

The Inland Waterways of India Recruitment, Seniority and Promotion Regulations, 1992

UNION OF INDIA

India

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Rule

THE-INLAND-WATERWAYS-OF-INDIA-RECRUITMENT-SENIORITY-AND PROMOTION REGULATIONS, 1992

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1967.

NO.6-IWAI-Estt.4/90, dated 8th June, 1990. - In exercise of the powers conferred by Section 35 of the Inland Waterways Authority of India Act, 1985 (82 of 1985), the Inland Waterways Authority of India with the previous approval of the Central Government hereby makes the following regulations, namely:I. General

1. Short title and commencement.

- (i) These Regulations shall be called the Inland Waterways Authority of India Recruitment, Seniority and Promotion Regulations, 1992.(ii)They shall come into force on the date of publication in the Official Gazette.

2. Application.

- They shall apply to all posts mentioned in the Schedule, and Posts to be created dependent on work load from time to time.

3. Definitions.

- In these regulations, unless there is anything repugnant in the subject or context.(a)"Act" means the Inland Waterways Authority/of India Act, 1985 (82 of 1985).(b)"Authority" means Inland Waterways Authority of India, Constituted under Section 3 of the Act.(c)"Chairman" means Chairman of the Authority or any person duly authorised to act on his behalf.(d)"Appointing Authority" means appointing authorities specified in Annexure 'A'.(e)" Cadre" means the strength of a service sanctioned as a separate unit, consisting of posts or categories of posts in the Inland Waterways Authority of India the incumbents of which the eligible to be considered for transfer promotion by seniority-cum-fitness or seniority-cum-merit when vacancies in higher posts occur in the same service.(f)Group 'A' post, Group 'B' Posts, Group 'C' Posts and Group 'D' posts shall have the same meanings as assigned to them in Annexure B as may be amended from time to time.(g)"Departmental promotion Committee" means a Committee constituted as specified in the Schedule.(h)"Selection Committee" means the Committee constituted by the Chairman for the selection of candidates by means of a competitive examination of interview or both for appointment to posts for direct recruitment.(i)"Direct recruit" means a person recruited on the basis of a competitive examination or interview or both by the selection committee.(j)"Employee" means any person appointed to any service in the Authority and whose name is included in the Authority's pay roll.(k)"Permanent employee" in relation to any grade or post means employee who has been substantively appointed to a permanent vacancy in that grade or post.(l)"Schedule" means Schedule appended to these regulations.(m)"Schedule Castes" and ("Scheduled Tribes" shall have the meanings assigned to them in clauses (24) and (25) of Article 366 of the Constitution of India;(n)"Temporary employee" in relation to any grade or post means, an employee holding a temporary or officiating appointment in that grade or post.(o)"Selection post" means a post for which Selection is made on the basis of merit.(p)"Non-Selection post" means a post for which selection is made on the basis of Seniority subject to the rejection of unfit.

4. Appointments.

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

5. Method of recruitment.

- The method of recruitment the qualification in respect of age, education, training, requirements of minimum experience, essential and or desirable, classification of posts as selection posts or non-selection posts and other matters connected with the appointments to various posts shall be as shown in the schedule annexed to these Regulations; Provided that the prescribed upper age limits may be relaxed : (i) by the Chairman upto a maximum of 3 years where the minimum experience prescribed is 10 years or more and upto a maximum of 2 years where the minimum experience prescribed is 5 to 9 years; if there is shortage of suitable candidates or if selected candidate is highly qualified than required under the Regulations : Provided further that the prescribed qualifications regarding experience for good and sufficient reasons, to be recorded in writing be relaxed by the

chairman, if a candidate is otherwise found suitable and well qualified.(ii)In the case of a candidate who is an ex-serviceman, i.e. ex-employee of India's Defence Force, and who has put in not less than six months continuous service in the Defence Forces, to the extent of the services rendered by him in the Defence Forces plus three years where the vacancy to be filled is a vacancy reserved for such ex-serviceman and dependants of those killed in action; and to the extent of the service rendered by him in the Defence Forces where the vacancy to be filled is an un-reserved vacancy and;(iii)in the case of candidate belonging to Scheduled Caste or a Scheduled Tribe, in accordance with such orders as the Central Government may issue from time to time for appointment to services or post under it in favour of the Scheduled Castes and Scheduled Tribes;Provided further that the qualification regarding experience is relaxable at the discretion of the Chairman, in the case of candidates belonging to the Scheduled Caste and Scheduled Tribe if at any stage of selection the Chairman 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 vacancies reserved for them.

6. Probation.

(1)Every person appointed to a post specified in column 2 of the Schedule, whether by direct recruitment or by promotion shall, subject to the provisions of sub-regulations (2) & (3), be on probation for the period specified against the post in that schedule in column 9.(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 at a time, but the total period of such extensions shall not save where any extensions shall not save where any departmental or legal proceedings pending against the employees, exceed the initial period of probation prescribed.(3)There will be no probation in the case of appointment to posts on contract basis, deputation, tenure basis, re-employment after superannuation and on permanent transfer.

7. Confirmation of employees of probation.

(1)When an employee appointed on probation to any grade or post has passed the departmental tests if prescribed and has completed his probation to the satisfaction of the appointing authority, he shall be eligible for confirmation in that grade or post.(2)Unless the probation period is extended under regulation 8(2) or is discharged under Regulation 10, he shall be deemed to have been confirmed at the end of probation period as per schedule.

8. Maintenance of roster.

- A Roster shall be maintained for each grade to show whether a particular vacancy should be filled by direct recruitment or promotion.

9. Reservation.

(a)Orders issued by Central Government from time to time for the reservation of appointments, whether by the direct recruitment or promotion, to posts under the Central Government in favour of

SC and ST shall apply mutatis mutandis to all appointments covered by these regulations. (b) Orders issued by Central Government from time to time for the reservation of appointments to posts under it in favour of ex-servicemen and dependants of those killed in action shall also apply to appointments covered by these regulations and to which direct recruitment is made.

10. Grant of higher starting pay in certain cases.

- The Selection Committee, besides recommending candidates for appointment may also recommend, in deserving cases the grant of higher starting pay in respect of them.

11. Canvassing support to be a disqualifications.

- Any endeavour on the part of a person or his relations or friends to canvass support by direct or indirect method for his application for appointment in the service of the Authority or for promotion to a higher post may disqualify him for the appointment or promotion.

12. Suppression of facts.

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

13. Conduct of written practical tests in certain cases.

- The appointing authority may decide whether a written or a practical 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.

14. Payment of travelling allowance for attending interview test.

- In the case of posts filled by direct recruitment, the candidates (including persons already in service of the Authority) shall be paid first class rail fare in the case of the posts of the level of Director and above; and second class rail fare in the case of other. Candidates for the posts below Director level, for journeys from the railway station nearest to the candidate's normal place of residence or from which he actually performs the rail journey, whichever is nearer to the place of interview and back to the same station. In respect of journey by sea from and to any place in India, not connected by rail a single return second class steamer fare exclusive of diet charges will be paid.

15. Discharge or reversion of employees on probation.

(1) An employee on probation who has no lien on any post shall be liable to be discharged from services at any time without notice if (a) On the basis of his performance or conduct during the

period of probation, he is considered unfit for further retention in service; or(b)If on the receipt of any information relating his nationality, age, health, education and other qualifications or antecedents, the appointing authority is satisfied that he is in-eligible or otherwise un-for being continued in service.(2)An employee on probation, who holds a lien a post may be served to such post at any time any of the circumstances specified in sub-regulation (1).(3)An employee on probation who is not considered suitable for confirmation at the end of the period of probation prescribed in regulation 8, shall be discharged or reverted in accordance with sub-regulation (1) or sub-regulation (2) as the case may be.II. Promotion

16. Field of selection for promotion.

(1)Where promotion is to made to a non-selection post, the employees, who are senior most in the seniority list of the cadre from which promotions are made to a selection post, the field of selection shall not be less than three times and shall not be more than five times the number of vacancies subject to employees which necessary qualifications and experience being available. The Department Promotion Committee may at its discretion, for reasons to be recorded in writing, alter these limits to suit exceptional circumstances.(2)The following principles and procedures shall normally be observed for making departmental promotions.(a)No employee shall be promoted to a higher post, unless he posses the necessary qualifications for the higher post.

17. Departmental promotion committee.

(1)There shall be a Departmental Promotion Committee as provided in the schedule for each category of posts in the Authority.(2)Officers on the DPC will be atleast one scale above the post for which the promotion is to be made but not below the level of Assistant Director Accounts Officer.(3)The DPC should be convened at regular annual intervals to draw panels which could be utilised for making promotion against the vacancies occurring during the course of a year. The requirement of convening annual meetings of the DPC should be dispensed with only after a certificate has been issued by the appointing authority that there are no vacancies to be filled promotion or no officers are due for confirmation during the year in question.(4)Efficiency Bar. - Class of employees for crossing the efficiency bar will be considered by appropriate DPC on the basis of up-to-date record of performance in written test/and/or trade test prescribed by Chairman if any.

5. Validity of the proceedings of DPCs. - The proceedings of the Departmental Promotion Committee shall be legally valid and can be operated upon notwithstanding the absence of any of its member other than the chairman, provided that the member was duly invited but he absented himself for one reason or the other and there was no deliberate attempt to exclude him from the deliberation of the DPC and provide further that majority of the members constituting the DPC are present in the Meeting.

(6)Implementation of the recommendation of the DPC. - The recommendations of the Departmental

Promotion Committee are advisory in nature and should be duly approved by the appointing authority before being implemented. A clearance from the Vigilance Section of the Office/ Department should also be obtained before making actual promotion or confirmation of officer approved by DPC to ensure that no disciplinary proceedings are pending against the officer concerned.(7)Refusal of promotion. - When an employee does not want to accept a promotion which is offered to him he may make written request that he may not be promoted and the request will be considered by the appointing authority, taking relevant aspects into consideration. If the reason adduced for refusal of promotion are acceptable to the appointing authority, the next person in the select list may be promoted. However, since it may not be administratively possible or desirable to offer appointment to the persons who initially refused promotion, on every occasion on which a vacancy arises during the period of validity of the panel, no fresh of appointment on promotion shall be made in such cases for a period of one year from the date of refusal of first promotion or till the next vacancy arises, whichever is later. On the eventual promotion to the higher grade such government servant will lose seniority vis-a-vis his erstwhile juniors promoted to the higher grade earlier irrespective of the fact whether the posts in question are filled by selection or otherwise. The above mentioned policy will not apply where ad-hoc promotion against short-term vacancies are refused.

18. Deputation transfer of I.W.A.I. Employers to outside posts.

- Any employee may be permitted to serve on deputation or on foreign service under the control of the Central or a State Government, a local Authority, a Statutory undertaking or a Government Company, as defined in the companies Act, 1956 (1 of 1956) or an institution receiving grant from Government on such terms as may be mutually agreed upon between the organisations from time to time. The period of deputation shall not exceed 5 years. An employee of IWAI who has been selected for a post in the some other organisations and has been released for appointment on permanent absorption basis after his resignation has been accepted by the Authority will not be allowed to retain any lien in this Authority.

19. Transfer on deputation.

- The term 'deputation' will cover only appointments made by transfer on a temporary basis from other departments of the Central/State Governments/ Statutory or Autonomous Bodies/Public Sector Undertakings. An employee on deputation may elect to draw either the pay in the scale of pay of the deputation post or his basic pay in the parent cadre plus personal pay, if any, plus deputation (duty) allowance. In no case will the pay so fixed be less than the minimum of the scale of the ex-cadre post. The deputation allowance admissible shall be at the following rates.(a)5 per cent of the employee's basic pay subject to a maximum of Rs. 250 p.m. when the transfer is within the same station.(b)10 per cent of the employee's basic pay subject to a maximum of Rs. 500 p.m. in all other cases.Provided that the basic pay plus the deputation (duty) allowance shall at no time exceed Rs. 7,300 p.m.The period of deputation shall be subject to a maximum of 3 years in all cases except for those posts where a longer period of measure is prescribed in the Recruitment Rules. The maximum period of deputation shall not exceed 5 years.

20. Direct Recruitment.

- Manner of Direct Recruitment. - (1) Appointment to posts in different classes, by direct recruitment shall be made in accordance with the following procedure.(a)Group 'A' & Group 'B' posts. - All vacant posts to be filled by direct recruitment would be advertised whenever considered necessary in important newspaper with wider Circulation. Candidates considered suitable may be called for interview and/or given such other tests as are considered necessary. The appropriate Selection Committee, will draw up a panel of names considered fit for appointment, in order of merit alongwith any other recommendations and submit it to the appointing authority.(b)All Group 'C' & 'D' posts should be notified to the concerned Employment Exchange and also be advertised in the important newspapers. Candidates considered suitable shall be interviewed by the appropriate Selection Committee who will draw up a panel of those considered fit for selection in order of merit. A test may be considered necessary by the appointing authority may also be held. Appointments shall be made in order merit indicated by the Selection Committee.Note :-(i)While advertising a vacancy in the newspapers or notifying a vacancy to the Employment Exchange it should be clearly indicated whether the vacancy or the number of posts, if the number of vacancies are more than one, is or are reserved for candidates belonging to Scheduled Castes/ Scheduled Tribes or any other specified group.(ii)The term Employment Exchange wherever used in these rules includes other appropriate agencies dealing with the reservation for any other specified category of persons referred to in Regulation.(iii)In cases of appointment by direct recruitment by advertisement or through Employment Exchange, persons who are already in the service of the authority in lower grades/posts will be considered alongwith other candidates on equal footing; relaxation relating to age may, however, be allowed in the case of candidates otherwise qualified.(iv)Candidates shall be required to appear for interviews at their own expenses unless it is otherwise decided by the appointing authority.

21. Advertisement of the posts.

- Group A & B posts intended to be filled by direct recruitment shall be advertised.Group C posts intended to be filled by direct recruitment shall be advertised as well as notified in the local employment exchange.Group D posts intended to be filled may be notified with Local employment exchange.

22. Application for direct recruitment.

(1)A candidates for recruitment by direct recruitment shall apply before such date in such form and in such manner as may from time to time be prescribed by the Chairman. He shall also submit such proof of his age, qualifications for experience, as the Chairman may require.(2)The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Andaman and Nicobar Islands and Lakshadweep).

23. Eligibility and disqualifications for direct recruitment.

(1) In order to be eligible for direct recruitment to any grade or posts, 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 Africa countries of Kenya, Uganda or the United Republic of Tanzania (formerly Tanganyika and Zanzibar) 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) & (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India; Provided also that a candidate in whose case, the proof of nationality or a certificate of eligibility is necessary may be provisionally appointed, pending the production by him of the necessary proof or the issue of the necessary certificate in his favour by the Central Government as the case may be. (2) 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 Chairman may, if satisfied, that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing exempt any person from operation of this sub-regulation. (3) A candidate must satisfy the appointing authority that his character and antecedents are such as to make him suitable for appointment to any grade or post. No candidate who has been convicted by a Court of Law for an offence involving, moral turpitude or who has been adjudged as an insolvent shall be eligible for the appointment to the Authority's service. (4) If any question arises whether a candidate does or does not satisfy all or any other requirements of this regulation, the same shall be decided by the Chairman. (5) The Chairman, may with the prior approval of the Central Government modify or waive any of the requirements of sub-regulation (1) when an appointment for work of a special nature is to be made and it is not practicable to obtain a suitable candidate who fulfils the requirements of the regulations. (6) Physical fitness of a candidates.—A candidate shall be physically and mentally sound in health and free from any physical disabilities which are likely to interfere with the discharge of his duties as an employee of the Authority. A candidate who, after such medical examination as the Chairman may specify, is found not to satisfy these requirements will not be appointed.

24. Eligibility of Existing employees for direct recruitment.

- When the posts required to be filled by direct recruitment are advertised, employees already in service may also apply, provided that they possess the prescribed qualifications and relevant experience.

25. Panel of approved candidates for appointment.

- The Selection Committee, may recommended, in the order of merit, as adjusted by it, the names of the selected candidates to be kept in the panel for consideration for appointment to posts earmarked for direct recruits. Such a panel would normally be valid for a period of 12 months from the date on

which it is finalised. In any case, it should cease to be in force on the expiry of a period of one year and six months from the date on which it is finalised or when a fresh panel is prepared, whichever is earlier.

26. Cancellation of appointment order.

- If a candidate selected for the post earmarked for direct recruits fails to join duty within the date or period stipulated in the appointment order or within such extended period as the chairman may fix, the appointment order shall be deemed to have been cancelled.

27. Selection Committee.

(1) There shall be a Selection Committee for each category of posts duly constituted by the Chairman and the main functions of such Committee shall be to advise and assist the appointing authority in the matter of making selection of candidates for appointment to different posts by direct recruitment. (2) Officials in the Selection Committee will be at least one scale above the post for which the recruitment is to be made; but not below the level of Asstt. Director/ Accounts officer.

28. Seniority.

(1) Where promotions are made on the basis of selection by DPC, the seniority of such promotes shall be in the order in which they are recommended for such promotion by the Committee. Where promotions are made on the basis of seniority subject to the rejection of the unfit, the seniority of persons considered fit for promotion at the same time shall be the same as the relative seniority in the lower grade from which they are promoted. Where, however, a person is considered as unfit for promotion and is superseded by a junior, such person shall not, if he is subsequently found suitable and promoted, take seniority in the higher grade over the junior persons who had superseded him. (2) Where persons recruited or promoted 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. The relative seniority of direct recruits and of promotes shall be determined according to the rotation of vacancies between direct recruits and promotes which shall be based on the quota of vacancies reserved for direct recruitment and promotion respectively in the Recruitment Rules. (3) If adequate number of direct recruits do not become available in any particular year, rotation of quotas for the purpose of determining seniority would take place only to the extent of the available direct recruits and the promotees. (4) The relative seniority of persons appointed by transfer to Authority shall be determined in accordance with the order of their selection for such transfer. (5) Where such transfers are effect against specific quotas prescribed in the Recruitment Rules, the relative seniority of such transferees vis-a-vis direct recruits or promotes shall be determined according to the rotation of vacancies which shall be based on the quotas reserved for transfer, direct recruitment and promotion respectively in the Recruitment Rules. Where a person is appointed by transfer in accordance with the provisions in the Recruitment Rules providing for such transfer in the event of non-availability of suitable candidate by direct recruitment or promotion, such transferee shall be grouped with direct recruits or promotees as the case may be. He shall be ranked below all direct

recruit or promotees, as the case may be, selected on the same occasion.

29. Seniority list of employees.

- A Seniority list indicating the respective seniority of the employees shall be maintained for each grade, VI. Savings

30. Savings.

- Nothing in these regulations shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-Servicemen and other special categories of persons, in accordance with the orders issued by the Central Government from time to time in this regard.

31. Interpretation.

- When a doubt arises as to the interpretation of any of these regulations, the matter shall be referred to the Chairman who shall decide the same.

32. Transitory Provision.

- Notwithstanding anything contained in these Regulations, all appointments and promotions already made prior to notification of these Regulations, will remain unaffected. Category of Employee Annexure 'A' Group 'A' Group 'B' Group 'C' Group 'D' Annexure 'B' Group 'A' Group 'B' Group 'C' Group 'D' Annexure 'A'

Category of Employee Appointing Authority

Group A As per delegation by Authority.

Annexure 'B' A post carrying a pay or a scale of pay with a maximum of not less than Rs. 4000/. A post carrying a pay or a scale of pay with a maximum of not less than Rs. 2900/. but less than Rs. 4000/. A post carrying a pay or a scale with a maximum over Rs. 1150/. but less than Rs. 2900. A post carrying a pay or a scale of pay the maximum of which Rs. 1150 or less.

Schedule

Name of post	No. of posts	Classification
1	2	3
1. Secretary	1	Group 'A'

	Whether age and Educational qualifications prescribed for direct recruitment will apply in the case of promoters.	Period of Probation if any,
	8	9
No	One year	By promotion failing which by transfer on deputation/transfer and failing both by direct recruitment
1	2	3
2 Deputy Secretary	*One* Subject to variation university or depending on work load.	Group "A"
8	9	10
	One year	By Promotion failing which by transfer on deputation/transfer and failing both by direct recruitment.
3 Assistant Secretary	*Two* Subject to variation depending on workload.	Group 'A'
8	9	10
Not applicable	One year	By promotion failing which by transfer on deputation/transfer and failing both by direct recruitment.

1	2	3
4Assistant Director (Legal)	*1	Group'A'
8	9	10
Notapplicable	1year	Bydirect recruitment and/or transfer on deputation transfe
1	2	3
5Assistant Public Relations Officer	*1*Subjectto variation depending on workload.	Group'C'
8	9	10
Notapplicable	Oneyear	Bytransfer on deputation/trans failing which by directrecruitment.
1	2	3
6Section Officer Office, Supdt.	3*	Group'B'
8	9	10
Notapplicable	Twoyears	Bypromotion failing which by transfer on deputation/transfe andfailing both by direct recruitment

1	2	3
7Private Secretary	2**Subjectto variation depending on workload.	Group'B'
8	9	10
No.	Notapplicable	Bypromotion failing which by transfer on deputation/transfe
1	2	3
7Private	2**Subjectto variation depending on workload	Group'B'
8	9	10
No.	Oneyear	Bypromotion failing which by transfer on deputation/transfe
1	2	3
StenographerGrade 'C'	Oneyear	Group'C'
8	9	10
Age-NoQualification-Yes	OneYear for direct recruits	Bypromotion failing which by transfer on deputation and failingboth by direct recruitm

1	2	3
10 Assistant	4**Subject to variation dependent on workload.	Group 'C'
8	9	10
No.	One year for direct recruits	By promotion failing which by transfer on deputation/transfer and failing both by direct recruitment.
1	2	3
1 Hindi Translator	1**subject to variation dependent on workload	Group 'C'
8	9	10
Applicable	One year	By transfer on deputation/transfer failing which by direct recruitment
1	2	3
Receptionist-sum-Telephone Operator	1**Subject to variation depended on workload	Group 'C'
8	9	10
Not applicable	One year for direct recruits	

		Transfer on deputation/Transfer failing both by direct recruitment
1	2	3
13 Head clerk	3** Subject to variation dependent on workload.	Group 'C'
8	9	10
No.	One year for direct recruitment	By promotion failing which by transfer on deputation failing both by direct recruitment
1	2	3
14 UDC	1*	Group 'C'
8	9	10
Not applicable	Not applicable	By promotion failing which by transfer on deputation/transfer
1	2	3
15 Stenographer Grade "C"	16** Subject to variation dependent on workload.	Group 'C'
8	9	10
Not applicable	One year	Direct recruitment
1	2	3
16 Storekeeper	2** Subject to variation depending on workload.	Group 'C'

8	9	10
Age:No Educational	1year for direct recruits	Bypromotion failing which by direct recruitment
1	2	3
17Store clerk	4**Subjectto variation depending on workload	Group'C'
8	9	10
Age-NoQualification	1year for direct recruitment	50%by promotion failing which by 50% direct recruitment
1	2	3
18L.D.C.	14**Subjectto variation depending on workload	Group'C'
8	9	10
		(i)90%by direct recruitment(ii)10% by Ltd. Departmental examination for Group 'D' staff.(a)Eligibilityconditions for Limited Departmental Examination will be asfollows :-Examinationshall be confined to such Group 'D' Staff/employees who fulfillthe requirement of minimum educational qualification vizMatriculation or equivalent qualification and have rendered 5years service in Group 'D' post.(b)The Maximum age limit for this examination shall be 40 years (45years for Scheduled Castes of Scheduled Tribes)
Notapplicable	1year	
1	2	3
19Gestetner operator	1**Subjectto variation depending on workload	Group'C'
8	9	10
Notapplicable	1year	Bypromotion failing which by direct recruitment

1	2	3
20 Store attendant Store-man	6**Subject to variation depending on workload	Group'D'
8	9	10
Not applicable	1 year	Direct recruitment
1	2	3
21 Daftry	2**Subject to variation depending on workload	Group'D'
8	9	10
Not applicable	Not applicable	By Promotion
1	2	3
22 Peon/Farash/watchman	19**Subject to variation depending on workload	Group'D'
8	9	10
Not applicable	Not applicable	By promotion
1	2	3
22. Peon/Farash/watchman*	19**Subject to variation depending on workload	Group'D'
8	9	10
Not applicable	One year	Direct recruitment
1	2	3
23. Safaiwala	1**Subject to variation depending on workload	Group'D'
8	9	10
Not applicable	One year	By direct recruitment
1	2	3
24. Chief Engineer	1*Subject to variation depending on workload	Group'A'

8

9

10

Age:NoQualification:Yes

1year for direct recruits

Bypromotion failing which
transfer on deputation/transf
failingboth by direct recruitm

1

2

3

25.Director

5*

Group'A'

8

9

10

Age:No.QualificationYes.

Oneyear

2/3by promotion failing which
transfer on deputation/transf
andfailing both by direct
recruitment and 1/3 by direct
recruitment

1

2

3

26.Deputy 7"Director

7*

Group'A'"Subjectto variation
depending on workload.

8	9	10
Age.NoQualificationYes.	1years for direct recruits only	By promotion failing which by transfer on deputation/ transfer and failing both by direct recruitment
1	2	3
27.Assistant Director	13**Subject to variation depending on workload	Group 'A'
8	9	10
Age:NoQualificationintheextentapplicabletoCol 11.	One year	50% by promotion 50% by transfer on deputation failing with. by direct recruitment

1	2	3
28. Technical Assistant	9**Subject to variation depending on workload.	Group 'B'
8	9	10
Age No. Qualification Yes.	One year	50% by promotion failing which by transfer on deputation / transfer and 50% by direct recruitment failing both by direct recruitment.
1	2	3
29. Technical Assistant (Economics/Statistics)		Group 'B'
8	9	10
applicable	One year	
1	2	3
30. Supervisor	17**Subject to variation depending on workload.	Group 'C';
8	9	10
Not applicable	One year	Direct recruitment
1	2	3
31. Tracer	7*"Subject to variation depending on workload.	Group 'C'

8	9	10
Not applicable	One year	Direct recruitment
1	2	3
32. Draftsman	5* "Subject to variation depending on workload.	Group 'C'
8	9	10
No	1 year	By promotion 50% and 50% by direct recruitment
1	2	3
33. Senior	1* "Subject to variation depending on workload	Group 'C'
8	9	10
Age No Qualification; Yes	One year	By promotion failing which by transfer on deputation/ transfer failing both the direct recruitment
1	2	3
34. Pipeline Assistant		Group 'C'
8	9	10

Not applicable	One year	By direct recruitment
1	2	3
35. Pipeline Incharge	1* Subject to variation depending on workload	Group 'C'
8	9	10
Age: No. Qualification Yes	One year for direct recruitment	By promotion, failing which by direct recruitment
1	2	3
36. Dredge Control Operator	1* Subject to variation depending on workload	Group 'C'
8	9	10
Not applicable	One year	By promotion failing which by direct recruitment
1	2	3
37. Dredge Master	1** Subject to variation depending on workload	Group 'B'
8	9	10
Age: No. Qualification Yes	One year	Promotion failing which by direct recruitment
1	2	3
38. Master 1st Class	*1* Subject to variation depending on workload.	Group 'C'
8	9	10
Not applicable	One year	By promotion, failing which by direct recruitment
1	2	3
39. Licence Engine Driver	1* Subject to variation depending on workload.	Group 'C'

8	9	10
Notapplicable	Oneyear	Bypromotion, failing which by direct recruitment
1	2	3
40.Driver 2nd class	4*	IWAI Service Group 'C' Subject to variation depending on workload.
8	9	10
Notapplicable	Oneyear	Bypromotion failing which by direct recruitment
1	2	3
41Master 3rdClass	4*	Group 'C' subject to variation depending on workload.
8	9	10
Notapplicable	Oneyear	Bypromotion failing which by direct recruitment
1	2	3
42Driver 1stClass	2*	Group 'C' subject to variation depending on workload
8	9	10
Notapplicable	Oneyear	Bypromotion, failing which by direct recruitment
1	2	3
43.Master 2ndClass	2*	Group 'C' subject to variation depending on workload
8	9	10
Age:NoQualificationYes	Oneyear	ByPromotion, failing which by direct recruitment
1	2	3
44.Seacunny	6**Subject to variation depending on workload.	Group 'D'
8	9	10
Notapplicable	Oneyear	Bypromotions, failing which by direct recruitment
1	2	3
45.Greaser	7**Subject to variation depending on workload.	Group 'D'

8	9	10
No.	Oneyear	Bypromotion, failing which by direct recruitment
1	2	3
45.Lasear	33**Subjectto variation depending on workload.	Group'o'
8	9	10
Notapplicable	Oneyear	Bypromotion, failing which by direct recruitment
1	2	3
47.Steward		Group'C'
8	9	10
Notapplicable	Oneyear	Bydirect recruitment
1	2	3
48.Cook	7*"Subjectto variation depending on workload.	Group'D'
1	2	3
49.Pilot	5*"Subjectto variation depending on workload.	Group'D'
8	9	10
Age:NoQualification : Yes	Oneyear	Directrecruitment
1	2	3
50.Pilot Inspector	2**Subjectto variation depending on workload.	Group'D'

8	9	10
No.Age	Oneyear	Bypromotion, failing which by direct recruitment
1	2	3
51.Hard Pilot	5**Subjectto variation depending on workload.	Group'D'
8	9	10
Notapplicable	Oneyear	Promotionfailing which by direct recruitment
1	2	3
52.Marking Manjhi	9*"Subjectto variation depending on workload.	Group'D'
1	2	3
53.Marking Dandi	18*"Subjectto variation depending on workload	Group.'D'
8	9	10
AgeNoQualification : Yes	Oneyear	Bypromotion, failing which by direct recruitment
1	2	3
54.Electronic Data Processing Assistant	1**Subjectto variation depending on workload.	Group'C'
1	2	3

55.Asstt. Programmer	One*	Group'B'
8	9	10
AgeNoQualification : No	Oneyear	Promotion,failing which direct recruitment
1	2	3
56.ProgrImmmer-cum--system	1*"Subjectto variation depending on workload.	Group'A'
8	9	10
Notapplicable	Oneyear	Bypromotion failing which bytransferon deputation/transfer failing bothby direct recruitment
1	2	3
57.Instrument Supervisor	1*	Group'B'
8	9	10
Notapplicable	Oneyear	Bydirect recruitment
1	2	3
58Instrument Machanic	1**Subjectto variation depending on workload.	Group'C'

8	9	10
Notapplicable	Oneyear	Bydirect recruitment
1	2	3
59.Junior Mechanic	1**Subjectto variation depending on workload.	Grade'C'
8	9	10
Notapplicable	Oneyear	Promotionfalling which by direct recruitment
1	2	3
60.Fitter		Group'C'*Subjectto variation depending on workload.
1	2	3
61.Welder	*	Group'C'*Subjectto variation depending on workload
1	2	3
62.Drillercom-LatheOperator	*"Subjecttovariationdepending on workload.	Group'C'
8	9	10
Notapplicable.	Oneyear	Bydirect recruitment
1	2	3
63.Electrician	2*"Subjectto variation depending on workload.	Group'C'
8	9	10
Notapplicable	Oneyear	Bytransfer on deputation/transfer failing which by directrecruitment

1	2	3
64.Driver (vehicle)	10**Subjectto variation depending on workload.	Group'C'
8	9	10
Notapplicable	Oneyear	Bytransfer on deputation/tran failing which applicable bydire recruitment
1	2	3
65.SpeedBoatIncharge	2.**Subjectto variation depending on workload	Group'D'
8	9	10
Age:NoQualification Yes	Oneyear	Bypromotion, failing which by direct recruitment
1	2	3
66.Laboratory Assistant	1**Subjectto variation depending on workload	Group'C'
8	9	10
Notapplicable	Oneyear	Bytransfer on deputation/tran failing which by directrecruitr
1	2	3
67.LibraryAssistant	1*	Group'C"Subjectto variation dependingonworkload.
8	9	10
Notapplicable	Oneyear	Bytransfer on deputation/tran failing which by directrecruitr

1	2	3
68.Chief Accounts Officer	1**Subjectto variation depending on workload	Group'A'
8	9	10
8.Age:NoQualification:Yes.	1year	Bypromotion failing which by transfer on deputation /Transferfailing both by direct recruitment
1	2	3
69.DeputyChiefAccountsOfficer	*"Subjectto variation depending on workload.	Group'A'
8	9	10
No	Oneyear	ByPromotion, failing which by transfer on deputation/ transferfailing which by direct recruitment
1	2	3
70.Accounts Officer	*2*Subjectto variation	Group'B'

depending on workload.

8	9	10
No	1year	50%by promotion, failing which by transfer on deputation/transferand 50% by direct recruitment.
1	2	3
71.Junior Accounts Officer/Accountant	*5	Group'D'
8	9	10
No	1year	50%by promotion, failing which by transfer on deputation/transferand 50% by direct recruitment.
1	2	3
72.Accounts Assistant	*4	Group'C'
8	9	10
No	Oneyear	ByPromotion/transfer on deputation/transfer failing which by directrecruitment

1	2	3
73.Accounts Clerk		Group'C'
8	9	10
Notapplicable	Oneyear	Directrecruitment
1	2	3
74.Hydrographic Chief	*1	Group'A'
8	9	10
AgeNo.Qualification:Yes	1year	Bytransfer on deputation/ transfer failing both by directrecruitment
1	2	3
75.Senior HydrographicSurveyor.	4*"Subjectto variation depending on workload.	Group'A'
8	9	10
Age:No.Qualification:No.	Oneyear	50%Promotion 50% Transfer ondeputation/ transfer failing which by directrecruitment.

1	2	3
76. Assistant Hydrographic Surveyor	*7* Subject to variation depending on workload	Grade 'A'
8	9	10
Age: No. Qualification: No	One year	50% by promotion and 50% by transfer on deputation/ transfer failing which by direct recruitment.
1	2	3
77. Assistant Cartographic Officer	1** Subject to variation depending on workload.	Group 'A'
8	9	10
Age: No Qualification: Yes.	One year	Transfer on deputation/ transfer failing which by direct recruitment.
1	2	3
78. Junior Hydrographic Surveyor	25** Subject to variation depending on workload.	Group 'B'

8	9	10
Age:NoQualification:No	Oneyear	50%by promotion 50% by direct recruitment
1	2	3
79FieldAssistant	30*"Subjectto variation depending on workload	Group'C'
8	9	10
Notapplicable.	Oneyear	Bydirect recruitment