

# **The U.P. Technical Education Department Non-Gazetted Technical Service Rules, 1988**

UTTAR PRADESH

India

## **The U.P. Technical Education Department Non-Gazetted Technical Service Rules, 1988**

### **Rule**

### **THE-U-P-TECHNICAL-EDUCATION-DEPARTMENT-NON-GAZETTED-TI of 1988**

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## **Part I – General**

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

(1)These rules may called the Uttar Pradesh Technical Education Department Non-Gazetted Technical Service Rules, 1988.(2)They shall come into force at once.

### **2. Status of Service.**

- The Uttar Pradesh Technical Education Department Non-Gazette Technical Service comprises Group 'C' posts.

### **3. Definitions.**

- In these rules, unless there is anything repugnant in the subject or context:-(a)"Appointing Authority" means the authority specified as such in Rule 20 and detailed in Appendix-1;(b)"Citizen of India" means a person who is or is deemed to be citizen of India under Part 11 of the

Constitution;(c)"Commission" means the Uttar Pradesh Public Service Commission;(d)"Constitution" means the Constitution of India;(e)"Government" means the State Government, of Uttar Pradesh;(f)"Governor" means the Governor of Uttar Pradesh;(g)"Head Office" means the office of the Director of Technical Education, Uttar Pradesh;(h)"Member of the Service" means a person appointed in a substantive capacity under these rules or the rules or orders in force prior to the commencement of these rules to a post in the cadre of the service;(i)"Service" means the Uttar Pradesh Technical Education Department Non-Gazetted Technical Service;(j)"Subordinate Government Institution" means the office of the Government Polytechnics (Boys and Girls both), Government Leather Institutes, Northern Regional Institute of Printing Technology and other Government Institutions under the Directorate of Technical Education, Uttar Pradesh, but excluding Government Secondary Technical Schools and Government Central Textile Institute;(k)"Year of recruitment" means the period of twelve months commencing from July 1st of a calendar year.

## **Part II – Cadre**

### **4. Cadre of Service.**

(1)The strength of the service and of each category of posts therein shall be such as may be determined by the Governor from time to time.(2)The strength of service and of each category of posts therein shall, until, orders varying the same and passed under sub-rule (1) be as given in Appendix I.Provided that-(i)the appointing authority may leave unfilled or the Governor may hold in abeyance any vacant post, without thereby entitling any person to compensation; and(ii)the Governor may create such additional permanent or temporary posts from time as he may consider proper.

## **Part III – Recruitment**

### **5. Source of Recruitment.**

(1)Recruitment to the various categories of posts in the service shall be made from the sources mentioned in Appendix II.(2)Where in any category of posts appointment is to be made by promotion and suitable eligible person or persons are not available for promotion, the post or posts may be filled by direct recruitment.

### **6. Reservation.**

- Reservation for the candidates belonging to Scheduled Castes, Scheduled Tribes and other categories shall be in accordance with the orders of the Government in force at the time of recruitment.

## **Part IV – Qualification**

### **7. Nationality.**

- A candidate for direct recruitment to a post in the service must be, -(a) a citizen of India; or (b) a Tibetan refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India; or (c) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or any of the East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India; Provided that a candidate belonging to category (b) and (c) above must be a person in whose favour a certificate of eligibility has been issued by the State Government : Provided further that a candidate belonging to category (b) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector General of Police Intelligence Branch, Uttar Pradesh : Provided also that if a candidate belongs to category (c) above, no certificate of eligibility will be issued for a period of more than one year and the retention of such a candidate in service beyond a period of one year, shall be subject to his acquiring Indian citizenship. Note - A candidate in whose case a certificate of eligibility is necessary, but the same has neither been issued nor refused, may be admitted to an examination or interview and he may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.

### **8. Academic Qualification.**

- A candidate for direct recruitment to the various Categories of posts in the service must possess the qualifications as shown in Appendix III.

### **9. Preferential Qualifications.**

- A candidate who has: -(i) served in the Territorial Army for a minimum period of two years, or (ii) obtained a 'B' Certificate of National Cadet Corps, shall, other things being equal, be given preference in the matter of direct recruitment.

### **10. Age.**

- A candidate for direct recruitment must have attained the age of 21 years and must not have attained the age of more than 30 years on January 1st of the year in which recruitment's is to be made, if the posts are advertised during the period January 1 to June 30 and on July 1 if the posts are advertised during the period July 1 to December 31: Provided that the upper age limit in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes and such other categories as may be notified by the Government from time to time shall be greater by such number of years as may be specified.

## **11. Character.**

- The character of a candidate for direct recruitment to a post in the service must be such as to render him suitable in all respects for employment in Government service. The appointing authority shall satisfy itself on this point. Note - Persons dismissed by the Union Government or a State Government or by a Local Authority or a Corporation or Body owned or controlled by the Union Government or a State Government shall be ineligible for appointment to any post in the service. Persons convicted of an offence involving moral turpitude shall also be ineligible.

## **12. Marital Status.**

- A male candidate who has more than one wife living or a female candidate who has married a man already having a wife living shall be eligible for appointment to a post in the service : Provided that the Governor may, if satisfied that there exist special grounds for doing so, exempt any person from the operation of this rule.

## **13. Physical Fitness.**

- No candidate shall be appointed to a post in the service unless he be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of his duties. Before a candidate is finally approved for appointment he shall be required to produce a medical certificate of fitness in accordance with the rules framed under Fundamental Rule 10 and contained in Chapter III of the Financial Hand Book, Volume II, Part III; Provided that a medical certificate of fitness shall not be required from a candidate recruited by promotion.

# **Part V – Procedure For Recruitment**

## **14. Determination of vacancies.**

- The appointing Authority shall determine the number of vacancies to be filled during the course of the year of recruitment as also the number of vacancies to be reserved for candidates belonging to Scheduled Castes, Scheduled Tribes and other categories under Rule 6 the vacancies in the posts, within the purview of the Commission shall be intimated to the Commission and the vacancies in other posts, to be filled by direct recruitment shall be notified to the Employment Exchange in accordance with the rules and orders for the time being in force.

## **15. Procedure for direct recruitment through the Commission.**

(1) Application for being considered for selection shall be invited by the Commission in the prescribed form, which may be obtained from the Secretary to the Commission. (2) The Commission shall have regard to the need for securing due representation of the candidates belonging to the Scheduled Castes, Scheduled Tribes and other categories in accordance with rule 6, call for interview such number of candidates, who fulfil the requisite qualifications, as they consider proper. (3) The

Commission shall prepare a list of candidates in order of their proficiency as disclosed by the marks obtained by each candidate in the interview. If two or more candidates obtain equal marks, the Commission shall arrange their names in order of merit on the basis of their general suitability for the service. The number of the names in the list shall be larger (but not larger by more than 25 per cent) than the number of the vacancies. The Commission shall forward the list to the appointing authority.

## **16. Procedure for direct recruitment to posts outside the purview of the Commission.**

(1) For the purpose of recruitment there shall be constituted a Selection Committee comprising; (i) The Appointing Authority. (ii) One Principal of Government Diploma Institution under the administrative control of the Department to be nominated by the Director of Technical Education. (iii) Technical member of the concerned subject of the rank of at least Assistant Professor in a University/Degree College to be nominated by the Director of Technical Education. (2) The Selection Committee shall scrutinise the applications received and require the eligible candidates to appear in an interview. (3) The Selection Committee shall prepare a list of candidates in order of merit, as disclosed by the marks obtained by them in interview. If two or more candidates obtain equal marks, the Selection Committee shall arrange their names in order of merit on the basis of their general suitability for the post. The number of names in the list shall be larger but not larger by more than 25 per cent of the vacancies.

## **17. Procedure for recruitment by promotion through the Commission.**

- Recruitment by promotion shall be made on the basis of seniority subject to the rejection of unfit in accordance with the Uttar Pradesh Promotion by Selection in Consultation with Public Service Commission (Procedure) Rules, 1970.

## **18. Procedure for recruitment by promotion through Selection Committee.**

(1) Recruitment by promotion to posts outside the purview of the Commission shall be made on the basis of seniority subject to the rejection of the unfit through the Selection Committee constituted under Rule 16. (2) The appointing authority shall prepare an eligibility list of the candidates, arranged in order of seniority, and place it before the Selection Committee along with their character rolls and such other record, pertaining to them, as may be considered proper. (3) The Selection Committee shall consider the cases of candidates on the basis of records, referred to in sub-rule (2) and, if it considers necessary, it may interview the candidates also. (4) The Selection Committee shall prepare a list of selected candidates arranged in order of seniority and forward the same to the appointing authority.

## **19. Combined select list.**

- If appointment has to be made both by direct recruitment and by promotion, a combined select list shall be prepared by taking the names of candidates alternately from the relevant lists prepared under Rules 15, 16, 17 and 18, the first name being from the lists prepared under Rule 17 or 18 as the case may be.

## **Part VI – Appointment, Probation, Confirmation, Transfer and Seniority**

### **20. Appointing Authority.**

- The appointing authority in respect of various categories of posts in the service shall be as mentioned in Appendix I.

### **21. Appointment.**

(1) Subject to the provisions of sub-rule (2) the appointing authority shall make appointment by taking the name of candidates in the order in which they stand in the lists prepared under Rules 15, 16, 17, 18, or 19, as the case may be. (2) Where, in any year of recruitment, appointments are to be made both by direct recruitment and by promotion, regular appointments shall not be made unless selections are made from both the sources and a combined list is prepared in accordance with Rule 19. (3) If more than one order of appointment are issued in respect of any one selection, a combined order shall also be issued, mentioning the names of the persons in order of seniority as determined in the selection or as the case may be, as it stood in the cadre from which they are promoted. If the appointments are made both by direct recruitment and by promotion, names shall be arranged in accordance with the order referred to in Rule 19. (4) The appointing authority may make appointments in temporary or officiating capacity also from the list referred to in sub-rule (1). If no candidate borne on these lists is available, he may make appointments in such vacancy from amongst persons eligible for appointment under these rules. Such appointments shall not last for period exceeding one year or beyond the next selection under these rules, whichever be earlier, and where the post is within the purview of the Commission, the provisions of Regulation 5(a) of the U.P. Public Service Commission (Limitation of Functions) Regulation, 1954 shall apply.

### **22. Probation.**

(1) A person on appointment to a post in the service in or against a permanent vacancy, shall be placed on probation for a period of two years. (2) The appointing authority may, for reasons to be recorded in writing, extend the period of probation in individual cases specifying the date upto which the extension is granted : Provided that, save in exceptional circumstances; the period of probation shall not be extended beyond one year and in no circumstances beyond two years. (3) If it appears to the appointing authority at any time during or at the end of the period of probation or

extended period of probation that a probationer has not made sufficient use of his opportunities or has otherwise failed to give satisfaction, he may be reverted to his substantive post, if any, and if he does not hold a lien on any post, his services may be dispensed with.(4)A probationer who is reverted or whose services are dispensed with under sub-rule (3) shall not be entitled to any compensation.(5)The appointing authority may allow continuous service, rendered in an officiating or temporary capacity, in a post included in the cadre, or any other equivalent or higher post to be taken into account for the purpose of computing the period of probation.

### **23. Confirmation.**

- A probationer shall be confirmed in his appointment at the end of the period of probation or the extended period of probation, if:(a)his work and conduct is reported to be satisfactory,(b)his integrity is certified, and(c)the Appointing Authority is satisfied that he is otherwise fit for confirmation.

### **24. Transfer.**

- A person, working in the service, may be transferred by the Appointing Authority on equivalent post in any subordinate Government institution in the State.

### **25. Seniority.**

(1)Seniority lists for each category of posts shall be maintained for the subordinate Government Institutions by the Director of Technical Education.(2)Except as hereinafter provided, the seniority of persons in any category of post shall be determined from the date of the order of substantive appointment and if two or more persons are appointed together, by the order in which their names are arranged in the appointment order;Provided that if the appointment order specifies a particular back date with effect from which a person is substantively appointed, that date, will be deemed to be the date of order of substantive appointment, and, in other cases it will mean the date of issue of the order :Provided further that, if more than one order of appointment are issued in respect of any one selection the seniority shall be as mentioned in the combined order of appointment issued under sub-rule (3) of rule 21.(3)The seniority inter se of persons appointed directly on the result of any one selection, shall be the same as determined by the Commission or, as the case may be, by Selection Committee;Provided that a candidate recruited directly may lose his seniority if he fails to join without valid reasons when vacancy is offered to him. The decision of the appointing authority as to the validity of reasons shall be final.(4)The seniority inter se of persons appointed by promotion shall be the same as it was in the cadre from which they were promoted.

## **Part VII – Pay Etc.**

## 26. Scales of Pay.

- The scales of pay admissible to persons appointed to the various categories of posts in the service, whether in a substantive or officiating capacity or as a temporary measure, shall be such as may be determined by the Government from time to time(2)The scales of pay at the time of the commencement of these rules as follows :

SI. No.	Name of the Post	Scale of Pay
	1	2
Group I— Government Leather Institute.		
1	Supervisor	Rs. 550- 18-640-20-680-E.B.-20-740-25-940.
2	Machine class Instructor	Ditto.
3	Leather Instructor	Ditto.
4	Instructor in Closing	Ditto.
	Instructor in casting	Ditto.
	Instructor in making	Ditto.
	Instructor in Drawing	Ditto.
	Leather Instructor	Ditto.
	Instructor in Finishing	Ditto.
	Leather Tanning Instructor	Ditto.
5	Senior Instructor in Leather Goods Manufacture.	Rs. 570-25-770-E.B.-30-980-E.B.-30-1100.
6	Drawing Instructor Leather	Ditto.
7	First Instructor Leather	Ditto.
8	Foreman	Ditto.
9	Foreman in Bark Training	Rs. 625-30-835-E.B.-30-925-35-1065-E.B.-35-1240.
10	Foreman in Chrome Tanning.	Ditto.
Group II—Northern Regional Institute of Printing		



Technology

1	(A) Demonstrator Duplicating Process.	Rs. 470- 15-575-E.B.-15-650-17-701 F.B.-17-735.
	(B) Demonstrator Hand Composing	Ditto.
	(C) Demonstrator Monotype	Ditto.
	(D) Demonstrator Binding	Ditto.
	(E) Demonstrator Letter press	Ditto.
	(F) Demonstrator Plate Making	Ditto.
	(G) Demonstrator Linotype	Ditto.
	(H) Demonstrator Packaging	Ditto.
	(I) Demonstrator Litho Machine.	Ditto.
2	Junior Instructor Plate Mounting.	Rs. 515-15-590-18-626-E.B.-18-680-20-780-F.B.-20-860.
	Junior Instructor Process Etching	Ditto.
	Junior Instructor Litho Machine	Ditto.
	Junior Instructor Letter Press Work	Ditto.
	Junior Instructor Monotype	Ditto.
	Junior Instructor Hand Composing	Ditto.
	Junior Instructor Binding	Ditto.
	Junior Instructor Graphic Design.	Ditto.
3	Foreman	Rs. 570-25-770-E.B.-30-980-F.B.-30-1100.
4	Lecturer Graphic Reproduction	(1) Rs. 850-40-1050-E.B.-50-1300-60-1420-F.B.-60-1720. (After five years satisfactory service).
		(2) Rs. 625-30-835-E.B.-30-925-35-1065-E.B.-35-1240 Ditto.

Lecturer Photo Engraving

Camera Operation

Lecturer Litho Machine Ditto.

Lecturer Duplicating  
Process Ditto.

Lecturer Graphic Design Ditto.

Lecturer Photo Gravure Ditto.

Lecturer Hand  
Composing Ditto.

Lecturer Letter Press Ditto.

Lecturer Binding and  
Packaging Ditto.

Lecturer Mechanical  
Type-setting Ditto.

Group

III—General

1	Type Writer Mechanic	Rs. 354- 10-424-F.B.-10-454-12-514-E.B.-12-550.
	Motor Driving	
2	Mechanic/Driver-cum Mechanic	Rs. 400-10-450- 12-474-E.B.-12-570-E.B.-15-615.
3	Office Draughtsman	Rs. 470-15-575-E.B.-15-650- 17-701-E.B.-17-735.
4	Instrument Repairer	Rs. 550-18-640-20-680-E.B.-20-740 865-E.B.-25-940
5	Workshop Instructor	Ditto.
6	Machinist and Repairing Instructor	Ditto.
7	Studio Assistant	Ditto.
8	Assistant Lecturer	Ditto.
	Electrical	Ditto.
	Mechanical	Ditto.
	Civil	Ditto.
	Automobile	Ditto.
	Radio Engineering	Ditto.
	Line Communication	Ditto.
	Radio Signalling	Ditto.
	Instrument technology	Ditto.
	Ceramic and Glass Technology	Ditto.
9	Drawing Instructor	Rs. 550-18-640-20-680-E.B.-20-740-25-865-E.B.-25-940

	Civil	Ditto.
	Electrical	Ditto.
	Mechanical	Ditto.
10	Lecturer Educational Subjects (GLI)	Rs. 570-25-770-F.B.-30-980-E.B.-30-1100
11	Assistant Workshop Superintendent.	Ditto.
12	Senior Drawing Instructor/ Instructor in Engineering Drawing.	Ditto.

## 27.

(1) Pay during probation.- Notwithstanding any provision in the Fundamental Rules to the contrary, a person on probation, if he is not already in permanent Government service shall be allowed his first increment in the time scale when he has completed one year of satisfactory service, has passed departmental examination and undergone training, where prescribed and second increment after two years service when he has completed the probationary period and is also confirmed :Provided that if the period of probation is extended on account of failure to give satisfaction such extension shall not count for increment unless the appointing authority directs otherwise.(2) The pay during probation of a person who was already holding a post under the Government, shall be regulated by the relevant Fundamental Rules :Provided that if the period of probation is extended on account of failure to give satisfaction, such extension shall not count for increment unless the appointing authority directs otherwise.(3) The pay during probation of a person already in permanent Government service shall be regulated by the relevant rules, applicable to Government servants generally serving in connection with the affairs of the State.

## 28. Criteria for crossing efficiency bar.

- No person shall be allowed to cross-(i) the first efficiency bar unless his work and conduct is found to be satisfactory and unless his integrity is certified, and(ii) the second efficiency bar unless he has worked diligently and to the best of his ability, his work and conduct is found to be satisfactory and unless his integrity is certified.

## Part VIII – Other Provisions

### 29. Canvassing.

- No recommendations either written or oral, other than those required under the rules applicable to the post or the service will be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature will disqualify him for appointment.

### 30. Regulations of other matters.

- In regard to the matters not specifically covered by these rules or special orders, persons appointed to the service shall be governed by the rules, regulations and orders applicable generally to Government Servants serving in connection with the affairs of the State.

### 31. Relaxation in the conditions of service.

- Where the State Government is satisfied that the operations of any rule regulating the conditions of service of persons appointed to the service causes undue hardship in any particular case it may, notwithstanding anything contained in the rules applicable to the case, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner :Provided that where a rule was framed in consultation with the Commission, that body shall be consulted before its requirements are dispensed with or relaxed.

### 32. Savings.

- Nothing in these rules shall effect reservations and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes and other special categories of person in accordance with the orders of the Government issued from time to time in this regard. Appendix-I Strength of Service and Cadres [See Rule 4 (2) and Rule 20]

Cadre	Sub-cadre	Designation of post	No of Posts		Appointing Authority	
			Permanent	Temporary		
1	2	3	4	5	6	7
1. Group I-Government Leather Institute.						
	1	Supervisor	1	...	1	Joint Director of Technical Education
	2	Machine Class Instructor	1	...	1	Ditto.
	3	Leather Instructor	1	...	1	Ditto.
	4	Instructor in Closing	1	...	1	Ditto.
		Instructor in Casting	1	...	1	Ditto.
		Instructor in Making	1	...	1	Ditto.
		Instructor in Drawing	1	...	1	Ditto.

		Leather Instructor	1	...	1	Ditto.
		Instructor in Finishing	1	...	1	Ditto.
		Leather Tanning Instructor	1	...	1	Ditto.
		Senior Instructor in Leather goods Manufacturer	1	...	1	Ditto.
5		Drawing Instructor Leather	2	...	2	Ditto.
6		First Instructor Leather	1	...	1	Ditto.
7		Foreman	1	...	1	Ditto.
8		Foreman in Bark Tanning	1	...	1	Director of Technical Education
9		Foreman in Chrome Tanning	1	...	1	Ditto.
10						
2. Group I-NorthernRegional Institute of Printing Technology						
1	(A)	Demonstrator Duplicating Process	1	...	1	Principal of the Institute.
	(B)	Demonstrator Hand Composing	1	...	1	Ditto.
	(C)	Demonstrator Monotype	1	...	1	Ditto.
	(D)	Demonstrator Binding	1	...	1	Ditto.
	(E)	Demonstrator Letter Press	1	...	1	Ditto.
	(F)	Demonstrator Plate Making	1	...	1	Ditto.
	(G)	Demonstrator Packaging	1	...	1	Ditto.
	(H)	Demonstrator Linotype	1	...	1	Ditto.
	(I)	Demonstrator Litho	1	...	1	Ditto.

Machine							
2	Junior Instructor					Joint Director of Technical Education	
	(A)	Plate Mounting	1	...	1		
	(B)	Process Etching	1	...	1		Ditto.
	(C)	Litho Machine	1	...	1		Ditto.
	(D)	Letter Press Work	1	...	1		Ditto.
	(E)	Monotype	1	...	1		Ditto.
	(F)	Hand Composing	1	...	1		Ditto.
	(G)	Binding	1	...	1		Ditto.
3	(H)	Graphic Design	1	...	1	Ditto.	
	Foreman		1	...	1	Ditto.	
4	Lecturer					Director of Technical Education.	
	(A)	Photo Engraving and Camera Operation	1	...	1		Ditto.
	(B)	Litho Machine	1	...	1		Ditto.
	(C)	Duplicating Process	1	...	1		Ditto.
	(D)	Graphic Design	1	...	1		Ditto.
	(E)	Graphic Reproduction	1	...	1		Ditto.
	(F)	Photo Gravure	1	...	1		Ditto.
	(G)	Hand Composing	1	...	1		Ditto.
	(H)	Letter Press	1	...	1		Ditto.
	(I)	Binding and Packaging	1	...	1		Ditto.
	(J)	Mechanical Type Setting	1	...	1		Ditto.
1.Group-III-General							
2	Typewriter mechanic		...	3	3	Principal of the institution.	
	Motor Driving mechanic/Driver-cum-Mechanic		...	1	1		Ditto.
	3	Ditto.Office	8	7	15		Ditto.

**Draughtsman**

					Joint Director of Technical Education.
4	Instrument Repairer	....	5	5	
5	Workshop Instructor	127	92	219	Ditto.
6	Machinist and Repairing Instructor	1	...	1	Ditto.
7	Studio Assistant	...	2	2	Ditto.
8	Assistant Lecturer				
(a)	Electrical	29	22	51	Ditto.
(b)	Mechanical	32	42	74	Ditto.
(c)	Civil	33	41	74	Ditto.
(d)	Automobile	1	15	16	Ditto.
(e)	Radio Engineering				
(f)	Line Communication	2	28	30	Ditto.
(g)	Radio Signaling				
(h)	Instrument Technology	...	1	1	Ditto.
(i)	Ceramics and Glass Technology	...	4	4	Ditto.
9	Drawing Instructor				
(a)	Civil	21	7	28	Ditto.
(b)	Electrical	20	10	30	Ditto.
(c)	Mechanical	22	43	65	Ditto.
10	Lecturer Education Subjects (GLI)	2	...	2	Ditto.
11	Assistant Workshop Superintendent	4	...	4	Ditto.
12	Senior Drawing Instructor/Instructor in Engineering Drawing	2	3	5	Ditto.

**Appendix-II Source of Recruitment [See Rule 5 (1)]**

SI. No.

Post Sources of Recruitment

1

2

GROUP I-Posts  
requiring qualifications  
in Leather Technology.

1	Supervisor	...	By direct recruitment through Commission.
2	Machine Class Instructor	...	Ditto.
3	Leather Instructor	...	Ditto.
4	Instructor in Closing	...	Ditto.
	Instructor in Casting	...	Ditto.
	Instructor in Making	...	Ditto.
	Instructor in Drawing	...	Ditto.
	Leather instructor	...	Ditto.
	Instructor in Finishing	...	Ditto.
	Leather Tanning Instructor	...	Ditto.
5	Senior Instructor in Leather Goods Manufacturer by direct recruitment through P.S.C., U.P.		
6	Drawing Instructor Leather	...	Ditto.
7	First Instructor Leather	...	Ditto.
8	Foreman	...	Ditto.
9	Foreman in Bark Tanning	...	Ditto.
10	Foreman in Chrome Tanning	...	Ditto.
GROUP II-Posts requiring qualification in Printing Technology.			
1	(A) Demonstrator, Duplicating Process	...	By direct recruitment through Departmental Selection Committee.
	(B) Demonstrator, Hand Composing	...	Ditto.
	(C) Demonstrator, Monotype	...	Ditto.
	(D) Demonstrator, Binding	...	Ditto.
	(E) Demonstrator, Letter Press	...	Ditto.
	(F) Demonstrator, Plate Making	...	Ditto.
	(G) Demonstrator, Lino type	...	Ditto.



	(H) Demonstrator, Packaging	...	Ditto.
	(I) Demonstrator, Litho Machine	...	Ditto
2	(A) Junior Instructor, Plate Mounting	...	By direct recruitment through Departmental Selection Committee.
	(B) Junior Instructor, Process Etching	...	Ditto.
	(C) Junior Instructor, Litho Machine	...	Ditto.
	(D) Junior Instructor, Letter Press Work	...	Ditto.
	(E) Junior Instructor, Monotype	...	Ditto.
	(F) Junior Instructor, Hand Composing	...	Ditto.
	(G) Junior Instructor, Binding	...	Ditto
	(H) Junior Instructor, Graphic Design	...	Ditto
3	Foreman		By direct recruitment through Commission
4	(A) Lecturer, Photo Engraving and Camera Operation.		Ditto.
	(B) Lecturer, Litho Machine	...	Ditto.
	(C) Lecturer, Duplicating Process	...	Ditto.
	(D) Lecturer, Graphic Design.	...	Ditto.
	(E) Lecturer, Graphic Reproduction	...	Ditto.
	(F) Lecturer, Photo Gravure	...	Ditto.
	(G) Lecturer, Hand Composing	...	Ditto.
	(H) Lecturer, Letter Press	...	Ditto.
	(I) Lecturer, Binding and Packaging	...	Ditto.

	(J) Lecturer, Mechanical Type setting	...	Ditto.
Group III-General			
1	Typewriter Mechanic	...	By direct recruitment through Departmental Selection Committee.
2	Motor Driving Mechanic/ Driver- cum- Mechanic	...	Ditto.
3	Office Draughtsman	...	Ditto.
4	Instrument Repairer		By direct recruitment through Commission
5	Workshop Instructor (550-940)	1	50 per cent by direct recruitment through Commission.
		2	50 per cent by promotion through Commission from amongst permanent Workshop Instructors in the scale of Rs.515-850, provided that if suitable candidates are not available, the post shall be filled up by direct recruitment through Commission.
6	Machinist and Repairing Instructor (550-940)		Ditto.
7	Studio Assistant (550-940)		By direct recruitment through Commission.
8	Assistant Lecturer (550-940)		Ditto.
9	Drawing Instructor	1	50 per cent by direct recruitment through Commission.
		2	50 per cent by promotion through Commission from amongst permanent Instructors in Engineering Drawing (515-860). Provided that if suitable candidates are not available the post shall be filled up by direct recruitment through Commission.
10	Lecturer Educational Subjects		By direct recruitment through Commission.
11	Assistant workshop superintendent (570-1,100)	1	50 per cent by direct recruitment through Commission.
		2	50 per cent by promotion through Commission from amongst permanent

12	Senior Drawing Instructor/ Instructor in Engineering Drawing(570-1,100)	1	Workshop Instructor in the scale of Rs.550-940. Provided that if suitable candidates are not available,the post shall be filled by direct recruitment throughCommission.
			50 per cent by direct recruitment through Commission.
		2	50 per cent by promotion through Commissionfrom amongst permanent Drawing Instructor in the scale of Rs.550-940. Provided that if suitable candidates are not availablethe post shall be filled up by direct recruitment throughCommission.

Appendix-IIIMinimum Qualifications

Cadre	Sub Cadre	Designation	Prescribed essential Qualifications	Experience
1	2	3	4	5
Group I—Government Leather Institute.				
	1	Supervisor (550-940)	Diploma in Leather Technology or Certificate in Leather working from recognisedInstitution in India or abroad.	Three years practical experience of footwearmanufacturing in India or abroad.
	2	Machine Class Instructor (550-940).	Ditto	Ditto
	3	Leather Instructor (550-940)	Ditto	Ditto
	4	Instructor in closing(550-940)	Diploma in Leather Technology with 65 percentmarks. or Certificate in leather working from recognisedInstitution in India or abroad.	Three years practical experience in the tradepreferably in Books, Shoes and

			Misc. Leather Goods making in areputed concern.
	Instructor in Drawing (550-940)	Ditto	Ditto
	Instructor in Casting (550-940)	Ditto	Ditto
	Instructor in Making (550-940)	Ditto	Ditto
	Instructor in finishing (550-940)	Ditto	Ditto
	Leather Instructor (550-940)	Ditto	Ditto
	Leather Tanning Instructor (550-940)	Ditto	Ditto
5	Senior Instructor in Leather Goods Manufacturer(570-1100)	Diploma in Leather Technology with 65 percentmarks.	Two years practical o teaching experience
6	Drawing Instructor Leather (570-1100)	Certificate in leather working from recognisedinstitution in India or abroad.	Three years practical experience in artistleather work and drawing.
7	First Instructor Leather (570-1100)	Diploma in Leather Technology with 65% marks.	Two years practical o teaching experience.
8	Foreman (570-1100)	Ditto	Ditto
9	Foreman in Bark Tanning (625-1240)	Diploma in Leather Technology (Tanning) with65% marks.	Ditto
10	Foreman in Chrome Tanning (625-1240)	Ditto	Ditto
GROUP II—Northern Regional Institute ofPrinting Technology			
1	Demonstrator Duplicating Process (470-735)	Diploma in Printing Technology from arecognised institution.	...
	Demonstrator Hand Composing (470-735)	Ditto	...
	Demonstrator Binding	Ditto	...
	Demonstrator Monotype (470-735)	Ditto	...
	Demonstrator Plate Making	Ditto	...

	Demonstrator Letter Press (470-735)	Ditto	...
	Demonstrator Packaging (470-735)	Ditto	...
	Demonstrator Linotype (470-735)	Ditto	...
	Demonstrator Litho Machine (470-735)	Ditto	...
2	Junior Instructor (515-860)		...
	Plate Mounting	Ditto	...
	Process Etching	Ditto ...	
	Litho Machine	Ditto	...
	Letter Press work	Ditto	...
	Monotype	Ditto	...
	Binding	Ditto	
	Hand Composing	Ditto	...
	Graphic Design	Ditto	...
			Two years experience in operating and maintenance of machineries and equipments of different Printing machines.
3	Foreman (570-1100)	Ditto	Preferential: Experience in training and account work in recognised Institution in India or abroad.
4	Lecturer 625-1240/850-1720		Three years professional/teaching experience as the responsible capacity in appropriate branch of the trade and conversant with traditional or latest techniques.
	Photo Engraving and Camera Operation	First class Diploma with 66% marks in Printing Technology from recognised Institution.	

		Litho machine	Ditto	Ditto
		Duplicating Process	Ditto	Ditto
		Graphic reproduction	Ditto	Ditto
		Photo Gravure	Ditto	Ditto
		Hand Composing	Ditto	Ditto
		Letter Press	Ditto	Ditto
		Binding and Packaging	Ditto	Ditto
		Mechanical Typesetting	Ditto	Ditto
		Graphic Design	Ditto	Ditto
				Preferential: Diploma in Photography.
Group III—General				
	1	Typewriter Machine (354-550)	High with five years Practiced experience of Typewriter Mechanic work.	
	2	Motor Driving Mechanic Driver-cum-Mechanic(400-615).	High School with certificate from ITI or GITI in respective Trade. Academic and Technical Qualifications can be relaxable to those having thorough knowledge and experience in respective trade.	
	3	Office Draughtsman (470-735)	Recognised two years Draughtsman course (including period of apprenticeship) in the respective branch.	Two years experience of Drawing Office.
	4	Instrument Repairer (550-940)	Diploma Electronics/ Instrumentation/Post Dip. Instrumentation	....
	5	Workshop Instructor (550-940)	Three years certificate in the concerned trade from GSTS or High School with certificate in the concerned trade of ITI/GITI/ Polytechnic or Diploma in	Three years post certificate industrial experience

		respective branch.	
6	Machinist and Repairing Instructor (550-940)	Three years certificate in the concerned trade from GSTS or High School with certificate in the concerned trade of ITI/GITI/ Polytechnic or Diploma in Mechanical Engineering	Three years post certificate practical experience.
7	Studio Assistant (550-940)	Diploma with 65% marks in Architectural Assistantship.	
8	Assistant Lecturer (550-940)	Diploma with 65% marks in respective branch in Engineering.	One year industrial experience / apprenticeship.
9	Drawing Instructor (550-940)	Recognised two years Draughtsman course (including apprenticeship period) in the respective branch).	Two years experience of Drawing Office.
10	Lecturer Educational Subject (GLI) (570-1100)	Diploma with 65% marks in Mechanical Engineering and/or Electrical Engineering Bachelor's Degree of Technology from the regional College of Mysore, Bhopal, Bhuvaneshwar and Ajmer.	Two years industrial or teaching experience.
11	Assistant Workshop Superintendent (570-1100)	Diploma with 65% marks in Mechanical Engineering or Bachelor's degree of Technology from the Regional Colleges of Mysore, Bhopal, Bhuvaneshwar and Ajmer	Two years industrial or teaching experience.
12	Senior Drawing Instructor/Instructor in Engineering Drawing (570-1100).	Recognised two years Draughtsman course (including period of apprenticeship) in the respective Branch.	Four years experience of Drawing Office.