

The Orissa Industries Service Rules, 1985

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The Orissa Industries Service Rules, 1985 Published vide Notification No. SRO 686/85/12-9-1985 Notification No. S.R.O. 686/85, dated 12th September, 1985. - In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Government of Orissa is pleased to make the following rules regulating recruitment and conditions of service of persons appointed to Orissa Industries Service, namely :Part-I General

1.

(1) These rules may be called "the Orissa Industries Service Rules, 1985." (2) They shall come into force on the date of their publication in the Orissa Gazette.

2. Definitions.

- In these rules, unless the context otherwise requires-(a) "Board" means Departmental Selection Board constituted under Rule 13; (b) "Commission" means the "Orissa Service Commission"; (c) "Director" means the Director of Industries, Orissa; (d) "direct recruit" means a person appointed to the service on the basis of advertisement and recommendation of Commission under Rule 5; (e) "Government" means the Government of Orissa in the Industries Department; (f) "Scheduled Castes and Scheduled Tribes" means such castes and tribes as may be specified by the President of India from time to time under Arts, 341 and 342 of the Constitution of India respectively; (g) "Schedule" means a Schedule appended to these rules; and (h) "State" means the State of Orissa. Part-II

3. Constitution of the service.

- The cadre of the service shall consist of two branches, viz. [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] and [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.], the former comprising of three grades namely the Senior grade, Intermediary grade

and the Junior grade as indicated below : (a) [Group-A Senior Grade shall include posts of Joint Director of Industries, Level-I, Joint Director of Industries, Level-II and such other posts of equivalent status as may be created or declared by Government from time to time.] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] (b) [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] - Intermediary grade shall include the posts of Special Officer, General Managers of District Industries Centres and such other posts created in equal grade or declared equivalent in status by Government from time to time; (c) [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] - Junior grade shall include the posts of Deputy Director, Managers of different functional disciplines of District Industries Centres. Development Officer, Guidance and Marketing Cell, Executive Engineers (Civil) and such other posts created in the equivalent grade or declared equivalent status by Government from time to time. Note - The list of [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] posts included in the cadre for the time being are specified in Schedule 'A'. (2) The [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] branch shall include Assistant Directors of Industries, Assistant Engineers, Assistant Managers of different functional disciplines of District Industries Centres and such other posts as may be created in the equivalent grade or declared equivalent in status by Government from time to time. Note - The list of [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] posts included in the cadre for the time being are specified in Schedule 'B'. (3) The cadre of the service shall consist of such number of posts with such scale of pay and status as the Government from time to time determine including the posts of deputation reserve. The sanctioned posts as shown in Schedules 'A' and 'B' and 200, thereof as deputation reserve shall form the cadre strength on the date of commencement of these rules. The State Government may increase or decrease the cadre strength from time to time, as the case may be, by an order or resolution. Part-III 4. Method of recruitment to the service. (1) Recruitment to the posts in [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] of the service shall be made - (a) by direct recruit in accordance with Rule 5; and (b) by promotion of officers of non-gazetted, non-ministerial Class III, field executive staff as provided under Rule 7. (2) Recruitment to [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] posts in Junior, Intermediary and Senior Grades shall be made by promotion of officers as provided in Rules 9, 10 and II respectively. (3) Government shall decide ordinarily in the month of April each year the number of vacancies in each of the branches [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] and [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] of the service to be filled in the year by direct recruitment and by promotion, as the case may be.

5. Direct recruitment.

(1) Not less than [fifty per cent] [Substituted vide O.G.E. No. 925 dated 11.8.1995] of Class II posts fallen vacant in any year shall be filled up by direct recruitment through the Commission. (2) Candidates having requisite qualification as prescribed in Schedule 'C' or such qualifications as may be prescribed by Government for posts created by Government after the commencement of these rules and provided in the advertisement shall be recruited on the results of interview conducted by the Commission. (3) In case of non-availability of suitable candidates from the open market for direct appointment to [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] posts, the vacancies remaining unfilled may be filled up on deputation from other

services, under Government.(4)[After determination of the vacancies required to be filled up through direct recruitment in a particular year, the-Government shall send requisition to the Commission to furnish names of suitable persons for such appointment.(5)The Commission shall invite applications from eligible, persons and select suitable persons in order of merit following the procedure as it deemed proper and furnish the list to the Government.(6)The list received from the Commission shall be placed before Government for approval and up on such approval it shall become the Select list from which appointment order shall be issued in the order in which the names appear therein.] [Inserted vide Orissa Gazette Part-III-A-No. 41/9.10.1992 Notification No. 26343-III EI/83/90-I/4/5.9.1992.]

5A. [[Inserted vide O.G. No. 41, Part III A Dated 12.10.2007.]

Notwithstanding anything contained in Rule 5, the Stipendiary Engineers who were appointed on ad hoc basis as Assistant Managers or Assistant Directors of Industries as the case may be and whose appointments as such have been validated under the Orissa Services of Engineers (Validation of Appointment) Act, 2002, shall be deemed to have been appointed as direct recruits to the Orissa Industries Service.]

6. Eligibility for direct recruitment to [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.].

(1)For being eligible for direct recruitment to [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] post-(a)a candidate shall not ordinarily be below 21 years and above 28 years of age as on 1st day of August, last preceding the month in which the applications are invited by the Commission ; provided that the Government shall have power to relax the upper age-limit in suitable cases;(b)a candidate shall be a citizen of India;(c)a candidate should be able to speak, read and write Oriya and should have passed at least in Oriya equivalent to Middle School standard;(d)a candidate should be of good character and shall submit with his application certificate of good character to the Commission as may be prescribed in the advertisement; and(e)a candidate must be of sound mental and bodily health and physique and active habit and free from organic defects or bodily infirmity.(2)Industries Promotion Officers/industrial Supervisors whether temporary or permanent shall be eligible for direct recruitment by way of relaxation of upper age-limit by the period of service rendered under Government by the Commission provided they are otherwise eligible. If after allowing the above concession the Government servant is found still to exceed the said age limit Government may relax it further to make him eligible in case he is considered suitable for appointment by the Commission. Government servants shall be considered on receipt of their application through proper channel.(3)The upper age-limit shall be relaxed by 5 years in respect of Scheduled Caste/Scheduled Tribe candidates.Part-IV

7. Promotion to Class II.

(1)Not more than [fifty per cent] [Substituted vide O.G.E. No. 925 dated 11.8.1995.] of total vacancies in [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] of the service in

any year may be filled up by promotion from among non-gazetted non-ministerial Class III field executive staff, namely : (1) Industries Promotion Officers, Industrial Supervisors [* * *] [Deleted vide Orissa Gazette Part III-A-No. 27/19-7-1991-Notification No. 13716-III-EI-83/90-1/24-5-1991.] and such other posts as may be created in the equivalent grade or declared equivalent in status by Government from time to time having completed 7 years of service in the post or posts. The promotion quota of Industries Promotion Officers, Industrial Supervisors shall be in a ratio according to the strength of qualified officers in each group as may be decided by Government. (2) The Director shall maintain gradation lists of qualified/ eligible candidates indicating their educational qualification, technical qualification, date of birth, date of appointment to respective grades, date of joining, service experience etc. for consideration for promotion to [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.]. (3) If no eligible candidate of one group is found suitable by the Commission, the promotion quota of that group may be filled up by suitable candidates of other group on the recommendation of the Commission or as may be decided by Government in that behalf. (4) In the event of non-availability of qualified/eligible candidates in the gradation lists of above categories of officers, the promotion vacancies shall either be filled up by direct recruitment or by deputation from other services as may be decided by Government. Notes - The State Government do hereby declare the following posts to be equivalent in status with that of Industries Promotion Officer, industrial Supervisors for the purpose of Sub-rule (1) of Rule 7 of the Orissa Industries Service Rules, 1985, namely :

- 1. Pilot Project Officer;**
- 2. Cost Panchayat Industries Officer;**
- 3. Cost Assistant;**
- 4. Marketing Officer (Leather) ;**
- 5. Assistant Organiser (Handicraft);**
- 6. Development Officer (Handicraft);**
- 7. Development Officer (Salt);**
- 8. Handicraft Production Officer;**
- 9. Coir Expert:**
- 10. Development Officer (Metal Craft);**

11. Senior Designer, State Handicraft Design Centre, Bhubaneswar;

12. Artist-cum-Superintendent, State Institute of Handicrafts Training, Bhubaneswar;

13. Superintendent, State Institute of Handicraft Training,, Bhubaneswar;

14. Manager, Government Tannery, Boudh and Titilagarh;

15. Research Assistant, Titilagarh;

16. Production Supervision-cum-Research Assistant, K.S.Pottery Development Centre, Jharsuguda;

17. Statistician.

[Vide Order No. 16626/1-111-EJ-20/86, dated 11-6-1986],

8. Reservation.

- There shall be reservation of vacancies for candidates belonging to Scheduled Caste and Scheduled Tribe in the manner prescribed in the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made thereunder.

9. Promotion to [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.]-Junior Grade.

(1)All posts in Junior [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] grade as shown in Schedule 'A' shall be filled up by way of promotion from among the officers in [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] of the service.(2)No officer of [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] of the service shall be eligible for promotion to [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.]-Junior post unless he-(a)has rendered at least 4 years of service in [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] Branch of the service; and(b)has passed the departmental examination completely as prescribed in the Schedule :Provided that if no eligible officer is available for consideration for promotion, the posts may be filled up by deputation from other service or by advertisement through the Commission as may be decided by the Government.

10.

(1)The posts of General Managers, District Industries Centres, Special Officer or any other post in [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.]-intermediary grade shall be

filled up on promotion by a member of the cadre who has completed at least 4 years of service in [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.]-Junior grade of the service.(2)In case no qualified/eligible candidate is available in the cadre, the posts shall be filled up by deputation from other service.

11. [[Substituted vide O.G. No. 41, Part III A Dated 8.10.04.]

(1)Promotion to the post of Joint Director of Industries, Level-II and such other posts equivalent thereto in Group A Senior Grade shall be made from among the members in Group-A Intermediary Grade who have completed, 4 years of service in the said grade ;Provided that in case no eligible Officer is available, the posts shall be filled up from other service by deputation.(2)Promotion to the post of Joint Director of Industries, Level-I and such other posts equivalent thereto in Group-A Senior Grade shall be made from among the Joint Director of Industries, Level-II who have completed one year of service in the said grade.](3)[Promotion to the post of Director, Handicraft and Cottage Industries in Group-A Senior Grade of.the service shall be made from among the Joint Director of Industries, Level-1.] [Inserted vide O.G. No. 26, Part III A Dated 27.6.08.]

12. [[Deleted vide Orissa Gazette Extraordinary No. 1162/4-8-1987-Notification No. 22637-1/3.8.1987.]

* * *]

13. [Constitution of Selection Board and procedure for selection of officers for promotion to different grades/posts. [Substituted vide Orissa Gazette Part III-A-No. 41/9-10-1992 Notification No. 26343-III-EI-83/90-1/4/5.9.1992.]

(1)There shall be a Departmental Selection Board to consider the cases of eligible officers for promotion to the posts in [Group-B] and [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.04.] Branches of the Service.(2)The Board shall meet ordinarily once in a year to prepare lists of officers found suitable for promotion to different posts of the service.(3)The Board for selection of eligible officers for promotion to -

- (a) the posts mentioned in Clauses (a) and (b) of Sub-rule (1) of Rule 3 shall consist of the following, namely :
 - (i) Chief Secretary/Additional Chief Secretary/Additional Development Commissioner, as the case may be Chairman
 - (ii) Secretary to Government, Industries Department Member
 - (iii) Director of Industries Member
 - (iv) Joint Secretary/Deputy Secretary in charge of the Field Establishment Member and Convenor
- (b) The posts mentioned in Clause (c) of Sub-rule (1) of Rule 3 and Sub-rule (2) of Rule 3 shall consist of the following, namely:

(i) Secretary to Government, Industries Department	Chairman
(ii) Director of Industries, Orissa	Member
(iii) Additional Director of Industries, Orissa	Member
(iv) Joint Secretary/Deputy Secretary of the Industries Department in charge of and Field Establishment	Member & Convenor.

(4) The Board, taking into account, the vacancies to be filled up in a particular year in different branches of the service, shall consider the cases of the eligible officers and draw separate lists in respect of each category of posts in the service recommending the names found suitable for such promotion. (5) Selection of officers for inclusion in the lists of the Board shall be based on merit and suitability in all respects with due regard to seniority. (6) The Board for determination of the number of eligible officers to be taken into consideration shall follow the provisions of the Orissa Civil Service (Zone of Consideration for Promotion) Rules, 1985 in respect of general candidates, and the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules framed thereunder in respect of the vacancies reserved for them. (7) The findings of the Board in respect of eligible officer, who is under suspension shall be recorded separately and kept in a sealed envelope superscribed "findings recording merit and responsibility for promotion in respect of Shri.....(name of the officer) not to be opened till the declaration of the order of suspension". There shall be appropriate mention of such facts in the proceedings of the Board. (8) The lists of candidates prepared by the Board recommending promotion of officers to different posts in the service including those proposals to be superseded shall be submitted to the Industries Department. The Industries Department after taking Government approval forward those lists to the Commission alongwith the following documents, namely : (a) Relevant Gradation list of officers deputed indicating therein their dates of retirement, (b) Representation of officers against adverse remarks pending consideration, if any, and if so, the present position of the representation. (c) Disciplinary proceedings, if any, pending against the officer eligible for consideration and if so, the position of the disciplinary proceeding, and (d) Up-to-date C.C.Rs. consider by the Board. (9) The Commission shall consider the list alongwith other records and documents received from the Government and furnish the lists of the officers found suitable for promotion containing names double the number of vacancies to Government. The Commission in preparing the list shall follow the principle specified in Sub-rule (5). (10) The lists received from the Commission shall be placed before the Government for approval. The Government shall consider the lists and unless effect any change approve the same. The lists so approved shall constitute the select list which still remain valid for a period of one year from the date of their approval by the Government. (11) Appointment orders shall be issued by the Government in favour of the candidates in the order in which the names appear in the lists.]

14. Period of validity of Public Service Commission recommendations.

- [The list of candidates recommended by the Commission for direct recruitment to the posts in the Class II branch of the service shall remain valid for period of one year from the date of its approval by the Government.] [Substituted vide Orissa Gazette Part III-A-No. 41/9-10-1992 Notification No. 26343-III-EI-83/90-1/4/5-9-1992.] Part-V

15. Departmental examination.

(1) All officers of the service unless specifically exempted by Government shall be required to pass the departmental examination to be conducted by Board of Examiners appointed by the Board of Revenue, the syllabus and the rules of which are prescribed in Schedule 'D' within the period of probation. (2) An officer who has passed the departmental examination shall be deemed to have passed the same on the last day on which the said examination was held and if he has passed it in more than one chance the last date of the examination in which he finally passed shall be taken as the date of passing departmental examination and he will be entitled to incremental benefit admissible on such passing from the day following it. (3) An officer who is exempted from passing any or all the subjects of departmental examination shall be deemed to have passed the said examination in subject or subjects, as the case may be, within the period of probation. (4) Exemption from passing Oriya test shall be done by Board of Revenue. (5) If the officer is found to be using or have used unfair means in the examination, the following penalties may, without prejudice to any other action that may be taken against him by Government be imposed on him, namely : (a) Cancellation of result of examination in a paper or papers (b) Debarring from appearing at the examination in the remaining paper in the same chance; and (c) Debarring from appearing at the examination in subsequent chances not exceeding five successive chances other than specified in Clause (b). (6) The Secretary to the Board of Examiners shall be competent to inflict penalties specified in Clauses (a) and (b) and the President of the Board of Examiners shall be competent to inflict penalties specified in Clause (c): Provided that the President of the Board of Examiners shall not debar any officer from appearing at the examination exceeding three successive chances. (7) Orders passed by the Secretary or the President of the Board of Examiners under this rule shall be final. Part-VI Probation and confirmation in service

16.

(1) Every officer shall, on appointment to any post in the service by direct recruitment or promotion, be on probation. In case of a direct recruit appointed to the service, the period of probation shall be 2 years and in the case of a promotes, it shall be one year : Provided that Government may, in special circumstances extend the period of probation in any case or cases for such period as they may fix by an order: Provided further that if the period of Probation is not extended within a period of six months from the date of completion of probation, the officer will be deemed to have completed the probation satisfactorily. (2) The period of probation in each case shall count from the date on which the officer joins his appointment ; provided that the whole or any part of the period during which a person has held continuous officiating or temporary appointment in a post included to the cadre of the service may be allowed by Government to count towards the period of probation prescribed under this rule. (3) Government may dispense with the service of an officer, revert him to his former post, as the case may be, during or at the end of his probation if the officer is considered to be unfit for confirmation in the service on account of poor or unsatisfactory performance.

17.

Subject to the provision of Rule 16 (3) an officer on probation, after completion of the period of his probation to the satisfaction of Government and completion of prescribed departmental examinations shall be confirmed against permanent post, if there is vacancy. Part-VII Increments, crossing of efficiency bar and seniority

18.

(1) An officer shall be eligible to draw the first increment during the period of probation. (2) No officer shall be allowed to draw the second increment until he passes the prescribed departmental examination. (3) The officer or officers exempted from passing departmental examination by Government shall be entitled to draw increments. (4) In case passing the departmental examination is delayed, the pay of an officer on his passing the said examination shall be fixed at the stage to which he would have been entitled in the time scale of pay of his post but for such delay and his next increment shall fall due on the next anniversary day of appointment. He shall not, however, be entitled to any arrears relating to the period prior to passing the departmental examination.

19.

Where an efficiency bar has been prescribed in the time scale, the increment next above the bar shall not be allowed to an officer without specific sanction of Government allowing him to cross the said bar : Provided that an officer whose initial pay is fixed at a stage above an efficiency bar or bars shall be deemed to have been allowed to cross such bar or bars.

20.

An officer may be allowed to cross the first efficiency bar if his performance is at least of the average standard.

21.

An officer may be allowed to cross the second efficiency bar only if the standard of his work performance is distinctly above average : Provided that where there is only one efficiency bar, the same shall be treated as the second efficiency bar for the purpose of this rule.

22.

Refusal by Government to allow an officer to cross the efficiency bar shall not have the effect of postponing the increments cumulatively but arrear incremental dues shall not be allowed.

23. [[Substituted vide Orissa Gazette Part III-A-No. 41/9.10.1992 Notification No. 26343-III-EI-83/90-1/4/5-9-1992.]

(1) Seniority of officers appointed to any of the [Group-A] branch of the service in a particular year shall be maintained separately, and in the order in which their names appear in the select list. (2) The seniority of officers appointed to the [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] II branch of the service in a particular year shall, subject to Sub-rule (3), be maintained in the order in which their names appear in the select list. (3) The inter se seniority among the direct recruits and the promotees appointed to the posts in [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] Branch of the service in a particular year shall be determined on the principle that the promotees en bloc will be senior to direct recruits irrespective of their dates of joining.]

24.

The officers of the combined cadre of Orissa Industries Service who will constitute the base members of the cadre constituted under these rules, shall be entitled to seniority in [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] II and [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] as fixed earlier by Government in consultation with the Commission and shall be eligible to consideration for promotion to higher grades in accordance with the provisions of this rule.

25.

The officers of the erstwhile Rural Industries Projects on being absorbed as Assistant Managers shall be entitled to seniority in Class II with effect from their date of appointment in [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.].

26.

Where the State Government are of the opinion that it is necessary or expedient so to do, they may in consultation with the Commission relax any of the provisions of these rules in respect of any category of post or person.

27.

The officers may be deputed for Foundation course, Management training, Summer training, Orientation training, Industrial training, or any other training as may be decided by Government from time to time on the basis of proposal of the Director.

28.

The conditions of service of the members of the service in regard to matters not covered by these rules shall be the same as are or as may, from time to time, be admissible to other State service officers.

29. Repeal.

- The Orissa Industries Service Rules, 1971 hitherto in force stands repealed effective from the date from which these rules came into force.

'A'

List of [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] posts of the service [Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.]-Senior Grade

1. Joint Director of Industries in the scale of pay of Rs. 1,300-1,800 or as may be revised from time to time-

- (a) Joint Director of Industries (District Industries Centre) (1 post)
- (b) Joint Director of Industries (Small Scale) (1 post)
- (c) Joint Director of Industries (Panchayat Samiti Industries) (1 post)

[Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.]-Intermediary Grade

2. General Managers, District Industries Centres and Special; Officers in the scale of pay of Rs. 1,150-1,750 or as may be revised from time to time-

- (a) General Managers, District Industries Centres (7 posts)
- (b) Special Officer, Planning and Design Cell (1 post)
- (c) Special Officer (Ceramics) (1 post)

[Group-A] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.]-Junior Grade

3. Deputy Director of Industries, Development Officer, and, Managers, District Industries Centres in the scale of pay of Rs. 1,000-1,530 or as may be revised from time to time-

- (a) Deputy Director of Industries (Raw Material) (1 post)

- | | |
|-------------------------------------------------------|------------|
| (b) Deputy Director of Industries (Pilot Projects) | (1 post) |
| (c) Deputy Director of Industries (Leather) | (1 post) |
| (d) Development Officer (Guidance and Marketing Cell) | (1 post) |
| (e) Managers, District Industries Centres- | |
| (i) Manager (Small Scale) | (13 posts) |
| (ii) Manager (Cottage Industry) | (13 posts) |
| (iii) Manager (Credit) | (8 posts) |
| (iv) Manager (Raw materials) | (5 posts) |

'B'

[Rule 3]List of [Group-B] [Substituted vide O.G. No. 41, Part III A Dated 8.10.2004.] posts of the service

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|------------------------------------------------------------------|------------|
| 1. Assistant Director of Industries (Chemical) | (1 post) |
| 2. Assistant Director of Industries (Sugar) | (1 post) |
| 3. Assistant Director of Industries (Ceramic) | (1 post) |
| 4. Assistant Director of Industries (Salt) | (1 post) |
| 5. Assistant Director of Industries (Handicrafts) | (1 post) |
| 6. Assistant Director of Industries (Marketing Analysis) | (1 post) |
| 7. Assistant Director of Industries (Entrepreneurial assistance) | (1 post) |
| 8. Assistant Director of Industries (New Delhi) | (1 post) |
| 9. Assistant Engineer (Chemical) | (1 post) |
| 10. Ceramic Technologist | (1 post) |
| 11. Leather Technologist | (1 post) |
| 12. Footwear Technologist | (1 post) |
| 13. Organiser of Handicrafts | (1 post) |
| 14. Assistant Managers, District Industries Centres- | |
| (a) Assistant Manager (Project) | (23 posts) |
| (b) Assistant Manager (Cottage Industry) | (13 posts) |
| (c) Assistant Manager (Credit) | (13 posts) |
| 15. Assistant Director of Industries (Technical) | (2 posts) |

'C'

[Rule 5]Educational qualification for direct appointment to the posts of Assistant Managers in Class II of the service shall be as follows :

Sl. No.	Name of the post	Qualification
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(1)	(2)	(3)
1.	Assistant Manager (Project)	Degree in any of the Engineering subjects as may be prescribed by Government from a recognised University/Institution or a qualification equivalent thereto.
2.	Assistant Manager (Credit)	Graduate in Science/Arts/ Commerce from any recognised University securing at least 50% marks in aggregate
		Or
		Post Graduate qualification from a recognised University with a good academic career.
	Experience	Preference shall be given to candidates having experience in any Bank or any other Financing or credit institution.
3.	Assistant Manager (Cottage Industry)	Graduate from any recognised University securing at least 50% marks in aggregate. Post Graduate degree shall be preferred.
	Experience (Desirable)	At least 3 years' experience in the working of Khadi or village industries or should have 3 years' experience in Khadi Board/All India Handicrafts Board/Khadi Commission or should have worked in the State Khadi Board/ State Government or any recognised institution for at least 3 years for promotion of Khadi/ Cottage/village industries.
4.(i)	Assistant Director of Industries (Chemical)	Degree in Chemical Engineering from a recognised University/Institution or a qualification equivalent thereto.
(ii)	Assistant Director of Industries (Sugar)	Post Graduate Diploma in Sugar Technology from a recognised Institution.
(iii)	Assistant doctor of Industries (Ceramics)	Degree in Ceramics from a recognised Institution.
(iv)	Assistant Director of Industries (Salt)	Degree in Chemical Engineering from a recognised University or Graduate in Science with Chemistry and having 3 years experience in Management Position in Salt manufacture or Salt based industry.
(v)	Assistant Director of Industries (Handicrafts)	As prescribed against Serial No. 3 for Assistant Manager (Cottage Industry).
(vi)	Assistant Director of Industries	M.Com. or M.A./M.Sc./ in Statistics from a recognised University. Preference shall be given to candidates having diploma in computer programming.

- (Marketing)
Analysis)
Assistant
Director of Degree
(vii) Industries in Mechanical/Electrical/Chemical/Electronics/Tele-communication/Instrumentation
(Entrepreneurial Assistance) Control Engineering from a recognised University/Institution.
Assistant
(viii) Director of As prescribed against Serial No. 3 for Assistant Manager (Cottage Industry).
Industries (New Delhi)
Assistant
(ix) Engineer Degree in Chemical Engineering from a recognised University/Industry/Institution
(Chemical) or a qualification equivalent thereto.
(x) Ceramic Technologist Degree in Ceramics from a recognised Institution.
(xi) Leather Technologist Degree in Leather Technology from a recognised Institution.
(xii) Foot Wear Technologist Degree in Foot Wear Technology or Diploma in Footwear Technology from a recognised Institution.
(xii) Organiser of As prescribed against Serial 3 for Assistant Manager (Cottage Industry).
Handicrafts
Assistant
5. Director of Degree in any of the Engineering subjects as may be prescribed by Government from
Industry a recognised University/Institution or a qualification equivalent thereto.
(Technical)

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[Rule 15(1)] Syllabus for Departmental Examination Part-I Law There shall be one paper on the following Laws and the examiner shall be directed to test the general working knowledge of the important provisions of the Laws :

1. The Indian Contract Act, 1872 (9 of 1872) [Fundamentals].
2. The Indian Companies Act, 1956 (Act 1 of 1956) as amended.
3. Orissa State-Aid to Industries Act, 1978 (Orissa Act 32 of 1978).

- 4. The Orissa State-Aid to Industries Rules, 1981.**
- 5. The Factories Act, 1948 (Act LXIII of 1948).**
- 6. The Payment of Wages Act, 1936 (4 of 1936).**
- 7. The Minimum Wages Act, 1948 (11 of 1948).**
- 8. The Workmen's Compensation Act, 1923 (8 of 1923).**
- 9. The Electricity Supply Act, 1948 (54 of 1948).**
- 10. The Indian Electricity Act, 1910 (9 of 1910).**
- 11. The Industrial Disputes Act, 1947 (14 of 1947).**
- 12. The Payment of Bonus Act, 1965 (21 of 1965).**
- 13. The Indian Boiler Act, 1923 (5 of 1923).**
- 14. The Employees' Provident Fund Act, 1952 (19 of 1952).**
- 15. The Orissa River Pollution Prevention Act, 1953 (Orissa Act IV of 1953).**
- 16. The Land Acquisition Act, 1894 (I of 1894).**
- 17. The Orissa Co-operative Societies Act, 1962.**
- 18. The Orissa Co-operative Societies Rules, 1965.**
- 19. The Orissa Public Demands Recovery Act, 1962 (Orissa Act I of 1963) and Rules, 1963.**
- 20. The Trade Union Act, 1926 (16 of 1926).**
- 21. The Employees State Insurance Act, 1948 (34 of 1948).**

22. The Orissa Industrial Housing Act, 1966 (Orissa Act I of 1966).

There shall be written examination with aid of books. Only unannotated editions of Acts and Rules issued by authority will be allowed for answering the papers. The maximum marks shall be 200 and duration of examination shall be 3 hours. Candidates obtaining 90 marks and above, that is 45 per cent and above shall be deemed to have passed in the paper. Part-II Accounts (a) The examination in Accounts shall be of one standard and only one paper will be set to be answered within the prescribed time limit of two hours and with the aid of books. The maximum marks shall be 150 and candidates securing 90 marks or above, i. e., 60% and above shall be deemed to have passed in the subject. (b) The books recommended for Accounts Examination are as follows:

1. The Orissa Service Code, Chapters II to VII, Appendices 6, 11, 11-A, and 13.

2. The Orissa Travelling Allowance Rules.

3. Civil Service Regulations, Chapters XV and XIX.

4. The Liberalised Pension Rules/Family Pension Rules.

5. (a) The Orissa Treasury Code Volume I, Part-I, Rules 1, 2, 6 to 9, 16 to 26, 28, 30 and 31.

(b) Part-II Subsidiary Rules, under the Orissa Treasury Rules Chapters I to IV, VII to IX.

6. The Orissa Treasury Code, Volume II, Appendices 2 to 7, 9 and 16.

7. General Provident Fund (Orissa) Rules with all its Amendments.

8. The Orissa General Financial Rules, Volumes I and II.

9. An Introduction of India Government Accounts and Audit (Second Edition) published in 1940 under the authority of the Auditor General of India-Chapters 6, 7, 8, 9 (paragraphs 163 to 164, 170, 179, 187 and 192 only) 10, 11, 13 to 19, 24 (paragraphs 394 to 396, 405, 406 to 437 only) 25 to 27, 30 (paragraphs 518 to 520 only) and 37.

Part-III Language test Every officer of the service shall have to pass a language test in Oriya as per the syllabus prescribed by Government of Orissa in the Revenue Department Notification No. 59914-III-ER-3/66-R., dated the 13th September, 1966 subject to the variation that papers for translation should be set on subjects relating to the work on which the Officers are employed. Candidates securing 40 per cent marks and above will be deemed to have passed in Oriya : Provided

that an officer will be exempted from passing the said language examination on production of a certificate that he has passed in Oriya at the High School Certificate Examination conducted by the Orissa Board of Secondary Education or such other examination as in the opinion of the President of the Board of Examiners is equivalent to or superior to it: Provided further that an officer who has passed a language test in Oriya by the Lower Standard (40 per cent) before coming into force of these rules will not be required to pass the examination in Oriya under these rules.