of Chief Engineer and equivalent posts in Civil Engineering Department in the scale of pay of Rs. 18500 - 23870 with two years regular service in the grade or officers holding post of Dy. Chief Engineer and equivalent posts in Civil Engineering Dept in the scale of pay of Rs. 16000- 20800 and above with 5 years experience in the regular grade in Govt./ Semi 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"

1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	Dy Chief Engineer (Civil)	3	Class I	Rs. 16000-400-20800	Selection	-	42	<p>A) Degree or equivalent in Civil Engg. from a recognized University/ Institution.</p> <p>(i) 12 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</p> <p>b) YES</p> <p>c) NO</p>	NA	By absorption through composite method failing which by deputation from other Govt. Organizations failing both by direct recruitment.	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 13000 - 18250 with 3 years regular service in the grade in a Major Port Trust 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 10750 - 16750 and Rs 13000 - 18250 in the respective discipline of Civil Engg. Deptt. in a Major Port Trust will be eligible.	
3	Superintendent Engineer (Civil)	6	Class I	Rs. 13000-350-18250	Selection	-	40	<p><u>Essential:</u></p> <p>(i) Degree or equivalent in Civil Engineering from a recognized University / Institution.</p> <p>(ii) Nine 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</p> <p>b) No. However, Diploma in Civil Engineering from a recognized University/ Institution is essential.</p> <p>(c) No</p>	2 years	By promotion failing which by absorption/ deputation, failing both by direct recruitment	<p>Promotion from Executive Engineer (Civil) in the scale of pay of Rs 10750-16750 with 4 years regular service in the grade failing which Executive Engineer (Civil) in the scale of pay of 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.10750-16750 and Rs 9100-15100 in the respective discipline of Civil Engg. Deptt.</p> <p>Absorption / deputation will be of Officers holding analogous posts or feeder post with experience as mentioned above in a Major Port Trust.</p>	
4	Asst. Exe Engineer (Civil)	12 (10 AXE(Civil)+ 02 AXE (Rlys)	Class I	9100-250-15100	Selection	-	30	<p><u>Essential:</u></p> <p>Degree or equivalent in Civil Engg. from a recognized University/ Institution.</p> <p><u>Desirable</u></p> <p>Two 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</p> <p>(b) No however, a diploma in Civil Engg. from a Recognized university / Institution is essential</p> <p>(c) No</p>	2	<p>Up to 31.12.2006</p> <p>By direct recruitment 33 1/3% by promotion 66 2/3%</p> <p>After 31st Dec. 2006</p> <p>by Direct recruitment 66 2/3% by promotion 33 1/3%</p>	<p>Promotion from Asst. Engineer (Civil) in the scale of Rs 8600-14600 with 3 years regular service in the grade or from C-III employees in the scale of pay of Rs 6170-11975 in the respective discipline of Civil Engineering Deptt with 5 years regular service in the grade where there are no C-II posts in the pay scale of Rs 8600-14600 in that discipline.</p>	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
5	Exe. Engineer (Civil)	09	CH	10750- 300- 16750	Selection	—	35	(i) Degree or equivalent in Civil Engineering from a recognized University / Institution. (ii) Five years experience in a Executive Cadre in Planning / Construction/ Design/Maintenance preferably of Port and Marine Structure in an Industrial / Commercial / Govt. undertaking	(a) No (b) No however, a diploma in Civil Engg. 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) is the scale of pay of Rs 9100-15100 with 5 years regular service in the grade failing which Asst. Executive Engineer (Civil) in the scale of pay of 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 9100-15100 and Rs. 8800-14600 in the respective discipline of Civil Engineering Department. Absorption / deputation will be of officers holding analogous posts or feeder posts with experience as mentioned above in a Major Port	
5	Dy Estate Manager	1	CH	13000- 350- 18250	Selection	—	40	(i) Essential: Degree with a Post Graduate Degree / Diploma in Architecture / Town and Country Planning or degree in Civil Engineering from a recognized University / Institution or corporate membership of Institution of Surveyor (India) (ii) Eleven 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 Sr. Asst. Estate Manager in the scale of Rs. 10750-16750 with 4 years regular service in the grade failing which Sr. Assistant Estate Manager (*) in the scale of pay of Rs. 10750-16750 with 2 years regular service in the grade and combined regular service of 8 years in scale of pay of Rs. 10750-16750 & Rs. 9100-15100 in discipline of Estate Division off officers holding analogous posts or Sr. Asst. Estate Manager or equivalent posts in discipline of Estate Division in the Scale of pay of Rs. 10750-16750 with 4 years regular service in grade in Major Port Trust.	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
6	Senior Asst. Estate Manager	1	C.I.I	10750-300-16750	Selection	—	35	<p>Essential: Degree with a Post Graduate Degree / Diploma in Architecture / Town and Country Planning or degree in Civil Engineering from a recognized University / Institution or corporate membership of Institution of Surveyor (India)</p> <p>a) Seven years executive experience in Estate Management Valuation or Land Records in an Industrial / commercial / Govt. Undertaking.</p> <p>Desirable:</p> <p>i) A degree in law from a Recognized University.</p>	<p>(a) No</p> <p>(b) No, however diploma from a recognized University / Institution is essential</p> <p>(c) No</p>	2	By Promotion failing which by absorption/ deputation failing both by direct recruitment	<p>Promotion from Asst. Estate Manager Gr-I in the scale of 9100-15100 with 5 years regular service in the grade failing which Asst. Estate Manager Gr-I in the scale of 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.9100-15100 & 8600-14600 in the discipline of Estate Division / Absorption/Deputation will be of Officers holding analogous posts or Asst. Estate Manager Gr.I promotion from Asst. Estate Manager Gr-I or equivalent posts in the discipline of Estate Division in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade will be eligible.</p>	
7	Asst. Estate Manager Gr.I	1	C.I.I	9100-250-15100	Selection	—	30	<p>Essential: Degree with a Post Graduate degree / Diploma in Architecture / Town and Country Planning or Degree in Civil Engineering from a recognized university / Institution or Corporate Membership of Institution or Surveyor (India).</p> <p>Desirable: A degree in Law from a recognized University.</p> <p>(n) Two years Executive experience in Estate Management, Valuation or Land Records in an Industrial / Commercial/ Govt. undertaking</p>	<p>A) No</p> <p>B) No, however diploma from a recognized University / Institution is essential</p> <p>C) No</p>	2	<p><u>Upto 31st December 2008</u></p> <p>By direct recruitment – 33 1/3 %</p> <p>By promotion – 66 2/3 %</p> <p><u>After 31st December 2008</u></p> <p>By direct recruitment – 66 2/3 %</p> <p>By promotion – 33 1/3 %</p>	<p>Promotion from Assistant Estate Manager Gr.II in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade.</p> <p>OR</p> <p>From Class-II employees in the scale of pay of Rs.8170-11975 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.8600-14600 in that discipline.</p>	

RECRUITMENT RULES FOR CLASS POSITIONS MEDICAL DEPARTMENT V.P.T.

[illegible]

1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	Sr Dy Chief Medical Officer	04	Class-1	16000-400-20800	Selection		45	(i) MBBS degree from a recognized University. (ii) A post-graduate medical degree in the specified specialty from a recognized University. (iii) post qualification experience of 10 years in a hospital in the relevant field of specialization.	(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.	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.13000-18250 with 3 years regular service in the grade in a Major Port Trust or Dy Chief Medical Officer (Specialist) and equivalent specialist posts in Medical dept with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.10750-16750 and Rs.13000-18250 in specialist cadre of Medical deptt in a Major Port Trust will be eligible. For deputation, officer holding analogous posts or holding posts of Dy Chief Medical officer (Specialist) and equivalent specialist posts in the scale of pay of Rs.13000-18250 in Medical deptt in a 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 benchmark in overall grading in the ACRs will not be below "Very good"	

1	2	3	4	5	6	7	8	9*	10	11	12	13	14
3(a)	Dy Chief Medical Officer (Specialist)	05	Class-1	13000-350-18250	Selection	---	42	(i) MBBS degree from a recognized University. (ii) A post-graduate medical degree in the specified speciality from a recognized university. (iii) Post qualification experience of 7 years in a reputed hospital in the relevant field of specialization.	(a) No (b) Yes (c) No	2	By Promotion failing which by absorption/ Deputation failing both by direct recruitment.	Promotion from Sr Medical Officer (Specialist) in the scale of pay of Rs 10750-16750 with 4 years regular service in the grade failing which SMO (G.D) / RMO with post-graduate qualification in the relevant field and 4 years regular service in the grade. Absorption/Deputation will be of officers holding analogous posts of Sr Medical Officer (specialist) or holding the post (G.D)/RMO in the scale of pay of Rs 10750-16750 with 4 years regular service in the grade in a Major Port Trust.	
3(b)	Dy Chief Medical Officer (General Duty)	03	Class-1	13000-350-18250	Selection	---	42	Essential:- (i) MBBS degree from a recognized University or for Dy.Chief Medical Officer (Dental), BDS degree of a recognized University. (ii) Nine years experience in a hospital, after completion of internship of one year. Desirable:- A post graduate Medical Degree from a recognized University.	(a) No (b) Yes (c) No	2	By Promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Sr Medical Officer (G.D)/RMO in the scale of pay of Rs 10750-16750 with 4 years regular service in the grade failing which Sr Medical Officer (G.D)/RMO with 2 years regular service in the scale of pay of Rs 10750-16750 and combined regular service of 9 years in the scales of pay of Rs 9100-15100 and 10750-16750 Absorption/ Deputation will be of officers holding analogous posts or feeder post with 4 years experience in the grade in a Major Port Trust.	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
4 (a)	Sr Medical Officer (Specialist)	07	Class-1	10750-300-16750	N.A.	---	40	Essential:- (i) MBBS degree from a recognized University or for Sr Medical Officer (dental), BDS degree of a recognized University (ii) A post-graduate medical degree in the specified speciality from a recognized university (iii) Post qualification experience of 3 years in a hospital in the relevant field of specialization.	N.A.	2	By direct recruitment	N.A.	In first instance Medical Officer having post graduate qualification in the relevant field will be consider for appointment failing which the post will be filled by open advertisement.
4 (b)	Sr Medical Officer (General Duty)	06	Class-1	10750-300-16750	Selection	---	40	Essential:- (i) MBBS degree from a recognized University or for Medical Officer (Dental) BDS degree of a recognized University (ii) Five years experience in a hospital, after completion of internship of one year. <u>Desirable:-</u> A post graduate medical degree from a recognised University.	(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 Rs 9100-15100 with 5 years regular service in the grade. Absorption/ Deputation will be of Officers holding analogous posts or feeder post with 5 year's experience in the grade in a Major Port Trust.	
5	Medical Officer	13	Class-1	9100-250-15100	N.A.	---	35	Essential:- (i) MBBS degree from a recognized University or for medical officer (Dental), BDS degree of recognised University. (ii) One year experience in a hospital after completion of internship of one year. <u>Desirable:-</u> A post graduate medical degree from a recognized university.	Not applicable	2	By direct Recruitment	Not Applicable	

RECRUITMENT RULES FOR CLASS-I POSTS IN M & E.E. DEPARTMENT / V.P.T.

SIN o.	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 Mechanical Engineer (Category-I Ports)	01	Class-I	20,500-500-26,500	Selection	—	45 yrs	<p>Essential:</p> <p>1. Degree or equivalent in Mechanical/ Electrical /Electronics and Communication Engineering / Naval architecture from a recognised University / Institution or MOT 1st class Motor certificate issued under Merchant Shipping Act 1958.</p> <p>2. Seventeen years experience in Managerial capacity dealing with Mech. / Elec/ Marine/ Electronics Engineering works, out of which 10 years experience shall be in workshops, undertaking maintenance of cargo Handling equipment / Electrical installation /Ship repairs in any Major port Trust/ industrial/ Commercial / Govt undertaking.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	N.A.	By absorption through composite method failing which by deputation failing both by direct recruitment.	<p>For absorption through composite method officers holding analogous posts or the post of Chief Mechanical Engineer in Category II ports with 2 years regular service in the grade or officers holding posts in the scale of pay of Rs 17,500-22,300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs 16,000-20,800 with 5 years regular service in the grade in the Chief Mech. & Elec. Engg. Dept. and Marine Dept. (applicable to categories of Marine Engineers only) in a Major Port Trust will be eligible.</p> <p>For deputation, officers holding analogous posts or officers holding post of Chief Mechanical Engineer and equivalent post in the Mech & Elec. Engg. Dept in the scale of pay of Rs 16,500-23,900 with 2 yrs regular service in the grade or officers holding post of Dy. Chief Mechanical Engineer and equivalent posts in the Mech & Elec. Engg. Dept in the scale of pay of Rs 16,000-20,800 and above with 5 yrs 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>	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	Dy. Chief Mechanical Engineer	02	Class-I	16,000-400-20,800.	Selection	—	42 yrs	<p>Essential:</p> <p>1. Degree or equivalent in Mechanical / Electrical / Electronics and Communication Engineering from a recognised University / Institution.</p> <p>2. 12 years experience in relevant discipline in executive cadre in an Industrial / Commercial / Govt. under taking.</p>	<p>(a) : No</p> <p>(b) : Yes</p> <p>(c) : No</p>	N.A.	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 Engg. Dept. in the scale of pay of Rs. 13,000-18,250 with 3 yrs regular service in the grade in the respective discipline in a Major Port Trust or Superintending Engineer and equivalent posts in the respective discipline of M&E Engg Dept. with 2 yrs regular service in the grade and a combined regular service of 7 yrs in the scales of pay of Rs.10,750-16,750 and Rs. 13,000-18,250 in the respective discipline in a Major Port Trust 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 M&E Engg. Dept. in the scale of pay of Rs. 13,000-18,250 with 3 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>	
3.	Superintending Engineer (Mech./Electrical/ Electronics & Communication)	06	Class-I	13,000-350-18,250	Selection	—	40 yrs	<p>Essential:</p> <p>i). Degree or equivalent in Mechanical Electrical / Electronics & Communications Engg. from a recognised university / institution.</p> <p>ii). Nine years experience in relevant discipline in executive cadre in an industrial / commercial / Govt. under taking.</p>	<p>(a) : No</p> <p>(b) : No, However a diploma in Engg. in the relevant discipline from a recognised university / institution is essential</p> <p>(c) : No</p>	2 yrs.	By promotion failing which by absorption/ deputation failing both by direct recruitment.	<p>Promotion from Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs.10,750-16,750 with 4 yrs regular service in the grade failing which Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs.10,750-16,750 with 2 yrs regular service in the grade and a combined regular service of 9 yrs in the scales of pay of Rs.10,750-16,750 and Rs. 9,100-15,100 in the respective discipline in the M&E Engineering Department.</p> <p>Absorption / deputation will be of officers holding analogous posts or the feeder post with 4 yrs regular service in the grade in a Major Port Trust.</p>	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
4.	Executive Engineer (Mech./Electrical/ Electronics & Communication)	9	Class-I	10750-300-16750	Selection	---	35 yrs	<p>Essential:</p> <p>i). Degree or equivalent in Mechanical Electrical / Electronics & Communications Engg. from a recognised university / institution.</p> <p>ii). Five years experience in relevant discipline in executive cadre in an industrial / commercial / Govt. under taking.</p>	<p>(a) : No</p> <p>(b) : No. However a diploma in Engg. in the relevant discipline from a recognised university/ institution is essential</p> <p>(c): No</p>	2 yrs.	By promotion failing which by absorption/ deputation failing both by direct recruitment.	<p>Promotion from Asst. Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs.9100-15,100 with 5yrs regular service in the grade failing which Asst. Executive Engineer (Mechanical / Electrical / Electronics & Communications) in the scale of pay of Rs.9100-15100 with 2 yrs regular service in the grade and a combined regular service of 8 yrs in the scale of pay of Rs.9100-15100 & Rs. 8600-14600 in the respective discipline of M&E Engineering Department OR Diploma Engineers in the scale of pay of Rs.8600-14600 with 8 years of regular service in the grade where the pay scale of 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 Five yrs regular service in the grade in a Major Port Trust.</p>	
5.	Asst. Executive Engineer (Mech./Electrical/ Electronics & Communication)	12	Class-I	9100-250-15100	Selection	---	30 yrs	<p>Essential:</p> <p>Degree or equivalent in Mechanical Electrical / Electronics & Communication Engg. from a recognised university / institution.</p> <p>Desirable:</p> <p>Two years experience in relevant discipline in executive cadre in an industrial / commercial / Govt. under taking.</p>	<p>(a) : No</p> <p>(b) : No. However a diploma in Engg. in the relevant discipline from a recognised university/ institution is essential</p> <p>(c): No</p>	2 yrs.	<p>Up to 31st Dec. 2006 By direct recruitment 33 1/3%</p> <p>By promotion 66 2/3%. After 31st Dec. 2006 By direct recruitment 66 2/3%.</p> <p>By promotion 33.1/3%</p>	<p>Promotion from Asst. Engineer (Mechanical/ Electrical / Electronics & Communications) in the scale of pay of Rs.8600-14600 with 3 yrs regular service in the grade OR from CI-II employees in the scale of pay of Rs.6170-11975 in the respective discipline of Mechanical & Electrical Engineering Department with 5 years regular service in the grade where there are no CI-II posts in the scale of Rs.8600-14600 in that discipline.</p>	

RECRUITMENT RULES FOR THE CLASS-I POSTS IN MATERIALS MANAGEMENT DIVISION UNDER M. & E. DEPARTMENT

Sl. No.	Name of the post	No. of Posts	Classification	Scale of Pay	Whether Selection or non-selection Post	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	MATERIALS MANAGER	1	Class-I	16000-400-20800	Selection	—	45	<p>Essential:</p> <p>(i) Degree or equivalent in Mechanical/Electrical Engineering from a recognised University/Institution</p> <p>(ii) Twelve 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 recognised University / Institution.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(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 Sr. Dy. Materials Manager and equivalent posts in M.M. Div. in the scale of pay of Rs 13000-18250 with 3 years regular service in the grade in a Major Port Trust or the Post of Supdt. Engineer (Mech/Elect.) in the scale of pay of Rs 13000-18250 with 3 years regular service in the grade in a Major Port Trust or Sr. Dy. Materials Manager and equivalent posts in M.M. Div. / Supdt. Engineer (Mech/Elect.) with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs 10750-16750 and Rs 13000-18250 in the respective discipline of M.M. Div. / M&E Engrg. Deptt. in a Major Port Trust will be eligible.	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	SR. DEPUTY MATERIALS MANAGER	1	Class-I	13000- 350- 18250	Selection	---	40	Essential (i) Degree or equivalent in Mechanical/Electrical Engineering from a recognised University/Institution (ii) Nine Years experience in executive cadre in the field of Materials Management / Mechanical Engineering / Electrical Engineering in an Industrial / Commercial / Govt. Undertaking <u>Desirable:</u> (i) Post Graduate Degree / Diploma in Materials Management from a recognised University / Institution.	(a) No (b) No, however a Diploma in relevant discipline from a recognised University / Institution is essential (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Dy. Materials Manager (existing MM) in the scale of pay of Rs. 10750- 16750 with 4 years regular service in the grade failing which Executive Engineer (Mech/Elect.) in the scale of pay of Rs. 10750-16750 with 4 years regular service in the grade failing both Dy MM (existing MM/EXE/Mech/Elec) with 2 years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs. 10750-16750 & 9100-15100 in the respective discipline of M.M. Civ / M&E Engg. Deptt. Will be eligible. Absorption/deputation will be of officers holding analogous posts or feeder posts with 5 years regular service in the grade in a Major Port Trust.	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	DEPUTY MATERIALS MANAGER	2	Class-I	10750- 300- 16750	Selection	—	35	<p>Essential:-</p> <p>(i) Degree or equivalent in Mechanical/Electrical Engineering from a recognised University/Institution.</p> <p>(ii) Five 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 recognised University / Institution.</p>	<p>(a) No.</p> <p>(b) No, however a Diploma in relevant discipline from a recognised University / Institution is essential.</p> <p>(c) No.</p>	2	By promotion failing which by absorption / deputation, failing both by direct recruitment	<p>Promotion from Asst. Materials Manager Gr. I (existing Dy. Materials Manager) in the scale of pay of Rs 9100-15100 with 5 years regular service in the grade failing which Asst. Executive Engineer (Mech./Elect.) in the scale of pay of Rs 9100-15100 with 5 years regular service in the grade failing both Asst. Materials Manager Gr. I (existing Dy. M.M.) / Asst. Executive Engineer (Mech./Elect.) in the scale of pay of Rs 9100-15100 with 2 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs 9100-15100 & 8600-14600 in the respective discipline of M.M. Div./M&E Engg. Deptt. OR Diploma Engineers in the scale of pay of Rs. 8600-14600 with 8 years regular service in the grade where the scale of pay of Rs.9100-15100 does not exist in that discipline.</p> <p>Absorption/deputation will be of officers holding analogous posts or feeder post with 5 years regular service in the grade in a Major Port Trust.</p>	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
4	ASSISTANT MATERIALS MANAGER – Gr. I	3	Class-I	9100- 250- 15100	Selection	—	30	<p>Essential :- Degree or equivalent in Mechanical / Electrical Engineering from a recognised University / institution.</p> <p>Desirable :- (i) Post Graduate Degree/Diploma in Materials Management from a recognised University/institution.</p> <p>(ii) Two years : post qualification experience in Materials Management in an Industrial/Commercial/ Govt. Undertakings.</p>	<p>(a) No</p> <p>(b) No, however a Diploma in relevant Discipline from a recognised University / institution is essential.</p> <p>(c) No.</p>	2	<p>A) Up to 31-12-2006 :- By Direct Recruitment- 33.1/3 %</p> <p>By promotion :- - 66.2/3 %</p> <p>B) After 31-12-2006 :- By Direct Recruitment - 66.2/3 %</p> <p>By Promotion:- 33.1/3 %</p>	<p>Promotion from Asst. Materials Manager Gr II (existing Asst. Materials Manager (CI II) in the scale of pay of 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.6170- 11975 in the respective discipline of M.M. Div. with 5 years regular service in the grade where there are no Class-II Posts in the pay scale of Rs.8600-14600 in that discipline.</p>	The existing posts of Asst. Controller of Stores Gr I, etc in the scale of pay of Rs.9100-15100 will be redesignated as Asst. Materials Manager Gr.I.

RECRUITMENT RULES FOR CLASS-I POSTS (DECK SIDE) OF MARINE DEPARTMENT / V.P.T.

Sl No	Name of post	No of Posts	Classification	Scale of Pay	Whether Selection or non Selection post	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	Deputy Conservator Category -I	01	Class I (HOD)	Rs. 20500-500-28500	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.	For absorption by composite method, officers holding analogous posts or holding posts of Dy Conservator in Category-II Ports or Harbour Master in Category-I ports in the scale of pay of Rs 18500-23900 with 2 years regular service in the grade or officers holding post of Harbour Master in the scale of pay of Rs. 17500-22300 with 4 years regular service in the grade in a Major Port Trust. For deputation, officers holding analogous posts or holding post of Dy Conservator and its equivalent Deck side post in the scale of pay of Rs 18500-23900 with 2 years regular service in the grade or officers holding posts of Harbour Master and its equivalent Deck side post in the scale of pay of Rs 17500-22300 with 4 years regular service in the grade in a 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"	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	Harbour Master	01	Class I	Rs. 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 Shipping Govt. of India or an equivalent qualification recognized by the Ministry of 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.	<p>For absorption by composite method, officers holding analogous posts or Dock Master/Master Pilot/Dredging superintendent etc. in the scale of pay of 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.Suptdt. 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".</p>	<p>Existing post of senior Dock Master By Harbour Master in the scale of pay of Rs.18500-23900 will be re-designated as Harbour Master.</p>
3	Dredging Superintendent / Dock Master / Master Pilot	01 D S 04 DM	Class I	Rs. 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 Suptdt., out of 5 years experience, one year experience in dredging is essential.</p>	<p>a) No b) Yes c) No</p>	2 years	By promotion failing which by absorption/ deputation failing both by direct recruitment.	<p>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. 14500-18700 with 5 years regular service in the grade in a Major Port Trust are eligible.</p>	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
4	Pilot	08	Class I	Rs. 14500-350-18700	N.A	YES	40 Years	Essential! 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. One year post qualification experience as Master/ Chief Officer of a foreign going ship.	N.A.	2 years	By direct recruitment	N.A	N.A.

RECRUITMENT RULES FOR CLASS-I POSTS OF MARINE ENGINEERS OF MARINE DEPARTMENT / V.P.T.

1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Marine Engineer	16	Class-I	14500-350-18700	N.A.	Yes	40 yrs	i). MOT 1 st cl 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 yrs	By direct recruitment.	N.A.	
2	Senior Marine Engineer / Chief Engineer (Vessel)	01	Class-I	16000-20800	Selection	—	44 yrs	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 or by absorption through composite method failing which by deputation from other Government organizations and failing both by direct recruitment.	Promotion from the post of Marine Engineer in the scale of pay of Rs.14500-18700 with Four years regular service in the grade absorption through composite method will be of Officers holding analogous posts or officers with 4 years regular service in the post of Marine Engineer in the scale of pay of Rs.14500-18700 in the Major Port Trust. For Deputation officers holding analogous post or officers holding posts of Marine Engineers and its equivalent in Marine Engineer side in the Scale of pay of Rs.14500-18700 with 4 years regular service in the grade in Government / PSUs/Autonomous bodies will be eligible. "The selection is by merit for which the bench mark in overall grading in the AGTs will not be below very good"	

1	2	3	4	5	6	7	8	9	10	11	12	13	14
3.	Sr. Dy. Marine Engineer	03	Class-I	13,000-350-18,250	Selection	—	Not exceeding 40	i) MOT 2nd class Motor certificate issued under Merchant shipping Act. 1958. ii) Six years experience as Independent watch keeping Engineer on board a Foreign going ship.	(a) : No (b) : Yes (c) : No	2 yrs	By promotion failing which by absorption / deputation failing, both by direct recruitment.	Promotion from the post of Dy. Marine Engineer (from existing equivalent post) in the scale of Rs. 10,750-16,750 with 4 years regular service in the grade. Absorption / deputation will be of officers holding analogous posts of officers with 4 years regular service in the post of Dy. Marine Engineer (from existing equivalent post) in the scale of pay of Rs. 10,750-16,750 in any Major Port Trust.	
4.	Dy. Marine Engineer	03	Class-I	10,750-300-16,750	N.A.	Yes	35 yrs	i). MOT 2nd class Motor certificate issued under Merchant shipping Act. 1958. ii). Two years experience as Independent watch keeping Engineer on board a Foreign going ship.	N.A.	2 yrs	By direct recruitment	N.A.	

RECRUITMENT RULES FOR CLASS I POSTS OF ACCOUNTS DEPARTMENT / V.P.T.

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.	FA&CAO (Category I Ports)	1	Cl-I HOD	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.	For absorption through composite method, Officers holding analogous posts or in the posts of FA&CAO in category-II Ports with 2 years regular service in the grade or Officers holding posts in the scale of pay of Rs-17500- 22300 with four years regular service in the grade or Officers holding posts in the scale of pay of Rs-16000-20800 with 5 years regular service in the grade in the Finance Dept., of a Major Port Trust will be eligible. For deputation Officers holding analogous posts or Officers holding posts in the Finance Dept., in the scale of pay of Rs-18500- 23900 with 2 years regular service in the grade or Officers holding posts of Sr. Dy Chief Accounts Officer and equivalent posts in the Finance Dept., in the scale of pay of 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 the overall grading in the ACRs will not be below "very Good."	

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
2.	Senior Dy. Chief Accounts Officer	2	CL.I	16000-400-20800	Selection	---	42 yrs.	<p>ESSENTIAL.</p> <p>a) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>b) 12 Years experience in executive cadre in the field of Finance, Accounting in an Industrial /Commercial/ Govt. Undertaking</p>	<p>a) No</p> <p>b) Yes</p> <p>c) No</p>	N.A.	<p>By absorption through composite method failing which by deputation from other Govt. Organisations and failing both by direct recruitment</p>	<p>By absorption through composite method. Officers holding analogous posts or Dy. CAO and equivalent posts in respective discipline of Finance Dept., in the scale of pay of Rs-13000-18250 with 3 years regular service in the grade Rs-13000-18250 in a Major Port Trust or Dy. CAO and equivalent post in respective discipline of Finance Department with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.10750 - 16750 and Rs.13000-18250 in the respective discipline of Finance Department in a Major Port will be eligible. For DEPUTATION Officers holding analogous posts or holding posts of Dy. CAO and equivalent posts in respective discipline of Finance Dept: in the scale of pay 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"</p>	
3.	Dy Chief Accounts Officer	2	CL.I	13000-350-18250	Selection	Yes	40 yrs	<p>Essential</p> <p>a) Member of Institute of Chartered Accountants of India or of Institute of Cost and works Accountants of India.</p> <p>b) 9 years experience in 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 recognised university is essential</p> <p>c) No</p>	2 yrs	<p>By promotion failing which by absorption / deputation, failing both by direct recruitment.</p>	<p>By promotion from Sr Accounts Officer (existing Dy. FA&CAO) in the scale of pay of 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-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-10750- 16750 and Rs-9100-15100 in respective discipline of Finance Dept.</p> <p>Absorption /Deputation will be of Officers holding analogous posts or post of Sr Accounts Officer (existing Dy. FA&CAO) in the scale of pay of Rs-10750-16750 with 4 years regular service in the grade in a Major Port Trust.</p>	

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
4.	Senior Accounts Officer	3	CL-1	10750-300-16750	Selection	---	35	<p>ESSENTIAL</p> <p>Member of Institute of Chartered Accountants of India or of Institute of Cost and works Accountants of India.</p> <p>5 years experience in 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 recognised university is essential</p> <p>c) No</p>	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	<p>Promotion from Accounts Officer-Gr-I (existing Chief Accounts Officer) in the scale of pay of 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-9100-15100 with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay Rs-9100-15100 and Rs-8600-14600 in the respective discipline of Finance Dept., 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 of Rs-9100-15100 with 5 years regular service in the grade in a Major Port Trust.</p>	
5.	Accounts Officer Gr-I	6	CL-1	9100-250-15100	Selection	---	30 years	<p>ESSENTIAL</p> <p>Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>DESIRABLE</p> <p>2 Years experience in 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 recognised university is essential</p> <p>c) No</p>	2 years	<p><u>Up to 31st Dec -96</u></p> <p>By direct recruitment 33-1/3% by promotion 66.2/3%</p> <p><u>After 31 Dec:2006</u></p> <p>By direct recruitment 66.2/3% by promotion 33.1/3%</p>	<p>Promotion from Accounts Officer Gr-I (existing A.O.(CL.II)) in the scale of pay of Rs-8600-14600 with 3 years regular service in the grade or from CL-III employees in the scale of pay of Rs-6170-11975 in the respective discipline of Finance Department with 5 years regular service in the grade where there are no CL.II post in the pay scale of Rs-8600-14600 in that discipline</p>	Existing posts of in the scale of pay of Rs-9100-15100 will be redesignated as A.O.Gr-I

RECRUITMENT RULES FOR CLASS-I POSTS IN TRAFFIC DEPARTMENT/V.P.T.

Sl. No.	Name of the post	No. of posts	classification	Scale of pay	Whether selection or non-selection post	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.	TRAFFIC MANAGER (category-I Posts)	1	CL1 I/O	20500-500-26500	Selection	---	45 years	i) A degree from a recognised university ii) Seventeen years experience in Shipping / cargo operations/ railway transportation in executive cadre in a / 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.	For absorption through composite method, Officers holding analogous posts or the post of Traffic Manager in category-II posts with 2 years regular service or officers holding posts in the scale of pay of Rs.17500-22300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs.16000-20800 with 5 years regular service in the grade in the Traffic Deptt. of a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or officers holding post of Traffic Manager and equivalent posts in Traffic Deptt. in the scale of pay of Rs.18500-23900 with 2 years regular service in the grade or officers holding post of Sr.Dy.Traffic Manager and equivalent posts in Traffic Deptt. In the scale of pay of 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".	

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
2.	Sr. Dy. Traffic Manager	2	CL1	16000- 400- 20800	Selesti on	—	42 years	i) A Degree from a recognised University. ii) 12 years experience in shipping / cargo operations/ railway transportation in executive cadre in an Industrial/ commercial / Govt. undertaking.	(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.	For absorption through composite method, Officers holding analogous posts or post of Dy. Traffic Manager (existing Docks Manager) and equivalent posts in the respective discipline of Traffic Deptt. in the scale of pay of Rs.13000-18250 with 3 years regular service in the grade in a Major Port Trust or Dy. Traffic Manager (existing Docks Manager) and equivalent posts in the respective discipline of Traffic Deptt. with 2 years regular service in the grade and a combined regular service of 7 years in the scales of Pay of Rs.10750- 16750 and Rs.13000- 18250 in the respective discipline of Traffic Deptt. in a Major Port Trust will be eligible. For Deputation, Officers holding analogous posts or holding post of Dy. Traffic Manager (existing Docks Manager) and equivalent posts in the respective discipline of Traffic Department in the scale of pay of 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 benchmark in overall grading in the ACRs will not be below "very good".	

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
3.	Dy. Traffic Manager	3	CLI	13000 -1500- 18250	Seleco- tion	--	40 years	i) A Degree from a recognised University. ii) nine 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 Sr. Asst. Traffic Manager (existing D.T.M.) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which Sr. Assistant Traffic Manager (existing D.T.M.) in the scale of pay of Rs.10750- 16750 with two years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs.10750-16750 and Rs.9100-15100 in the respective discipline of Traffic Deptt. Absorption/ deputation will be of Officers holding analogous posts or post of Sr. Assistant Traffic Manager- (existing D.T.M.)) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade in a Major Port Trust.	

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
4.	Sr. Asst. Traffic Manager	3	CLI	10750-300-16750	Selection	--	35 yrs.	i) A Degree from a recognised university. ii) 5 (five) 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 Asst. Traffic Manager Gr.I (existing A.T.M. (CL.I)) in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing which Asst. Traffic Manager Gr.I (existing A.T.M. (CL.I)) in the scale of pay of 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.9100-15100 & Rs.8600-14600 in the respective discipline of Traffic Department. Absorption/ deputation will be of Officers holding analogous posts or post of Asst. Traffic Manager Gr.I (existing A.T.M. (CL.I)) in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade in a Major Port Trust.	
5.	Asst. Traffic Manager Gr.I	4	CLI	9100-250-15100	Selection	--	30 years	<u>Essential:</u> i) A Degree from a Recognised University. <u>Desirable:</u> Two years executive experience in Shipping/cargo operations/ railway transportation in an Industrial / commercial / Govt undertaking	a) No b) Yes c) No	2 years	Upto 31 st Dec. 2006 By direct recruitment 33.1/3% By promotion 66.2/3% After 31 st Dec. 2006: By direct recruitment 66.2/3% By promotion 33 1/3%	Promotion from Asst. Traffic Manager Gr-II (existing ATM (CLII)) in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade. or from class III employees in the scale of pay Rs.6170-11975 in respective discipline of traffic department with 5 years regular service in the grade where there are no class II posts in pay scale of Rs.8600-14600 in that discipline.	Existing posts of Asst. Traffic Manager (CL.I) etc. In Scale of pay of Rs.9100-15100 will be Re-designated as Asst. Traffic Manager Gr-I

RECRUITMENT RULES FOR CLASS-I POSTS IN RESEARCH & E.D.P. WAGES IN R&P DIVISION UNDER TRAFFIC DEPARTMENT / V.P.T.

Sl	Name of post	No. of Posts	Classification	Scale of Pay (Rs)	When the selection is non selective	Whether the benefit of seniority is admissible	Upper limit for direct recruit ment (in years)	Educational and Other qualifications prescribed for direct recruitment	Whether (a) age (b) educational qualifications / (c) experience 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.	Joint Director	3	4	5.	6.	7	8	9	10	11	12	13	14
1.	Joint Director	1	CL-1	16000-4000-20800	Select ion	---	42 years	<p>Essential :</p> <p>i) Degree in Economics or Statistics or Mathematics or Computer Engineering from a recognized University/institutions</p> <p>or</p> <p>Post graduate degree in Economics or Statistics or Mathematics or Operational research or Post graduate degree in Computer Science or Computer Engineering or Information Systems or MIS or Systems or Computer Applications or Business or Computer Applications (Degree/Diploma) with specialization in systems or</p> <p>Information systems or MIS or information technology and allied subjects from a recognized University/institution.</p> <p>Desirable :</p> <p>Post graduate degree/diploma in Economics or Statistics or Mathematics or Operational research or Post graduate degree in Computer Science or Computer Engineering or Information Systems or MIS or Systems or Computer Applications or Business or Computer Applications (Degree/Diploma) with specialization in systems or</p> <p>Information systems or MIS or information technology and allied subjects from a recognized University/institution.</p>	a) No. b) Yes c) No	Not applicable	By absorption through composite method failing which by deputation from other Government organizations and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts or Sr. Dy. Director (Research / EDP) and other equivalent posts on the scale of pay of Rs.13000-18250 with 3 years regular service in a Major Post in P & R Division in Major Post (Research / EDP) and other equivalent posts with 2 years regular service in the grade, and a combined regular service of 7 years in the scale of pay of Rs.10750-16750 and Rs.13000-18250 in P & R Division in a Major Post will be eligible.	For deputation, Officers holding analogous posts or Sr. Dy. Director (Research / EDP) and other equivalent posts in the scale of pay of Rs.13000-18250 in P & R Division / Department in Govt. PSUs or Autonomous bodies with 3 years regular service in the grade will be eligible. The relaxation is by merit for all the bench marks in over and above in the A.C. No. will not be below 2005 grade.

Sl	Name of post	No. of Posts	Classification	Scale of Pay (Rs)	Whether Selection Or non Selection post	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
2.	Sr.Dy. Director (Research)	1	CL I	13000-350-18250	Selection	---	40 years	Essential i) Degree in Economics or Statistics or Mathematics from a recognized university/institutions. ii) Nine yrs executive experience in planning or in collection, compilation and interpretation of data or in conducting field surveys, investigations etc., ii) Knowledge of computer operations. <u>Desirable:</u> i. Post Graduate Degree / diploma in Economics or statistics or Mathematics or Operational research and allied subjects from a recognized university/institutions. ii) Knowledge of Computer operations.	a) No b) Yes c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Deputy Director (Research) in the scale of pay Rs 10750-16750 with 4 yrs regular service in the grade failing which Dy.Dir (Research) in the scale of pay of Rs.10750-16750 with two years regular service in the grade and a combined regular service of 9 yrs in the scales of pay Rs10750-16750 and in 9100-15100 in the respective discipline of P&R Div. Absorption /deputation will be of Officers holding analogous posts or Deputy Director (Research)/ Dy. Director (EDP) and other equivalent posts in the scale of pay of Rs. 10750-16750 with 4 yrs regular service in the grade in P&R div in a Major Port Trusts.	

Sl	Name of post	No of Posts	Classification	Scale of Pay (Rs)	Whether Selection Or non Selection post	Whether the benefit of addl 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.
3.	Sr.Dy.Director (RDP)	1	C11	13000-350-18250	Selection	---	49 years	<p>Essential:</p> <p>i) Degree in Computer Engineering / Computer Science from a recognized University/ institution. Or</p> <p>Degree in Mathematics / Statistics / Operational Research / Economics with Post Graduate Diploma in Computer Applications / Computer Science/ Information Technology from a recognized University/ institutions Or</p> <p>Degree in Engineering with Post graduate Diploma in Computer Applications / Computer Science / Information Technology from a recognized University /Institutions</p> <p>ii) Nine years experience in programming / Electronic Data Processing / Systems Design & Analysis and related fields.</p> <p>Desirable:</p> <p>1) 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 Admin. (PG degree/diploma) with specialization in Systems or Information Systems or MIS or Information technology and allied subjects from a recognized university/institution.</p>	<p>a) No.</p> <p>b) Yes</p> <p>c) No</p>	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Deputy Director (RDP) in the scale of pay Rs. 10750-16750 with 4 yrs regular service in the grade failing which Dy Dir (RDP) in the scale of pay of Rs. 10750-16750 with two years regular service in the grade and a combined regular service of 9 yrs in the scales of pay Rs. 10750-16750 and in 9100-15100 in the respective discipline of P & R Div. Absorption + deputation will be of Officers holding analogous posts or Deputy Director (RDP)/ Dy. Director (Research) and other equivalent posts in the scale of pay of Rs. 10750-16750 with 4 yrs regular service in the grade in P & R div in a Major Post Trust.	

Sl	Name of post	No of Posts	Classification	Scale of Pay (Rs)	Whether Selection Or non Selection post	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
4.	Dy Director (Research)	3	CL I	10750-300-16750	Selection	—	35 years	Essential : i) Degree in economics/ Statistics / Mathematics from a recognized university/institution ii) Five years executive experience in planning or in collection, compilation and interpretation of data or in conducting & filed surveys investigations etc., <u>Desirable:</u> Post graduate Degree /diploma in Economics / Mathematics/ statistics Operational research and allied subjects from a recognized university/institutions. iii) Knowledge of Computer operations	a) No b) Yes c) No	2	By promotion failing which by absorption / deputation failing both by direct recruitment.	Promotion from Assistant Director (Research) in the scale of pay Rs.9100-15100 with 5 yrs regular service in the grade failing which Assistant Director (research) in the scale of pay of Rs 9100-15100 with 2 years regular service in the grade and a combined regular service of 8 yrs in the scale of pay of Rs. 9100-15100 & Rs. 8600-14600 in the respective discipline of P&R Div. Absorption/ deputation will be of Officers holding analogous posts or Asst. Director (Research) / Asst. Director (EDP) and other equivalent post in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade in P&R Div. in Major Port Trust.	

Sl	Name of post	No of Posts	Classification	Scale of Pay (Rs)	Whether Selection Or non Selection post	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
5.	Deputy Director (EDP)	2	CL I	10750-300-16750	Selection	--	35	<p>Essential :</p> <p>Degree in Computer Engineering/Computer Sciences from a recognized University/institution.</p> <p>Or</p> <p>Degree in Maths/Statistics / Operational Research/Economics with Post Graduate Diploma in Computer Applications / Computer Science/ Information Technology from a recognized University/ institutions</p> <p>Or</p> <p>Degree in Engineering with Post graduate Diploma in Computer Application / Computer Science/ Information Technology from a recognized University/Institutions.</p> <p>ii) Five years experience in programming/ Electronic Data Processing/ System Design and Analysis and related fields.</p> <p>Desirable:</p> <p>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 Admin/ (P.G.Degree/Diploma) with Specialisation in Systems or Information Systems or MIS or Information Technology and allied subjects from a recognized University/institutions</p>	<p>a) No</p> <p>b) Yes</p> <p>c) No</p>	2	By promotion failing which by absorption / deputation failing both by direct recruitment.	<p>Promotion from Asst. Director (EDP) in the scale of pay of Rs.9100 -15100 with 5 years regular service in the grade failing which Assistant Director (EDP) in the scale of pay of 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.9100-15100 & Rs.8600-14600 in the respective discipline of P&R Div.</p> <p>Absorption / deputation will be of officers holding analogous posts or Asst. Director (EDP)/Assistant Director (Research) and other equivalent posts in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade in P & R division in a Major Port Trust.</p>	

Sl	Name of post	No of Posts	Classification	Scale of Pay (Rs)	Who-ther Selection Or non Selection post	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.
6.	Asst. Director (Research)	3	C.I.I	9100-250-15100	Selection	---	30 years	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 operational research and allied subjects from recognized university/institution.	a) No b) Yes c) No	2	Upto 31 st Dec. 2006 By direct Recruitment 33.1/3% By promotion 66.2/3% After 31 st Dec. 2006 By Direct recruitment 66.2/3% By Promotion 33.1/3%	Promotion from Statistical and Research Officer (*) in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade. or Promotion from class III employees in the scale of pay Rs 6170-11975 in respective discipline of P & R. Div with 5 yrs regular service in the grade where there are no class II posts in the pay scale of Rs. 8600-14600 in that discipline.	

Sl	Name of post	No of Posts	Classification	Scale of Pay (Rs)	Who-ther Selection Or non Selection post	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.
7.	Asst Director (FDP)	4	Cl. I	9100-250-15100	Selection	—	30	Essential : Degree in Computer Engg./Computer Sciences from a recognized university/institution. or Degree in Maths/ Statistics/ Operational research / economics with post graduate diploma in computer application/ computer science/ information technology from recognized university/institution Or Degree in engineering with post graduate diploma in computer application/ computer science/ Information technology from a recognized university/institution. 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 Technology or Computer applications or Business Admin. (P.G. Degree / Diploma) with specialization in systems or Information systems or MIS or Information Technology and allied subjects from recognized university/ institution. (ii) Two years experience in programming/Electronic Data processing /System analysis etc.	a) No b) Yes c) No	2	Upto 31 st December, 2006 By direct recruitment 33.1/3% By promotion 66.2/3% After 31 st December, 2006 by direct recruitment 66.2/3% By promotion 33.1/3%	Promotion from Programmer /Data Processing Officer (Cl-II) in the scale of pay of Rs.8600-14600 with 3 yrs regular service in the grade. Or Promotion from Class III employees in the scale of pay of Rs.6170-11975 in the respective discip. of P&R Div. With 5 yrs regular service in the grade where there are no small posts in the pay scale of Rs.8600-14600 in that discipline.	

RECRUITMENT RULES FOR THE CLASS-I POSTS IN VIGILANCE DEPARTMENT / V.P.T.

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-selection	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
1.	Chief Vigilance Officer	1	Cl.I (HOD)	N.A.	Selection	N.A.	N.A.	N.A.	N.A.	By deputation of officers of All India / Central Services	Officers who are eligible for appointment at the level of Director/ Dy. Secretary in the Govt. of India	Deputation tenure as per guidelines issued by CVC / DOP&T.
2.	Deputy Chief Vigilance Officer	1	Cl. I	13000-350-18250	Selection	N.A.	N.A.	N.A.	02 (two)	By the Composite Method of Promotion / deputation/ transfer.	<p>Promotion / Deputation/ Transfer. Officers holding analogous posts or officers holding posts in the pay scale of Rs.10750-16750 with 4 years of regular service in the grade, in any Major Port Trusts / Central Govt./ State Govt./ Semi Govt./Public Sector Undertakings or Autonomous Bodies.</p> <p>In case no such eligible candidates are available then the officers of a combined regular service of 9 years in the scales of pay Rs.10750-16750 and Rs.9100-15100 in any Major Port Trusts / Central Govt./ State Govt./ Semi Govt./Public Sector Undertakings or Autonomous Bodies will be considered.</p> <p>Preference will be given to the persons having experience in Vigilance work.</p>	Deputation will normally be for a period of 3 years and in any case not to exceed 5 years.

[F. No. PR-12012/2/2005-PE-I]

RAKESH SRIVASTAVA, Jt. Secy.

Foot Note : The existing principle RSP Regulations were published in the Gazette of India vide GSR No.324, dt.29.2.1964 and subsequently amended vide :

- 1) A.P. Gazette, Part - II dated 25.12.1969
- 2) A.P. Gazette, Part - II dated 16.04.1970 & 30.07.1970
- 3) A.P. Gazette, Part - II dated 25.01.1979
- 4) A.P. Gazette, Part - II dated 22.03.1979
- 5) GSR No.115 dated 07.10.1980
- 6) A.P. Gazette, Part - II dated 03.12.1996
- 7) GSR No. 362(E) dated 13.08.1996