

# Rubber Board Service (Recruitment) Rules, 1961

UNION OF INDIA

India

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### Rule RUBBER-BOARD-SERVICE-RECRUITMENT-RULES-1961 of 1961

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**1572.**

S.O. 1243, dated the 23.5.1961.- In exercise of the powers conferred by clause (xv) of sub-section (2) of Section 25 of the Rubber Act, 1947 (24 of 1947), the Central Government hereby makes the following rules, namely:-

#### **1. Short title and commencement.-**

(a) These rules may be called the Rubber Board Service (Recruitment) Rules, 1961. (b) They shall come into force at once.

#### **2. Definitions.-**

In these rules, unless the context otherwise requires,-(a) 'Appointing Authority' in relation to a Board's employee means, (i) the authority empowered to make appointments to the post which the Board's employee for the time being holds, or (ii) the authority which appointed the Board's employee to the post which he for the time being holds; (b) 'Board' means the Rubber Board; (c) 'Board employee' means any person employed under the Board other than the Chairman, the officers appointed under Section 6A of the Rubber Act, 1947 and the Government officers lent to the Board; (d) 'Pay' means the amount drawn monthly by a Board's employee as-(i) The pay, other than pay granted in view of his personal qualifications, which has been sanctioned for a post held by him substantively or in an officiating capacity or to which he is entitled by reason of his position in cadre, and (ii) Overseas pay, technical pay, special pay and perquisites pay, and (iii) any other emoluments which may specially be classed as pay by the Government of India. (e) 'Schedule' means

the Schedule to these rules; and (f) 'Service' means the vice under the Board.

### **3. Application.-**

These rules shall apply to the posts specified in column 1 of the Schedule.

### **4. Classification, scale of pay and qualification.-**

The classification of the different posts in the service, the scales of pay attached to them, and the minimum qualifications required for recruitment to the posts shall be as specified in columns 2 to 5 of the Schedule aforesaid.

### **5. Disqualification.-**

(a) No person, who has more than one wife living or who having a spouse living marries in any case in which such marriage is void by reason of its taking place during the life-time of such spouse, shall be eligible for appointment to service; and (b) No woman whose marriage is void by reason of the husband having a wife living at the time of such marriage or who has married a person who has a wife living at the time of such marriage, shall be eligible for appointment to service; Provided that the Central Government may, if satisfied, that there are special grounds for so ordering, exempt any person from the operation of this rule.

### **6. Age.-**

A person whose age exceeds 25 years may not ordinarily be appointed to the service by direct recruitment: Provided that the Appointing Authority may relax the upper age limit in the case of Scheduled Castes and Scheduled Tribes candidates upto 5 years, and shall also have power in its discretion, to relax the age limit in individual deserving cases: Provided further that the concurrent of the Central Government shall be obtained for appointment of persons above 45 years of age.

### **7. Method of recruitment.-**

The method of recruitment and other matters relating thereto shall be as specified in columns 7 and 8 of the Schedule.

### **8. Seniority.-**

Seniority of a Board's employee in any grade shall be determined as under:-(i) Permanent employees of each grade shall be ranked senior to persons who are officiating in that grade. (ii) The relative seniority of all direct recruits shall be determined by the order of merit in which they are selected for such appointment, persons appointed as a result of an earlier selection being senior to those appointed as a result of subsequent selection: Provided that where persons recruited initially on a temporary basis are confirmed subsequently in an order different from the order of merit indicated

at the time of their appointment, seniority shall follow the order of confirmation and not the original order of merit.(iii)The relative seniority of persons promoted to the various grades shall be determined in the order of their selection for such promotion; Provided that where persons promoted initially on a temporary basis are confirmed subsequently in an order different from the order of merit indicated at the time of their promotion, seniority shall follow the order of confirmation and not the original order of merit.(iv)The relative seniority of direct recruits and of promotees shall be determined according to the rotation of vacancies between direct recruits and promotees which shall be based on the quotas of vacancies reserved for direct recruitment and promotion respectively in the Schedule to these rules.

## **9. Medical certificate of fitness.-**

A medical certificate of fitness from a competent authority shall be required from every person at the time of his entry on the service.

## **10. Period of probation.-**

Every Board's employee appointed to a post by direct recruitment or by promotion shall be on probation in that post for a period of two years with effect from the date of his regular appointment on which he is declared to have commenced probation by the Appointing Authority. Provided that the Appointing Authority may extend the period of probation by such period as it deems fit ( for reasons to be recorded in the order directing the extension).

## **11. Termination or competition of probation.-**

The Appointing Authority may terminate the services of a Board's employee appointed to a post by direct recruitment or revert a Board's employee appointed to a post by promotion to his permanent post during or at the end of probation/extended period of probation, if his work or conduct in that post is found to be unsatisfactory. If his work and conduct were found to be satisfactory during the period of the prescribed probation/extended period probation, the Appointing Authority shall as soon as the prescribed period of probations is over/during the extended period of probation or after its completion, as the case may be, declare that he has completed his probation satisfactorily.

## **12. Other conditions of service.-**

The conditions of service of the members of the Service in respect of matters for which no provision is made in these rules, shall be the same as are for the time being applicable to officers of the Government of India of corresponding category.

## **Schedule**

Name of Post	Classification	Scale of Pay	Whether selection or	Minimum qualification f
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			non-selection post (for promotion posts only)	direct recruitment.
1	2	3	4	5
I.Non-Technical Posts				
1. Statistical and Accounts Officer.	Class II	400-25-500-EB-30-650	Non-selection.	Graduation in Accounts or should have passed the Chartered Accountant's examination and also possess actual experience in Accounting and Statistical work in a recognized firm or office.
2. Accountant.	Class III	140-Pro-160-10-300-FB-15-450	Do	A degree in commerce with sufficient experience as Accountant.
3. Head Clerks.	Class III	130-10-300	Do	-
4. Librarian cum-Assistant Editor.	Class III	120-8-200-10/2-200	Do	General Qualification- degree in Science with Botany or Chemistry as main subject; preferably Diploma in Journalism or Library Science

5. Upper Division Clerks.	Class III	80-5-120-EB-8-200-10/2-220	Non-selection -	
6. Lower Division Clerks.	Class III	60-3-81-EB-4-125-5-130	Do	Matriculation or equivalent qualification until replaced by Higher Secondary.
7. Clerk-Typists.	Class III	Do.	Do.	Matriculation or equivalent qualification until replaced by Higher Secondary and pass in Type-writing Lower Grade.
8. Stenographers.	Class III	80-5-120-EB-8-200-10/2-220.	Do	Matriculation or equivalent qualification until replaced by Higher Secondary and pass in short hand Higher grade and Type-writing Higher Grade.
9. Typists (English)	Class III	60-3-81-EB-4-125-5-130	Do.	Matriculation or equivalent qualification until replaced by Higher Secondary and pass in Type-writing Lower Grade.
10. Typists (Malayalam)	Class III	60-3-81-EB-4-125-5-130	Do.	Pass in Malayalam type-writing higher grade.
11. Jeep Driver	Class III	60-5/2-75	Do.	

					Should be in possession of a Driving License (Light Vehicles).
12. Attenders	Class IV	36-1-50	Do.		Pass in Middle School Standard.
13. Peons and Watchers	Class IV	30-1/2-35	Do.		Pass in Middle School Standard.
II. Technical Posts					
1. Pathologist.	Class I	600-40-1000-1000-1050-1000-1100-1150	Do.		1. M.Sc.in Botany or Agriculture with Mycology as special subject relaxable in the case of higher degrees or special qualifications or experience. At least six years experience of Mycological research.3. Actual field experience of plant protection work especially spraying and dusting of crops

				with fungicide preparations using power machines, experience of animal and insect pest control.
				Mater's or equivalent honours degree in Agriculture with specialization in Agronomy. Post training and about six year's research experience in application of statistical methods of planning, analysis experiments. Preference will be given to candidates with experience of raising orchards and trees in addition to experience in Agronomy. Qualification relaxable in the case of candidates otherwise well qualified.
2. Agronomist. Class I		600-4-1000-1000-1050-1050-1100-1100-1150 -		
3. Junior Chemist	Class II	275-25-500-EB-30-650-EB-30-800	-	A degree in chemical Engineering

					with research and/or practical experience in Chemistry industry or degree or diploma in Rubber Technology with research and/or practical experience.
4. Research Assistant (Pathology)	Class III	160-10-330	-		Honors degree in Botany with 1st or 2nd class or a Master's degree in Botany.
5. Research Assistant (Agronomy)	Class III	160-10-330	-		Honors degree in Chemistry with 1st or 2nd Class or a Master's degree in Chemistry.
6. Research Assistant (Botany)	Class III	Do.	Non-selection		First or second class Honors degree or a Master's degree in Botany.
7. Field Officers	Class III	120-8-200-10/2-220	Do.		A degree or diploma in Agricultural or degree in Botany with at least 5 years practical experience of rubber cultivation. Relaxable in the case of



				candidates with exceptional practice in rubber cultivation.
				Master's or equivalent Honors degree in Agriculture or Botany or atleast at 1st class Bachelors degree in Agriculture; Knowledge or ability to correspond in Malayalam. Experience of cultivation of rubber or plantation crops desirable.
8. Junior Field Officers	Class III	120-8-200-10/2-220	Do.	A degree in Agricultural or Botany.
9. Rubber Instructors.	Class III	80-5-120-EB-8-200-10/2-200	Non-Selection	Knowledge of or ability to correspond in Malayalam. Pass in Matriculation or equivalent examination.
10. Field Assistant.	Class III	60-4-120-5-150	Do.	Experience in rubber cultivation.

Note.- 1. The Appointing Authority shall have powers to resort to direct recruitment to any one of the posts specified above where promotions are specified as the method of recruitment, if no qualified persons are available for promotion to such posts.

- 2. All promotions from Class IV posts to Class III posts shall be treated as fresh appointments in such posts.**
- 3. An upper Division Clerk working as Cashier shall be eligible for special pay of Rs. 15/- per mensem.**
- 4. An upper Division Clerk working as Personal Clerk to the Chairman shall be eligible pay of Rs. 20/- per mensem so long as he renders stenographical assistance to the Chairman.**
- 5. The age limit is not applicable in the case of promotees.**