

# **The Paradip Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2011**

UNION OF INDIA

India

## **The Paradip Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2011**

### **Rule**

### **THE-PARADIP-PORT-TRUST-EMPLOYEES-RECRUITMENT-SENIORITY of 2011**

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The Paradip Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2011 Published vide Notification No. G.S.R. 386(E), dated 12th May, 2011 Ministry of Shipping (Ports Wing) G.S.R. 386(E). - In exercise of the powers conferred by sub-section (1) of Section 124, read with sub-section (1) of Section 132 of the Major Port Trusts Act, 1963 (38 of 1963), the Central Government hereby approves the Paradip Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2011 made by the Board of Trustees of Paradip Port Trust as set out in the Schedule annexed to this Notification.

### **2. The said Regulations shall come into force on the date of their publication in the Official Gazette.**

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

### **1. Short Title and Commencement.**

(1) These Regulations may be called the Paradip Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2011. (2) They shall come into force on the date of publication of the approval of the Central Government as required under the provisions of Section 124 and 132 of Major Port Trusts Act, 1963 in the Gazette of India.

## **2. Application.**

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

## **3. Definition.**

- In these regulations, unless the context otherwise requires-(a)"Act" means the Major Port Trusts Act, 1963 (38 of 1963).(b)"Analogous post" means a post of which the duties and level of responsibilities and the pay ranges are comparable to those of the post to which selection is to be made.(c)"Appointing Authority" in relation to any grade or post means the authority empowered under the Paradip Port Trust Employees (Classification, Control and Appeal) Regulations, 1967, to make appointment to that grade or post.(d)"Board", "Chairman", "Deputy Chairman" and "Head of Department" have the meanings respectively assigned to them under the Act.(e)"Class I Posts", "Class II Posts" "Class III posts" and "Class IV posts" shall have the same meaning as assigned to them in Regulation 4 of the Paradip Port Trust Employees (Classification, Control and Appeal) Regulations, 1967.(f)"Departmental Promotion Committee" means a Committee constituted from time to time under regulation 26 for the purpose of making recommendation for promotion to or confirmation in any grade or post.(g)"Direct Recruit" means a person recruited on the basis of a competitive examination or test and/or interview by Services Selection Committee.(h)"Employee" means an employee of the Board.(i)"Grade" means any of the grades specified in the Schedule of Employees prepared and sanctioned under Section 23 of the Act.(j)"Lien" means the title of an employee to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post to which he has been appointed on regular basis and on which he is not on probation.Provided that the title to hold a regular post shall be subject to the condition that the junior-most person in the grade will be liable to be reverted to the lower grade if the number of persons so entitled is more than the posts available in that grade.(k)"Permanent Employee" means an employee who has been substantively appointed to a permanent post.(l)"Schedule" means the Schedule appended to these regulations.(m)"Scheduled Castes" and "Scheduled Tribes" shall have the meanings respectively assigned to them in Clauses (24) and (25) of article 366 of the Constitution of India.(n)"Select List" in relation to any grade or post means the select list prepared in accordance with regulation 13 for that grade or post.(o)"Selection Post" means a post declared as such under regulation 5 of these regulations.(p)"Services Selection Committee" means the Committee constituted under regulation 12 for the selection of candidates by means of a written test, a trade test and/or interview for appointment to posts reserved for direct recruitment.(q)"Temporary Employee" means an employee holding a temporary post or officiating in a permanent post or on probation in his appointment in the service of the Board.

## **4. Manner of Appointment.**

- All appointments to the posts to which these regulations apply shall be made in accordance with the provisions of these regulations. Appointment may be made either by promotion or by absorption or deputation or direct recruitment. Deputation will be of employees from the Major Port, Central Govt., State Govts., autonomous bodies, Govt. Companies fulfilling the criteria or eligibility

prescribed for the post. The normal period of deputation is 3 years which is extendable to four years. In exceptional circumstances, this can be extended to five years.

## **5. Schedules.**

- The manner of appointment i.e. whether by direct recruitment or by departmental promotion or absorption or deputation, the qualifications, age, education, training, requirements of experience, classification of posts as selection posts or non-selection posts and other matters connected with the appointments to various posts shall be shown in the Schedule annexed to these Regulations in respect of Class-I posts. In respect of Class-II, Class-III and Class-IV posts the manner of appointment shall be as laid down by the Board from time to time. The Schedule shall also show the authorized permanent and temporary strength of the various grades as shown in the Schedule of Employees prepared under the provisions of Section 23 of the Major Port Trusts Act, 1963. This strength is liable to change from time to time under the provisions of Section 27 of the Major Port Trusts Act, 1963. The eligibility requirements prescribed for direct recruitment will apply in the case of promotion to the extent mentioned in Column 9 of the schedule and requirement of experience for promotion will be as prescribed in Column 12 of the schedule. Provided that the prescribed upper age limits may be relaxed by the Central Govt. in case of HODs and by Chairman in all other cases for reasons to be recorded in writing for direct recruitment/ absorption/ deputation as under :- (i) upto 5 years where the minimum experience prescribed is 10 years or more and upto 3 years where the minimum experience prescribed is 5 to 9 years. (ii) In the case of a candidate who is an ex-serviceman, i.e. ex-employee of India's Defence Forces, and who has put in not less than 6 months continuous service in the Defence Forces, upto the extent of the service rendered by him in the Defence Forces plus three years where the vacancy to be filled is a vacancy reserved for such ex-servicemen and dependants of those killed in action and upto the extent of the service rendered by him in the Defence Forces, where the vacancy to be filled is an unreserved vacancy and (iii) In the case of a candidate belonging to the Scheduled Castes or the Scheduled Tribes or other backward classes in accordance with such orders as the Central Government may issue from time to time in this regard. Provided further that the requirement of experience is relaxable at the discretion of the Central Govt. in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribe if at any stage of selection the Central Govt. is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

## **6. Roster of Vacancies.**

- A roster shall be maintained for each grade to show whether a particular vacancy should be filled by direct recruitment or promotion. However, if a vacancy which is reserved for direct requirement, cannot be filled by direct recruitment, it may be filled by promotion and the next vacancy shall be filled by direct recruitment. Similar practice can be followed in the case of a vacancy reserved for promotion but cannot be filled by promotion method.

## **7. Reservation.**

(1) Orders issued by the Central Government from time to time for reservation of posts under it, whether to be filled by direct recruitment or promotion in favour of the Scheduled Castes and the Scheduled Tribes shall apply mutatis mutandis to all appointments covered by these regulations. (2) Orders issued by the Central Government from time to time for the reservation of posts under it in favour of other backward classes, ex-servicemen and dependants of those killed in action, Sportsmen and physically handicapped persons shall, also apply mutatis mutandis to appointments covered by these regulations and to which direct recruitment is made.

## **8. Nationality, Character, Physical Fitness etc. for Direct Recruitment.**

(1) In order to be eligible for direct recruitment to any grade or post, a candidate must be -(a) a Citizen of India; or (b) a subject of Nepal; or (c) a subject of Bhutan; or (d) a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India; or (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or the East African countries of Kenya, Uganda, the United Republic of Tanzania, Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India. Provided that a candidate belonging to category (a) shall produce such proof of his nationality as the Chairman may, from time to time require. Provided further that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the 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 certificate in his favour from the Central Government, as the case may be. In such cases the provisional appointment shall not exceed a period of one year. (2) The Chairman may, with the prior approval of the Central 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 these regulations. (3) No person. (a) Who has entered into or contracted a marriage with person having a spouse living; or (b) Who having a spouse living, has entered into or contracted a marriage with any person. shall be eligible for appointment to any grade or post to which these regulations apply. Provided that the Central Govt. in case of HODs and Chairman in all other cases may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this sub-regulation. (4) A candidate must satisfy the appointing authority that his character and antecedents are such as to make him suitable for appointment to any grade or post. No candidate who has been convicted by a Court of Law for an offence involving moral turpitude or who has been adjudged as an insolvent shall be eligible for appointment to any grade or post. (5) A candidate shall be in good mental and physical health and free from any physical defects likely to interfere with the discharge of his duties as an employee of the Board. A candidate who after such medical examination as the Central Govt. in case of HODs and Chairman in all other cases may specify, is found not to satisfy those requirements shall not be appointed. (6) If any question arises whether a candidate does or does not satisfy all or any of the requirements of this regulation, the same shall be decided by the Central Govt. In case of HODs and Chairman in all other cases.

## 9. 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 they possess the prescribed qualifications and experience. Age limit in such cases will not apply.

## 10. Advertisement of Vacancies.

(1) Vacancies of Class-III and Class-IV posts to be filled by direct recruitment shall be notified to the local Employment Exchange. In case sufficient number of eligible and suitable candidates are not available, the vacancies be advertised in Newspapers published within the state. Class-I and Class-II posts intended to be filled by direct recruitment shall be advertised in national and local dailies and/or Employment News. (2) The crucial date for determining the qualification; experience and age shall be the first day of the month in which the post is notified/advertised unless otherwise specified.

## 11. Conduct of Written or Skill Tests in Certain Cases.

- The Appointing Authority may decide whether a written or a skill test or both should be held and also name the officer who should hold the said test and the manner in which the test should be held and other details thereof. It shall be open to the Appointing Authority to engage a consultant or a firm of consultants to conduct a written or skill test.

## 12. Services Selection Committee.

(1) There shall be a Services Selection Committee for each grade or post, as mentioned in sub regulation (2) to conduct interviews of eligible candidates for making selection of candidates for appointment to different posts by direct recruitment. (2) The category of posts and the composition of the Services Selection Committees referred to in sub regulation (1) shall be the following, namely: (a) For HODs

(i) Joint Secretary (Ports) of the Ministry of Shipping	Chairman
(ii) Chairman of the Port	Member
(iii) Any other Port Chairman or an Officer having wide experience in the field to be nominated by the Ministry of Shipping	Member
(iv) Representative of SC/ST and OBCs nominated by the Ministry of Shipping.	Member
(b) For Class-I posts	
(i) Chairman	Chairman
(ii) Deputy Chairman	Member
(iii) HOD in charge of the Department in which the vacancy occurs	Member
(iv) HOD in charge of the Personnel	Member
(v) Representative of SC/ST and OBCs nominated by the Chairman	Member

(c) For Class-II posts

(i) Deputy Chairman	Chairman
(ii) Head of the Department in which the vacancy arises	Member
(iii) Head of Department in charge of Personnel	Member
(iv) Representative of SC/ST and OBCs nominated by the Chairman	Member

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

(i) Deputy Chairman or in his absence, HOD nominated by the Chairman of the Board	Chairmen
(ii) HOD in charge of Personnel	Member
(iii) A Senior officer in the grade not below Rs32900-58000/- to be nominated by the Chairman.	Member
(iv) Representative of SC/ST and OBCs nominated by the Chairman	Member

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

(i) HOD, where the vacancy arises	Chairman
(ii) HOD in charge of Personnel	Member
(iii) A senior officer of the concerned Division in the grade not below Rs. 32900-58000/- to be nominated by the Chairman.	Member
(iv) Representative of SC/ST and OBCs nominated by the Chairman	Member

The Appointing Authority may also nominate any person not in the service of the Board to be a member of a Services Selection Committee if such a person is specialized in the relevant field. Where any member of a Services Selection Committee is not available, the Appointing Authority may nominate another officer of appropriate level in his place to attend the meeting. (3) Where recruitment to vacancies in grades common to more than one department is made in a common selection, the composition of the committee shall be decided by the Chairman in each case.

### 13. Select List.

- The Services Selection Committee may recommend, in the order of merit, as adjudged by it, the names of the selected candidates to be kept on a select list for consideration of appointment to posts earmarked for direct recruits. Such a list shall be deemed to be valid for a period of 12 months from the date on which the list is approved by the Appointing Authority. It is open to the Appointing Authority to extend the validity of the list for a period not exceeding six months or until a fresh select list is approved whichever is earlier.

### 14. Consideration of Recommendations of Services Selection Committee and Adhoc Appointments.

- All appointments by direct recruitment shall be made by the Appointing Authority on the recommendations of the concerned Services Selection Committee. Provided that it shall be open to the Appointing Authority, for reasons to be recorded in writing, not to accept the recommendations of Services Selection Committee. Provided further that where the Appointing Authority is an authority subordinate to the Chairman and the authority disagrees with such recommendations in

any case, it shall record its reasons for such disagreement and submit the case to the Chairman who shall decide the same. Provided also that in the case of a purely temporary post, a leave vacancy or a vacancy earmarked for direct recruitment requiring immediate filling up, the Chairman may appoint a person who is eligible to fill the vacant post for a period of six months at a time and not exceeding one year on ad hoc basis subject to the condition that: (1) Ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs. (2) Total period of appointment to a temporary post will not exceed the tenure of the post. (3) In other cases the temporary appointment should be replaced by a regular appointment from the select list as soon as possible.

### **15. Canvassing Support a Disqualification.**

- Any endeavor on the part of a person to canvass support by direct or indirect method for appointment to a post or for promotion to a higher post shall disqualify him for the appointment or promotion.

### **16. Suppression of facts a Disqualification.**

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

### **17. Cancellation of Appointment Order.**

- If a candidate selected for the post earmarked for direct recruits fails to join duty within the date mentioned in the offer of appointment and where no such date is mentioned, within 30 days of the date of issue of the offer of appointment or within such extended period as the Appointing Authority may agree, the offer of appointment shall be deemed to have been cancelled.

### **18. Payment of Travelling Allowance for Attending Interview.**

- In the case of posts filled by direct recruitment, all journeys which the candidates (including persons already in the service of the Board) may have to perform for the purpose of written and practical tests or interviews shall be at their own cost. However, candidates belonging to Scheduled Castes or the Scheduled Tribes called for written or trade tests or interview shall be granted traveling allowance as per orders in this regard issued by the Central Government from time to time.

### **19. Probation Period.**

(1) Every person appointed to a post by direct recruitment or promotion or absorption shall, subject to the provisions of sub-regulation (2) & (3), be on probation for a period of two years except in case of persons appointed on absorption basis through composite method of recruitment in the posts of

HODs and Dy. HODs carrying the scales of pay of Rs.32900-58000/- and above. Provided that where the appointment itself is for a period specified in the appointment order, such appointment shall stand terminated on the expiry of such period, unless such period is extended by the appointing authority. Provided that, when the appointment is made by the direct recruitment and the post carries a scale of pay, the maximum of which does not exceed Rs.11,975/- (pre-revised), the period of probation shall be one year. Provided that, there shall not be any probation in case of appointment by promotion within Class-III and Class-IV grades. Provided further that, if an employee on probation to a grade or post is appointed to officiate in a higher grade or post, he shall be eligible to count the duration of his appointment to a higher grade or post to complete probation in his lower grade or post. Similarly, if an employee has previously been appointed to officiate in a grade or post, he may on appointment to the similar grade or post on probation will be eligible to count such officiating period (excluding Ad-hoc service) to complete probation in the grade or post. (2) The period of probation may, if the appointing authority deems fit, be extended for a specific period at a time, but the total period of such extensions shall not, save where any extension is necessary by reason of any departmental or legal proceedings pending against the employee, exceed one year. (3) During the period of his probation an employee may be required to undergo such departmental training and pass such departmental tests as the appointing authority may, from time to time, specify in this behalf.

## **20. Confirmation of Employees on Probation.**

(1) General (i) Confirmation will be made only once in the service of an employee which will be in the entry grade. (ii) Confirmation is delinked from the availability of permanent vacancy in the grade. In other words an officer who has successfully completed the probation may be considered for confirmation. (2) Confirmation in the grade to which initially recruited (i) As at present, the appointee should satisfactorily complete the probation. (ii) The case will be placed before DPC (for confirmation). (iii) A specific order of confirmation will be issued when the case is cleared from all angles. (3) On Promotion (i) If the recruitment rules do not prescribe any probation, an officer promoted on regular basis (after following the prescribed DPC, etc., procedure) will have all the benefits that the person confirmed in that grade would have. (ii) Where probation is prescribed, the appointing authority will on completion of the prescribed period of probation assess the work and conduct of the officer himself and in case the conclusion is that the officer is fit to hold the higher grade, he will pass an order declaring that the person concerned has successfully completed the probation. If, work of the officer has not been satisfactory or needs to be watched for some more time, he may revert him to the post or grade from which he was promoted, or extend the period of probation as the case may be. Since there will be no confirmation on promotion before an official is declared to have completed the probation satisfactorily, a rigorous screening of his performance should be made and there should be no hesitation to revert a person to the post or grade from which he was promoted if the work of the officer during probation has not been satisfactory. Confirmation of probationers: A person appointed against a permanent post as a direct recruit with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. The decision whether he should be confirmed or his probation extended should be taken soon after the expiry of the initial probationary period, i.e., ordinarily within 6 to 8 weeks and communicated to the employee together with the reasons in case



of extension. Even though the meetings of the DPC may be held after the termination of the period of probation of direct recruits, a person appointed against a permanent post with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. A probationer who is not making satisfactory progress or who shows himself to be inadequate for the service should be informed of his shortcomings well before the expiry of the original probationary period so that he can make severe efforts at self-improvement. In the case of probation, the DPC should not determine the relative grading of officers but only decide whether they should be declared to have completed the probation satisfactorily. If the performance of any probationer is not satisfactory, the DPC may advise whether the period of probation should be extended or whether he should be discharged from service.

## **21. Discharge or Reversion of Employees on Probation.**

(1) If an employee on probation in his first appointment is not considered fit, on the basis of his conduct or performance, for confirmation at the end of the period of probation prescribed in regulation 19, he shall be discharged from the service of the Board. (2) If an employee on probation who holds a lien on a post and does not complete the period of probation as specified under Regulation 19 to the satisfaction of the appointing authority, he may be reverted to the post on which he holds a lien. (3) If an employee during the period of probation on a post is considered unfit for further retention in that post on the basis of performance or conduct or failure to pass the departmental test if prescribed, he shall be liable to be discharged from service at anytime if he has no lien on any post or reverted to the post in which he holds a lien.

## **22. Departmental Test for Promotion, Confirmation in Certain Cases.**

- The Chairman may specify, from time to time, the posts, confirmation in or promotion to which shall be subject to the passing of a qualifying departmental test, if any. The Chairman may also specify, from time to time, the details of the qualifying departmental test such as the procedure for holding the test, the syllabus for the test, the intervals at which the test shall be held, the maximum period within which the test shall be passed by the candidates, etc.

## **23. Reversion due to Failure in Departmental Test.**

- An employee promoted to a post shall pass such qualifying departmental test, if any, as may be specified by the Chairman from time to time, within such period, as may be specified by him failing which the employee shall be reverted. When the passing of a test is specified as a condition precedent to promotion to a higher post, no employee shall be considered for promotion to such a post, until he passes the prescribed test.

## **24. Seniority List.**

- An up-to-date gradation list indicating the inter-se seniority of the employees shall be maintained for each grade. The list shall indicate separately the permanent and temporary employees in each

grade. The list shall be circulated every year.

## **25. Fixation of Seniority.**

(1)The seniority of persons directly recruited to a grade and persons appointed on the basis of departmental promotion shall be assigned inter-se seniority according to rotation of vacancies between direct recruits and promotees, which shall be based on the quota of vacancies in the grade reserved for direct recruitment and promotion as indicated in the schedule. In cases where exchange of vacancies has been resorted to as per Regulation 6, the seniority will be as per the mode of filling up.(2)Direct recruits shall be ranked inter-se in the order of merit in which they are placed in the select list on the basis of their performance in the examination or interview or both, the recruits of an earlier select list being ranked senior to those of a later select list.(3)Persons appointed against promotion quota of vacancies shall be ranked inter-se according to the order in which they are approved for promotion by the Departmental Promotion Committee.(4)Notwithstanding anything contained in sub-regulations (1) to (3) above, the seniority already determined prior to the commencement of these regulations shall remain unaffected.

## **26. Departmental Promotion Committee.**

(1)There shall be a Departmental Promotion Committee for each grade or post to recommend a panel of employees for appointment to different posts by promotion in accordance with these regulations.(2)The composition of the Departmental Promotion Committee will be the same as that of the Services Selection Committee as laid down in Regulation 12 and the validity of the panel shall be the same as mentioned in Regulation 13.

## **27. Field of Selection for Promotion.**

(1)Where one or more posts in a grade are required to be filled by promotion through selection method from employees holding posts in the feeder grade in accordance with the prescribed recruitment rules employees holding the eligible posts and having the prescribed qualifications and experience for promotion shall be considered for promotion if they fall within the zone of consideration.(2)The following procedure shall be observed while recommending employees for promotion through selection method:a) The Departmental Promotion Committee (DPC) shall determine the merit of those being assessed for promotion with reference to the prescribed benchmark and accordingly grade the officers as 'fit' or 'unfit'. Only those who are graded 'fit' by the DPC shall be included and arranged in the select list in order of their inter-se seniority in the feeder grade. Those officers who are graded as 'unfit' by the DPC shall not be included in the select list.b) The Departmental Promotion Committees shall also consider the cases of eligible employees who are on foreign service or on study leave.c) The instructions issued by the Govt. from time to time on procedure to be followed in DPC proceedings in respect of Govt. servants shall mutatis mutandis apply.Note:- For absorption to the post carrying pay scale of Rs.32900-58000/- and above and for which composite method of recruitment is adopted, the benchmark in the overall grading shall be 'Very Good'. In all other cases, the benchmark shall be "Good".(3)For promotion to non-selection posts, where no bench mark is specified, the criteria for selection shall be seniority-cum-fitness.

## 28. Adhoc Appointments.

- In case of immediate necessity when a panel recommended by the Departmental Promotion Committee has been used up, the appointing authority may make a purely ad-hoc appointment to a post, by appointing the senior most eligible and suitable employee in the feeder grade or post up to a period of six months at a time and not exceeding one year or till a new panel is recommended by the Departmental Promotion Committee whichever is earlier. The ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.

## 29. Compassionate Appointments.

- Notwithstanding anything contained in these regulations, the Chairman may dispense with the normal procedure of recruitment prescribed in these regulations and appoint to a Class-III or Class-IV post the legitimate son or daughter or the surviving spouse of an employee of the Board, who dies while in service, if the person to be so appointed possesses the prescribed qualifications and experience and is otherwise found suitable.

## 30. Interpretation.

- In the application of these Regulations all the instructions of the Central Government is amended from time to time which are not contrary to any of the provisions of these Regulations and all instructions issued from time to time by the Central Government which cover matters not specifically covered will be followed. Where a doubt arises as to the interpretation of any of these regulations, the matter shall be referred to the Chairman for a decision [whose decision thereon shall be final and binding.] [Inserted by Notification No. G.S.R. 643(E), dated 30.6.2016 (w.e.f. 12.5.2011).].

## 31. Repeal and Savings.

- All the regulations, procedures, practices, and customs corresponding to these regulations and in force immediately before the commencement of these regulations are hereby repealed. Provided that any order made or action taken under the regulations, procedures, practices, and customs so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations. Recruitment Rules for Class-I Posts under Administrative Department, PPT

SI. No.	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)
1	2	3	4	5
1		01	Class-I	

Educational and other qualifications prescribed for direct recruitment	Deputy Director (Research)	Rs. 20600-46500/- (Pre-revised scale of pay of Rs.10750-300-16750/-)	Whether (a) age (b) educational qualifications (c) experience for direct recruits will apply in the case of promotion absorption/deputation	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of promotion/absorption/deputation, grade from which it should be made
8	9	10	11	12	<p>Essential:- (i) Degree in Economics or Statistics or Mathematics from a recognized university/ institution. (ii) Five years executive experience in planning or in collection, compilation and interpretation of data or in conducting field surveys, investigations, etc. Desirable:- (i) Post Graduate degree/ diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognised University/ Institution. (ii) Knowledge of computer operations..</p>	
	(a) No (b) Yes (c) No	2	By promotion falling which by absorption/deputation, failing both by direct recruitment.	Promotion from Assistant Director (EDP)/ Assistant Secretary Gr. I in the scale of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service the grade failing which Assistant Director (EDP)/ Assistant Director Gr. I/ other equivalent posts in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with 2 years regular service the grade and a combined regular service of 8 years in scaled of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) & Rs.16400-40500/- in the respective disciplines of P & R Division. Absorption/deputation will be of Officers holding analogous posts or Assistant Director (ECP) or other equivalent posts in the scale of pay of Rs.20600-56400/- (pre-revised scale of pay of Rs.9100-15100/-)		

with 5 years regular service in the grade in P&R Division of Major Port Trust.

1	2	3	4	5
2	Assistant Secretary Gr-I	01	Class-I	Rs.20500-46500/0 (Pre-revised Scale of Pay of Rs.9100-250-15100/-)
8	9	10	11	12
Essential: A degree from a recognized University. Desirable:-(I) Post Graduate degree/ diploma in Personal Management/ Industrial Relations/ Social Work/ Labour Welfare or allied subjects or Degree in law from a recognized University/ Institution. (ii) Two years experience in executive cadre in the field of General Administration, personnel, Industrial Relations, etc. in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	2	Upto 21st Aug, 2012 By direct recruitment- 33.1/3% By promotion - 66.2/3% After 21st Aug, 2012 By direct recruitment- 66.2/3% By promotion - 33.1/3%	Promotion from Assistant Secretary Gr.II and all other Class-II posts such as PRO, Manager GH, ACO, Welfare Officer, HM, SRO, J. Manager (Estate) & Accounts Officer in the scale of pay of Rs.16400-40500/- with 3 years regular service in the respective grade(s). Or From Class-III employees in the scale of pay of Rs.13600-32400/- in the respective discipline of General Administration Department with 5 years regular service in the grade where there are no Class-II posts in the scale of pay of Rs.16400-40500/- in that discipline.
1	2	3	4	5
3	Senior Assistant Secretary	01	Class-I	Rs.20600-46500/- (Pre-revised Scale of Pay of Rs.10750-300-16750/-)
8	9	10	11	12
Essential : (i) A degree from a recognised university (ii) Five years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	2	By Promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Assistant Secretary Gr.I/ PS to Chair Hindi Officer in the scale of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the

Govt.

Undertaking. Desirable:- Post Graduate degree/ diploma in Personnel Management/ Industrial Relation/ Social Work/ Labour Welfare or allied subjects or degree in Law from a recognised University/ Institution.

grade falling which Assistant Secretary Gr-II/ PS to Chairman/ Hindi Officer in scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with 2 years regular service in the grade or a combined regular service of 5 years in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) & Rs.16400-40500/- in the respective disciplines of General Admn.

Dept. Absorption/deputation of Officers holding analogous posts or post of Asstt. Secy (Gr. I)/ PS to Chairman/ Hindi Officer in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay Rs.9100-15100/-) with 5 years regular service in the grade in a Major Port Trust.

1	2	3	4	5
4	Senior Welfare Officer	01	Class-I	Rs.20600-46500/- (Pre-revised Scale of Pay of Rs.10750-300-16750/-)
8	9	10	11	12
Essential:- (i) A degree from a recognised university (ii) Degree or diploma in Social Science from a recognized university/ institution. (iii) 5 years experience as a Labour Welfare officer/ Industrial Relations Officer in an Industrial/ Commercial/ Govt. Undertaking. (iv) Knowledge of local language.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Assistants Secretary Gr.I/ PS to Chairman/ Hindi Officer in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade falling which Assistant Secretary Gr-I/ PS to Chairman/ Hindi Officer in scale of pay of Rs.20600-46500/- (pre-revised scale of pay of

Rs.9100-15100/-) with 2 years regular service in the grade of a combined regular service of 5 years in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/- & Rs.16400-40500/- in the respective disciplines of Personnel & IR Division.. Absorption/deputation will of Officers holding analogous posts or post of Assistant Secretary (Gr. I)/ to Chairman/ Hindi Officer in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay Rs.9100-15100/-) or equivalent posts in the respective disciplines or Per & I.R. Division in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade of Major Port Trust.

1	2	3	4	5
5	PS to Chairman	01	Class-I	Rs.20600-46500/- (Pre-revised Scale of Pay of Rs.9100-250-15100/-)
8	9	10	11	12
Essential:- (i) A degree from a recognised university (ii) Proficiency of stenography and typewriting with a speed of 120/40 w.p.m. respectively. (iii) Knowledge of Computer Application. (iii) Five years experience as a stenographer/ PA in an Industrial/ Commercial/ Govt.		2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from PA to HO or to Dy. CH. In the scale of pay of Rs.16400-40500/- with 3 years regular service in the grade. Absorption/ deputation will be of Officers holding analogous post or for post with 3 years regular service in the grade in a Major Port Trust.

## Undertaking.

1	2	3	4	5
6	Sr. PS to Chairman	01	Class-I	Rs.20600-46500/- (Pre-rev Scale of Pay of Rs.10750-300-16750/-)
8	9	10	11	12
Essential:-(i) A degree from a recognised university (ii) Proficiency of stenography and typewriting with a speed of 120/40 w.p.m. respectively. (iii) Knowledge of Computer Application. (iii) Eight years experience as a stenographer/ PA in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from PS to Chairman in the scale of pay of Rs.20600-46500/- (pre-rev scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade failing which PS to Chairman with 2 years regular service in the scale of pay of Rs.20600-46500/- (pre-rev scale of pay of Rs.9100-15100/-) and a combined regular service of 8 years in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) & Rs.16400-40500/-. Absorption will be of Officers holding analogous post or feeder post with 5 years regular service in the grade in a Major Port.
1	2	3	4	5
7	Sr. Assistant Estate Manager	01	Class-I	Rs.20600-46500/- (Pre-rev Scale of Pay of Rs.10750-300-16750/-)
8	9	10	11	12
Essential:-(i) Degree with a Post Graduate degree/diploma in Agriculture/ Forest and Country Planning or degree in Civil Engineering from a recognized university/ institution or corporate membership of institution of	(a) No (b) No. However Diploma from a recognized university/ institution is essential. (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Assistants Secretary Gr.I/ Asst. Executive Engineer (C)/ Asst. Executive Engineer (TP) in the scale of Rs.20600-46500/- (pre-rev scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade falling which



Surveyor (India).(ii)Seven  
years executive experience in  
Estate Management,  
Valuation or Land Records in  
an Industrial/ Commercial/  
Govt.  
Undertaking.Desirable:-A degree  
in Law from a recognized  
university.

Assistants Secretary Gr.I/ A  
Executive Engineer(C)/ Ass  
Executive Engineer (TP)in  
scale of pay of  
Rs.20600-46500/- (pre-rev  
scale of pay of Rs.9100-1510  
with 2 years regular service  
the grade and a combined  
regular service of 8 years in  
scales of pay  
of Rs.20600-46500/-  
(pre-revised scale of pay of  
Rs.9100-15100/-)  
&Rs.16400-40500/- in the  
discipline in a  
Estate Division.Absorption/  
deputation will of  
Officers holding analogous p  
or Assistants Secretary Gr.I/  
(C)/ AEE (TP) or equivalent  
posts in the scale of pay of  
Rs.20600-46500/- (pre-rev  
scale of pay of Rs.9100-1510  
with 5 years regular service  
the grade in a Estate Division

1	2	3	4	5
8	Deputy Chief law Officer	01	Class-I	Rs.24900-50500/- (Pre-rev Scale of Pay of Rs.13000-350-18250/-)
8	9	10	11	12
Essential:-(i) Degree in Law from a recognized university.(ii) Nine years executive experience in a Legal Establishment of an Industrial/ Commercial/ Govt. Undertaking.Desirable:-Post Graduate degree in Law from a recognized university.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Sr. Assistant Secretary/ Senior Welfare Officer/ Senior Asst.Estate Manager/ Sr. Private Secre to Chairman in the scale of of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade failing which Sr. Assistants Secretary/ Senior Welfare Officer/ Senior Asst

				Estate Manager/ Sr. Private Secretary to Chairman in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) & Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) in the discipline of legal division. Absorption/ deputation will of Officers holding analogous posts or Sr. Assistants Secretary/ Senior Welfare Officer/ Senior Asst. Estate Manager/ Sr. Private Secretary to Chairman in equivalent posts in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade of a Major Port Trust.
1	2	3	4	5
9	Deputy Secretary	01	Class-I	Rs.24900-50500/- (Pre-revised Scale of Pay of Rs.13000-350-18250/-)
8	9	10	11	12
Essential:-(i) A degree from a recognized university.(ii) Nine years experience in executive cadre in the field of General Administration, personnel, industrial Relations etc. in an Industrial/Commercial/ Govt.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Sr. Assistant Secretary/ Sr. PS to Chairman/ Sr. Welfare Officer in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade failing which Sr. Assistants Secretary/ Sr. PS

Undertaking.Desirable:-PostGraduate degree/ diploma in Personnel Management/ IndustrialRelations/ Social Work/ Labour Welfare or allied subjects ordegree in Law from a recognized university.

Chairman/ Sr.Welfare Officer in the scale of pay of Rs.20600-46500/-(pre-revised scale of pay of Rs.10750-16750/-) with 2 yearsregular service in the grade of Dy. Secretary and a combined regular service of 9years in the scales of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-46750/-) & Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) in the respective discipline of General Administration/ Absorption/ deputation will be of Officers holding analogous posts or of Sr.Assistants Secretary/ Secretary to Chairman/ Sr. Welfare Officer in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade of Dy. Secretary in a Major Port Trust.

1	2	3	4	5
10	Senior Deputy Secretary	01	Class-I	Rs.32900-58000/-(Pre-revised Scale of Pay of Rs.16000-400-20800/-)
8	9	10	11	12
Essential:-(i) A degree from a recognized university.(ii) Twelve years experience in executive cadre in the field of General Administration, personnel, industrial Relations etc. in an Industrial/ Commercial/ Govt. Undertaking.Desirable:-PostGraduate degree/ diploma in Personnel Management/	(a) No(b) Yes(c) No	N.A.	By absorption through composite method failing which by deputation from other Govt. organizations failing both by direct recruitment	For absorption through composite method holding analogous posts or post of Dy. Secretary and equivalent posts in the respective discipline of G.A. (such as CPRO/ Dy. Estate Manager/ Dy. Chief Law Officer/ Personnel Officer ) the scale of pay of Rs.24900-50500/- with 3 years regular service in the

Industrial Relations/ Social Work/ Labour Welfare or allied subjects or degree in Law from a recognized university.

in a Major Port Trust or Deputy Secretary and equivalent posts in the respective discipline of GAD with 2 years regular service in the grade and a combined regular service of 5 years in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-167500/-) and Rs.24900-50500/- in the respective discipline of GAD. Major Port Trust will be eligible. For deputation, Officers holding analogous posts or post of Dy. Secretary and equivalent posts in the respective discipline of GAD in the scale of Rs.24900-50500/- in Govt/ Semi-Govt./ PSUs/ Autonomous bodies with 3 years regular service in the grade will be eligible. These selection is based on merit for which the benchmark in overall grading in the AC will not be below "Very Good".

1	2	3	4	5
11	Secretary (Category-II Ports)	1	Class-I (HOD)	Rs.43200-66000/- (Pre-revised Scale of Pay of Rs.18500-450-23900/-)
8	9	10	11	12
Essential:- (i) A degree from a recognized university. (ii) Fifteen years experience in executive cadre in the field of General Administration, personnel, industrial Relations etc. in an Industrial/ Commercial/ Govt. Undertaking. Desirable:- Post Graduate degree/ diploma in Personnel Management/	(a) No (b) Yes (c) No	N.A.	By absorption through composite method failing which by deputation from other Govt. organizations failing both by direct recruitment	For absorption through composite method holding analogous posts or officers holding posts in the scale of pay of Rs.32900-58000/- with 3 years regular service in the grade of the General Administration Deptt. of a Major Port Trust will be eligible. For deputation, Officers holding analogous

Industrial Relations/ Social Work/ Labour Welfare or allied subjects or degree in Law from a recognized university.

or post of Dy. Secretary and equivalent posts in GAD/ H. the scale of pay of Rs. 32900-58000/- and above 3 years regular service in the grade in Govt/ Semi-Govt PSUs or Autonomous bodies will be eligible. The selection by merit for which the benchmark in overall grading the ACRs will not be below "Very Good".

#### Recruitment Rules for Class-I Posts under Finance & Accounts Department, PPT

SI No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)
1	2	3	4	5
1	Accounts Officer Gr.-I	02	Class-I	Rs.20600-46500-(Pre-revised Scale of Pay of Rs.9100-250-15100/-)
	Whether(a) age(b) educational qualifications(c) experience for direct recruits will apply in the case of promotion/ absorption/ deputation	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, from which it should be made
8	9	10	11	12
Essential:-Member of Institute of Chartered Accountants of India or Institute of Cost and Works Accountants of India. Desirable:-Two years experience in Executive cadre in the field of Finance, Accounting in an Industrial/ Commercial/ Govt. Undertaking	(a) No(b) No however a degree from a recognised university is essential(c) No	2	Upto 21st Aug, 2012 By direct recruitment 33.1/3% By promotion 66.2/3% After 21st Aug, 2012 By direct recruitment 66.2/3% By promotion 33.1/3%	Promotion from Accounts Officer Gr.II/ Assistant Secretary Grade the scale of pay of Rs.16400-40500/- with 3 years regular service in the respective grade. Or From Class-III employees in the scale of pay of Rs.13600-32400/- and above the respective discipline

Finance Department with years regular service in the grade where there are no Class-II posts in the pay of pay of Rs.16400-40500 that discipline.

1	2	3	4	5
2	Sr. Accounts Officer	02	Class-I	Rs.20600-46500-(Pre-revised scale of pay of Rs.10750-3000-16750/-)
8	9	10	11	12
Essential:-(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.(ii) Five years experience in Executive cadre in the field of Finance, Accounting in an Industrial/Commercial/Govt. Undertaking	(a) No(b) No.However a degree from a recognised university is essential(c) No	2	By Promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Accounts Officer Gr.I/ Assistants Secretary Gr.I in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with years regular service in the grade failing which Accounts Officer Gr.I/ Assistants Secretary Gr.I in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) & Rs.16400-40500/- in respective discipline of Finance Deptt.. Absorption or deputation will be of Officers holding analogous posts or post of Accounts Officer Gr.I/ Assistants Secretary Gr.I in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with years regular service in the

Indian Kanoon - <http://indiankanoon.org/doc/184880129/>

				For absorption through composite method, office holding analogous posts Chief Accounts Officer and equivalent posts in respect of discipline of Finance Department the scale of pay of Rs.24900-50500/- with 7 years regular service in the grade Rs.24900-50500/- Major Port Trust or Dy. Chief Accounts officer and equivalent posts in respective discipline of Finance Deptt. With 2 years regular service of 7 years scales of pay of Rs. 20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) and Rs.24900-50500/- in the respective discipline of Finance Deptt. in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts of Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Deptt. In the scale of pay of Rs.24900-50500/- Govt/ Semi-Govt./ PSUs/ Autonomous bodies with 7 years regular service in the grade will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will be below "Very Good".
Essential:-(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.(ii) Twelve years experience in Executive cadre in the field of Finance, Accounting in an Industrial/ Commercial/ Govt. Undertaking	(a) No No	(b) Yes N.A.	(c) N.A.	By absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment
1	2	3	4	5
5	Financial Advisor & Chief Accounts Officer (Category-II Portd)	01	Class-I (HOD)	Rs.43200-66000/- (Pre-revised Scale of Pay of Rs.18500-450-23900/-)



8	9	10	11	12
Essential:-(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountsof India.(ii) Fifteen years experience in Executivecadre in the field of Finance, Accounting in an Industrial/Commercial/ Govt. Undertaking	(a) No(b) Yes(c) No	N.A.	By absorption through compositemethod failing which by deputation from other Govt. organizationsand failing both by direct recruitment	For absorption through composite method,office holding analogous posts Officers holding posts in the scale of pay of Rs.36600-62000/- with years regular service in the grade or Officers holding in the scale of pay ofRs.32900-58000/- with years regular service in the grade in the Finance Dept Major Port Trust will be eligible.Fordeputation, Officers holding analogous posts or officers holding grade of Sr. Dy. Chief Accounts Officer and equivalent post in Finance Deptt. In the scale of pay of Rs.32900-58000/- abovein Govt/ Semi-Govt PSUs or Autonomous bodies with 3 yearsregular service in the grade will be eligible.Theselection is by merit for which the bench mark in overall gradingin the A will not be below "Very C
1	2	3	4	5
6	Asst, director (EDP)	01	Class-I	Rs.20600-46500/- (Pre-1 Scale of Pay ofRs.9100-250-15100/-)
8	9	10	11	12
Essential:Degree in Computer Engineering/Computer Science from a recognized university/ institutionOrDegree in Maths/ Statistics/ Operational Research/ Economicswith Post	(a) No(b) Yes(c) No	02	Upto 21stAug,2012By directrecruitment 33.1/3%Bypromotion 66.2/3%After21stAug, 2012Bydirect recruitment 66.2/3%By promotion 33.1/3%	Promotion from Program in the scale of pay ofRs.16400-40500/- with years regular service in the respectivegrade.OrPromotion from Calss-III employees scaleof pay of Rs.13600-32400/- in the respective discipline of

Graduate Diploma in  
Computer Application/  
Computer Science/  
Information Technology  
from a recognized  
university/institution. Or Degree  
in Engineering with Post  
Graduate Diploma in  
Computer Application/  
Computer Science/  
Information Technology  
from a recognized University/  
institution. Desirable: (i) Post  
Graduate Degree in  
Maths/Statistic/ Operational  
Research / Economics or  
Post Graduate Degree in  
Computer Science or systems  
or information systems  
or MIS or information  
Technology or Computer  
Application or  
Business Admin (PG Degree/  
Diploma) with Specialization  
in system or information  
systems or MIS OR  
information Technology and  
allied subjects from a  
recognized university/  
institution. (ii) Two years  
experience in programming/  
Electronic Data  
Processing/System Analysis  
etc.

P&R Divn with 5 years re-  
service in the grade where  
there are no Class-II posts  
the pay scale of pay of  
Rs.16400-40500/- in that  
discipline.

1	2	3	4	5
7	Deputy director (EDP)	01	Class-I	Rs.20600-46500/- (Pre- Scale of Pay of Rs.10750-300-16750/-
8	9	10	11	12
Essential: Degree in Computer Engineering/Computer Science from a recognized	(a) No (b) Yes (c) No	02	By Promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Assistant Director (EDP) in the scale pay of Rs.20600-46500/- (pre-1

university/  
institution Or Degree in  
Maths/ Statistics/  
Operational Research/  
Economics with Post  
Graduate Diploma in  
Computer Application/  
Computer Science/  
Information Technology  
from a recognized  
university/institution. Or Degree  
in Engineering with Post  
Graduate Diploma in  
Computer Application/  
Computer Science/  
Information Technology  
from a recognized University/  
institution. (ii) Five  
years experience in  
programming/ Electronic  
Data Processing/  
System Design & Analysis and  
related fields. Desirable: (i)  
Post Graduate Degree  
in Maths/ Statistic/  
Operational Research /  
Economics or (ii) Post  
Graduate Degree in  
Computer Science or systems  
or information systems or  
MIS or information  
Technology or  
Computer Application or  
Business Admn (PG Degree/  
Diploma) with Specialization  
in system or information  
systems or MIS  
OR information Technology  
and allied subjects from a  
recognized university/  
institution.

scale of pay of  
Rs.9100-15100/-) with 5  
years regular service in the  
grade failing which Assis  
Director (EDP) in the sca  
pay of Rs.20600-46500/  
(pre-revised scale of pay of  
Rs.9100-15100/-) with 2  
years regular service in the grade  
a combined regular servi  
years in the scales of pay  
Rs.20600-46500/-  
(pre-revised scale of pay  
of Rs.9100-46500/-) &  
Rs.16400-40500/- in  
respective discipline of P  
Divn. Absorption/ deputa  
will be of Officers holding  
analogous posts  
or Assistant Director (EDP)  
Assistant Director (Resea  
and other equivalent post  
the scale of pay of  
Rs.20600-46500/- (pre-r  
scale of pay of  
Rs.9100-15100/-) with 5  
years regular service in th  
grade of P&R Division in  
a Major Port Trust.

1

2

3

4

5

8

Senior Deputy  
Director (EDP)

01

Class-I

Rs.24900-50500/- (Pre-r  
Scale of Pay

				ofRs.13000-18250/-)
8	9	10	11	12
Essential:Degree in Computer Engineering/Computer Sciences from a recognized university/ institutionOrDegree in Maths/ Statistics/ Operational Research/ Economicswith Post Graduate Diploma in Computer Application/ ComputerScience/ Information Technology from a recognized university/institution.OrDegree in Engineering with Post Graduate Diploma in ComputerApplication/ Computer Science/ Information Technology from arecognized University/ institution.(ii) Nine yearsexperience in programming/ Electronic Data Processing/ SystemDesign & Analysis and related fields.Desirable:(i) Post Graduate Degree inMaths/ Statistic/ Operational Research / Economics or(ii)Post Graduate Degree in Computer Science or systems orinformation systems or MIS or information Technology or ComputerApplication or Business Admn (PG Degree/ Diploma) withSpecialization in system or information systems or MIS ORinformation Technology	(a) No(b) Yes(c) 02 No		By Promotion failing whichby absorption/ deputation failing both by direct recruitment	Promotion fromDeputy Director (EDP)/ Deputy Director (Research) in th ofpay of Rs.20600-46500 (pre-revised scale of pay ofRs.10750-16750/-) with years regular service in th grade failing which by De Director (EDP)/ Deputy Director(Research) in th of pay of Rs.20600-46500 (pre-revisedscale of pay o Rs.10750-16750/-) with regular service inthe grac a combined regular servi years in the scalesof pay Rs.20600-46500/- (pre-revised scale of pay ofRs.10750-16750/-) & Rs.20600-46500/- (pre-revised scale ofpay o Rs.9100-15100/-) in the respective discipline of P&RDivn.Absorption/ deputation will be of officersholding analogou ofDeputyDirector (EDP), Deputy Director (Resear and other equivalentpost the scale of pay of Rs.20600-46500/- (pre-revisedscale of pay o Rs.10750-16750/-) with regular service inthe grac P&R Division in aMajorF Trust.

and allied subjects from a recognized university/institution.

Recruitment Rules for Class-I Posts under E&M Department, PPT

SI.No.	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)
1	2	3	4	5
1	Assistant Executive Engineer (Mechanical)	12	Class-I	Rs.20600-46500/-(1 of Pay of Rs.9100-151
Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) educational qualifications (c) experience for direct recruits will apply in the case of promotion/ deputation	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion deputation, grades fr should be made
8	9	10	11	12
Essential:-Degree or equivalent in Mechanical/Engineering from a recognised university/ institution. Desirable:-Two years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Government undertaking	(a) No (b) No, however a Diploma in Engineering in therelevant discipline from a recognised university/ institution is essential (c) No	2	Upto 21st Aug, 2012 By direct recruitment 33.1/3% By promotion 66.2/3% After 21st Aug, 2012 By direct recruitment 66.2/3% By promotion 33.1/3%	Promotion from Assi (Mechanical) in the s Rs.16400-40500/- w regular service in the grade. Or From Calss- the scale of pay of Rs in the discipline of M years regular service where there are no C in the pay scale of pay Rs.16400-40500/- in
1	2	3	4	5
2	Assistant Executive Engineer (Electl/ Electronic & Telecommunication)	10	Class-I	Rs.20600-46500/-(1 of Pay of Rs.9100-151
8	9	10	11	12
Essential:-Degree or equivalent in Mechanical/Engineering from a recognised university/	(a) No (b) No, however a Diploma in Engineering in therelevant discipline from a recognised	2	Upto 21st Aug, 2012 By direct recruitment 33.1/3% By promotion 66.2/3% After 21st Aug, 2012 By direct	Promotion from Assi (Electrical/Electronic) pay of Rs.16400-405 years regular service grade. Or From Calss-

institution.Desirable:-Two years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Government undertaking	university/ institution is essential(c) No		recruitment 66.2/3%By promotion 33.1/3%	the scale of pay ofRs. in the discipline of ElectronicsEngineer regular service in the thereare no Class-II scale of pay of Rs.164 that discipline.
1	2	3	4	5
3	Executive Engineer (Mechanical)	06	Class-I	Rs.20600-46500/-(1 of Pay ofRs.10750-30
8	9	10	11	12
				Promotion from Assistant Engineer(Mechanical) pay of Rs.20600-465 (pre-revised scale of Rs.9100-15100/-) with regular service in the which Assistant Executive Engineer(Mechanical) in the scale of Rs.20600-46500/- of pay of Rs.9100-151 years regular service and a combined regular years in the scales of ofRs.20600-46500/- scale of pay of Rs.910 &Rs.16400-40500/- Mechanical Engineer M&E Engg. Deptt. Or Engineers in the discipline of Mechanical Engineer scale of pay of Rs.16400-40500/-w regular service in the pay scale of pay of Rs (pre-revised scale of ofRs.9100-15100/-) that discipline.
Essential:-(i) Degree or equivalent in Mechanical/Engineering from a recognised university/ institution(ii) Five years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Government undertaking	(a) No(b) No, however a Diploma in Engineering in the relevant discipline from a recognised university/ institution is essential(c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	
1	2	3	4	5
4	Executive Engineer (Electrical/ Electronics & Communication)	05	Class-I	Rs.20600-46500/-(1 of Pay ofRs.10750-30

8	9	10	11	12
Essential:-(i) Degree or equivalent in Electrical/Electronics & Communication Engineering from a recognised university/ institution(ii) Five years experience in relevant discipline in executive cadre in an Industrial/ Commercial/Government undertaking	(a) No(b) No, however a Diploma in Engineering in therelevant discipline from a recognised university/ institution is essential(c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Assistant Engineer(Electrical/ Communication) in the scale of pay of Rs.20600-46500/- (Grade 1) to the scale of pay of Rs.9100-15100/- (Grade 15) with 15 years regular service failing which Assistant Engineer (Electrical/ Communication)in the scale of Rs.20600-46500/- (Grade 1) to the scale of pay of Rs.9100-15100/- (Grade 15) with 15 years regular service and a combined regular service of 20 years in the scales of pay of Rs.20600-46500/- (Grade 1) to the scale of pay of Rs.9100-15100/- (Grade 15) with 15 years regular service & Rs.16400-40500/- (Grade 1) to the scale of pay of Rs.9100-15100/- (Grade 15) with 15 years regular service Electrical/ Electronic M&E Engg. Deptt. Officers in the discipline of Electrical/ Electronic Communication Engineering in the scale of pay of Rs.20600-46500/- (Grade 1) to the scale of pay of Rs.9100-15100/- (Grade 15) with 15 years regular service grade where the pay is fixed at Rs.20600-46500/- (Grade 1) to the scale of pay of Rs.9100-15100/- (Grade 15) with 15 years regular service exist in that discipline.Absorption of officers holding posts in respective disciplines with 5 years regular service in Major Port Trust
1	2	3	4	5
5	Superintending Engineer (Mechanical)	02	Class-I	Rs.24900-50500/- (Grade 1) to the scale of Pay of Rs.13000-30000/- (Grade 15) with 15 years regular service
8	9	10	11	12
Essential:-(i) Degree or equivalent in Mechanical Engineering from a recognised university/	(a) No(b) No, however a Diploma in Engineering in therelevant discipline from a recognised	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Executive Engineer (Mechanical)in the scale of Rs.20600-46500/- (Grade 1) to the scale of pay of Rs.10750-16000/- (Grade 15) with 15 years regular service

institution(ii)Nine years university/ institution  
experience in relevant isessential(c) No  
discipline in executive  
cadrein an Industrial/  
Commercial/ Government  
undertaking

gradefailing which E  
Engineer (Mechanica  
payof Rs.20600-465  
(pre-revised scale of  
ofRs.10750-16750/-)  
regular service in the  
acombed regular s  
in the scales of pay  
ofRs.20600-46500/  
scale of pay of Rs.107  
&Rs.20600-46500/-  
scale of pay of Rs.910  
inthe respective disc  
M&E Engg.  
Deptt.OrAbsorption/  
be of officers holding  
of the feeder post wi  
servicein the grade in  
Trust.

1	2	3	4	5
6	Superintending Engineer (Electrical/ Electronics &Communications)	02	Class-I	Rs.24900-50500/-(1 of Pay ofRs.13000-3
8	9	10	11	12
Essential:-(i) Degree or equivalent in Electrical/Electronics & Communications Engineering from a recogniseduniversity/ institution(ii) Nine years experience in relevantdiscipline in executive cadre in an Industrial/ Commercial/Government undertaking	(a) No(b) No, however a Diploma in Engineering in therelevant discipline from a recognised university/ institution isessential(c) No	2	By promotion failing which byabsorption/ deputation failing both by direct recruitment	Promotion from Exe (Electrical/Electroni Communications) in ofRs.20600-46500/ scale of pay of Rs.107 4 years regular servi failing which Executi Electrical/ Electroni Communications) in of Rs.20600-46500/ scale of pay ofRs.107 2 years regular servi and acombed regul years in the scales of ofRs.20600-46500/ scale of pay of Rs.107 &Rs.20600-46500/- scale of pay of Rs.910



				in the discipline of Electrical and Communications Engineering and M&E Engg.
				Deptt. Absorption/deputation of officers holding an equivalent feeder post with 2 years service in the grade in the Trust.
1	2	3	4	5
7	Dy. Chief Mechanical Engineer	01	Class-I	Rs. 32900-58000/- (1) of Pay of Rs. 16000-40000/-
8	9	10	11	12
Essential:- (i) Degree or equivalent in Mechanical Engineering from a recognised university / institution. (ii) Twelve years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Government undertaking.	(a) No (b) Yes (c) No	N.A.	By absorption through Composite method failing which by deputation from other Govt. organisations and failing both by direct recruitment.	For absorption through Composite method, officers holding posts or the post of Superintending Engineer and equivalent in respective discipline in the scale of Rs. 24900-50500/- with 3 years service in the grade in the discipline in a Major or Superintending Engineer and equivalent posts in the respective discipline in the scale of Rs. 24900-50500/- with 3 years service in the grade in the discipline in Government or Autonomous bodies will be eligible. These selection

				which the benchmark grading in the ACRs is "Very Good".
1	2	3	4	5
8	Deputy Chief Electrical Engineer	01	Class-I	Rs.32900-58000/-(1 of Pay of Rs.16000-4
8	9	10	11	12
				For absorption through method, officers holding posts or the post of sub Engineer and equivalent in respective discipline Deptt. in the scale of 24900-50500/- with service in the grade in discipline in a Major or Superintending Engineer equivalent posts in the respective discipline Deptt. with 2 years in the grade and a completion of 7 years in the scale of pay of Rs. 20600-46500/- in the scale of pay of Rs. 24900-50500/- in respective discipline Trust will be eligible. Officers holding analogous posts holding post of Superintendent Engineer and equivalent in respective discipline Deptt. in the scale of 24900-50500 with 3 service in the grade in discipline in Government Autonomous bodies eligible. These selection which the benchmark grading in the ACRs is "Very Good".
Essential:-(i) Degree or equivalent in Electrical/Electronics & Communications Engineering from a recognised university /institution.(ii) Twelve years experience in relevant discipline in executive cadre in an Industrial/Commercial/ Government undertaking.	(a) No (b) Yes (c) No	N.A.	For absorption through Composite method failing which by deputation from other Govt. organisations and failing both by direct recruitment.	
1	2	3	4	5
9		01	Class-I	

	Chief Mechanical Engineer (Category – II Ports)			Rs.43200-66000/-(1 of Pay ofRs.18500-2
8	9	10	11	12
Essential:-(i) Degree or equivalent in Mechanical/Electrical/ Electronics & Communications Engineering/ NavalAgriculture from a recognised university /institution or MOT 1stclass Motor certificate issued under Merchant Shipping Act,1958.(ii) 15 years experience in managerial capacitydealing (a) No(b) Yes(c) No with Mechl/ Electrl/ Marine/ Electronics Engg. Works outof which 8 years experience shall be in a workshop undertakingmaintenance of cargo handling equipment/ electrical installation/ship repairs in any Major Port Trusts/ Industrial/ Commercial/Government undertaking.	(a) No(b) Yes(c) No	N.A.	For absorption through Compositemethod failing which by deputation from other Govt. organisationsand failing both by direct recruitment.	For absorptionthrough method, officers hold postsor officers hold scale of pay of Rs.36 with 2 years regular grade orofficers hold the scale of pay of Rs with 3 years regular grade in theMechani Engg. Deptt and Mar (applicableto category engineers only) in a Trustwill be eligible. Officersholding anal officersholding post Mechanical Engineer equivalentposts in the discipline of M & E E scale of pay of Rs. 32 and above with 3 year in the grade in a Govt. Autonomusbodies eligible.The selection which the bechmark grading in the ACRs "Very Good".
1	2	3	4	5
10	Assistant Material Manager Grade-I	01	Class-I	Rs.20600-46500/-(1 of Pay ofRs.9100-151
8	9	10	11	12
Essential:-Degree or equivalent in Mechanical/Electrical Engineering from a recognised university/institution.Desirable(c) No Post GraduateDegree/ Diploma in Materials	(a) No(b) No, however a Diploma in relevant disciplinefrom a recognised university/institution	2	Upto 21stAug,2012By directrecruitment 33.1/3%Bypromotion 66.2/3%After21stAug, 2012Bydirect recruitment 66.2/3%By promotion 33.1/3%	Promotion from Assi Manager Gr.IIin the Rs.16400-40500/- w regularservice in the grade.OrFrom Calss- the scale of pay ofRs in the respective disc Division with5 years

Management from a recognised university /institution.(ii) Two years post qualification experience in Materials Management in an Industrial/ Commercial/Govt. Undertaking.

1	2	3	4	5
11	Dy. Materials Manager	01	Class-I	Rs.20600-46500/-(1) of Pay of Rs.10750-16
8	9	10	11	12
Essential:-Degree or equivalent in Mechanical/Electrical Engineering from a recognised university/institution.(ii) 5 years experience in the executive cadre in the field of Materials management/ Eng./ Electrical Eng. in an Industrial/ Commercial/ Govt. Undertaking.Desirable:-(i) Post Graduate Degree/ Diploma in Materials Management from a recognised university /institution.	(a) No(b) No, however a Diploma in relevant discipline from a recognised university/institution is essential(c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Asst. Manager Gr.I or equivalent scale of pay of Rs.20600-46500/-(1) of pay of Rs.9100-15100/-) with 5 years regular service failing which Asst. E. Mechanical/ Electrician pay of Rs.20600-46500 (pre-revised scale of Rs.9100-15100/-) with 5 years regular service in the grade of A.M.M.Gr.I or equivalent Executive Engineer (Gr.I) the scale of pay of Rs.20600-46500 (pre-revised scale of Rs.9100-15100/-) with 5 years regular service in the combined regular service in the scales of pay of Rs.20600-46500/-(1) of scale of pay of Rs.9100-15100/- & Rs.16400-40500/-) in the discipline of MM Division M&E Engg. Dept. or 10 Engineers in the scale of Rs.20600-46500/-(1) of scale of pay of Rs.9100-15100/- not exist in that discipline.Absorption

1	2	3	4	5
12	Sr. Deputy Materials Manager	01	Class-I	Rs.24900-50500/-(1 of Pay of Rs.13000-18
8	9	10	11	12
<p>Essential:-Degree or equivalent in Mechanical/Electrical Engineering from a recognised university/institution.(ii) 9 years experience in the executive cadre in the field of Materials management/ Machanical Eng./ ElectricalEng. in an Industrial/ Commercial/ Govt.Undertaking.Desirable:-(i) Post GraduateDegree/ Diploma in Materials Management from a recogniseduniversity /institution.</p> <p>(a) No(b) No, however a Diploma in relevant disciplinefrom a recognised university/ institution is essential(c) No</p> <p>By promotion failing which byabsorption/ deputation failing both by direct recruitment</p>				
<p>Promotion from Dy. Manager in the scale Rs.20600-46500/- ( of pay of Rs.10750-16 years regular service grade failing which E Electrical) in the scale ofRs.20600-46500/ scale of pay of Rs.107 4 years regular service failing both Dy. MM, Mech.) with 2 years in the grade and a comb service of 9 years in t ofRs.20600-46500/ scale of pay of Rs.107 &amp;Rs.20600-46500/- scale of pay of Rs.910 inthe respective disc Division/ M&amp;E Engg eligible.Absorption/ of officers holdingan the feeder post with servicein the grade in Trust.</p>				

## Recruitment Rules for Class-I Posts underTraffic Department, PPT

SI No.	Name of the Post	No. of Posts	Classification	Scale of Pay Rs.)	Wh Sele Nor
1	2	3	4	5	6
1	Assistant Traffic Manager Gr-I	02	Class-I	Rs.20600-46500/-(Pre-revised Scale of Pay ofRs.9100-250-15100/-)	Sele

Educational and other qualifications prescribed for direct recruitment	Whether(a) age(b) educational qualifications(c) experience for direct recruits will apply in the case of promotion/absorption/ deputation	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation grades from which should be made)	Ren
8	9	10	11	12	13
<p>Essential:-(i) A degree from a recognized university.(ii) Two years experience in shipping/ cargo operations/ railway transportation in executive cadre in and Industrial/ Commercial/ Govt. Undertaking.</p>	(a) No (b) Yes (c) No	2	<p>Upto 21st Aug, 2012 By direct recruitment 33.1/3% By promotion 66.2/3% After 21st Aug, 2012 By direct recruitment 66.2/3% By promotion 33.1/3%</p>	<p>Promotion from Assistant Traffic Manager Gr. II in the scale of pay of Rs.16400-40500/- with 3 years regular service in the grade. Or From Class-III employees in the scale of pay of Rs.13600-32400/- in the respective discipline of Traffic Deptt. with 5 years regular service in the grade where there are no Class-II posts in the pay scale of pay of Rs.16400-40500/- in that discipline.</p>	
1	2	3	4	5	6
2	Senior Assistant Traffic Manager	02	Class-I	<p>Rs.20600-46500/- (Pre-revised Scale of Pay of Rs.10750-300-16750/-)</p>	Sel
8	9	10	11	12	13
<p>Essential:-(i) A degree from a recognized university.(ii) Five years experience in shipping/ cargo operations/ railway transportation in executive cadre in and Industrial/</p>	(a) No (b) Yes (c) No	2	<p>By promotion failing which by absorption/ deputation failing both by direct recruitment</p>	<p>Promotion from Asst. Traffic Manager Gr. I or equivalent posts in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade failing which Asst. Traffic Manager Gr. I or equivalent posts in the scale of pay of</p>	

Commercial/  
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Rs.20600-46500/-(pre-revised scale of pay of Rs.9100-15100/-) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) & Rs.20600-46500/- in the respective discipline of Traffic Dept. Absorption/deputation will be of officers holding analogous post or post of Asst. Traffic Manager Gr. I or equivalent posts in the scale of pay of Rs. 20600-46500/0 (pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade in Major Port Trust.

1	2	3	4	5	6
3	Deputy Traffic Manager	021	Class-I	Rs.24900-50500/-(Pre-revised Scale of Pay of Rs.13000-350-18250/-)	Sele
8	9	10	11	12	13
Essential:-(i) A degree from a recognized university. (ii) 9 years experience in shipping/ cargo operations/ railway transportation in executive cadre in and Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) 2		By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Sr. Asst. Traffic Manager or equivalent posts in the scale of pay of Rs.20600-46500/-(pre-revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade failing which Sr. Asst. Traffic Manager or equivalent posts in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9	

years in the scales of pay of Rs.20600-46500/-(pre-revised scale of pay of Rs.10750-16750/-) &Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) in the respective discipline of Traffic Department. Absorption/deputation of officers holding analogous post or post of Sr. Asst. Traffic Manager or equivalent posts in the scale of pay of Rs. 20600-46500/o (pre-revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade in Major Port Trust.

1	2	3	4	5	6
4	Senior Deputy Traffic Manager	01	Class-I	Rs.32900-58000/-(Pre-revised Scale of Pay of Rs.16000-400-20800/-)	Selected
8	9	10	11	12	13
Essential:-(i) A degree from a recognized university.(ii) 12 years experience in shipping/ cargo operations/ railway transportation in executive cadre in and Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	N.A.	By absorption through Composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or the post of Dy. Traffic Manager and equivalent posts in the respective discipline of Traffic Deptment in the scale of pay of Rs. 24900-50500/- with 3 years regular service in the grade in a Major Port Trust or Dy. Traffic Manager and equivalent posts in the respective discipline of Traffic Department. with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs. 20600-46500/- (pre-revised scale of pay of	As to has new for first com met recr may ado forf as a mea recr this mac first pro sub



				Rs.10750-16750/-) and Rs. 24900-50500/- in the respective discipline of Traffic Department in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or holding posts of Dy. Traffic Manager and equivalent posts in the respective discipline of Traffic Department in the scale of pay of Rs. 24900-50500/- in Government/ PSUs/ Autonomous bodies with 3 years regular service in the grade will be eligible. This selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".	
1	2	3	4	5	6
5	Traffic Manager	01	Class-I (HOD)	Rs.43200-66000/- (Pre-revised Scale of Pay of Rs.18500-450-23900/-)	Sele
8	9	10	11	12	13
Essential:-(i) A degree from a recognized university. (ii) 15 years experience in shipping/ cargo operations/ railway transportation in executive cadre in and Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	N.A.	By absorption through Composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or officer holding post in the scale of pay of Rs. 36600-62000/- with 2 years regular service in the grade or officers holding post in the scales of pay of Rs. 32900-58000/- with 3 years regular service in the grade in Traffic Department of a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or holding posts of Sr.	

Traffic Manager and equivalent posts in the respective discipline of Traffic Department in the scale of pay of Rs. 32900-58000/- and above with 3 years regular service in the grade in a Government/ Semi-Govt./ PSUs or Autonomous bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".

### Recruitment Rules for Class-I Posts under Medical Department, PPT

SI No.	Name of the Post	No. of Posts	Classification	Scale of Pay Rs.)	Whether Selection Non-sel
1	2	3	4	5	6
1	Medical Officer	05	Class-I	Rs.20600-46500/- (Pre-revised Scale of Pay of Rs.9100-250-15100/-)	Not app
Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) educational qualifications (c) experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of recruitment (whether by direct recruitment or by promotion/absorption/deputation) grades from which should be made	Remarks
8	9	10	11	12	13
Essential:-(i) MBBS degree from a recognised university or for Medical Officer (Dental), BDS degree of	Not applicable	2	By direct recruitment	Not applicable	

arecognized  
university.(ii) One  
year experience in  
aHospital, after  
completion of  
internship of  
oneyear.Desirable:A  
Post graduate  
medical  
degreefrom a  
recognized  
university.

1	2	3	4	5	6
2	Sr. Medical Officer (General Duty)	05	Class-I	Rs.20600-46500/-(Pre-revised Scale of Pay ofRs.10750-300-16750/-)	Selection
8	9	10	11	12	13
Essential:-(i) MBBS degree from a recogniseduniversity or for Medical Officer (Dental), BDS degree of arecognized university.(ii) Five year experience in aHospital, after completion of internship of oneyear.Desirable:A Post graduate medical degreefrom a recognized university.	(a) No(b) Yes(c) No	2	By Promotion failing which byabsorption/ deputation, failing both by direct recruitment.	Promotion from Medical Officer in the scale ofpay of Rs. 20600-46500/- (pre-revised scale of pay ofRs.9100-15100/-) with 5 years regular service in thegrade.Absorption/ deputation will be of officers holdinganalogous post or feeder post with 5 years experience in thegrade in a Major Port Trust	
1	2	3	4	5	6
3	Dy. Chief Medical Officer (Specialist)	8	Class-I	Rs.24900-50500/-(Pre-revised Scale of Pay ofRs.13000-350-18250/-)	Selection

8	9	10	11	12	13
Essential:-(i) MBBS degree from a recognised university(ii) A Post graduate medical degree in the specified speciality (a) No(b) Yes(c) from a recognized university.(iii) Post qualification experience in a 7 years in a reputed Hospital, in the relevant field of specialization.	(a) No(b) Yes(c) No	2	By Promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotions from Sr. Medical Officer (Specialist) in the scale of pay of Rs. 20600-46500/- (pre-revised scale of pay of Rs. 10750-16750/-) with 4 years regular service in the grade failing which Sr. Medical Officer (General Duty) with post-graduate qualification in the relevant field and 4 years regular service in the grade. Absorption/ deputation will be of officers holding analogous posts or holding the post of Sr. Medical officer (Specialist) in the scale of pay of Rs. 120600-46500 /- (pre-revised scale of pay of Rs. 10750-16750/-) with 4 years regular service in the grade in a Major Port Trust.	As para the Ano Commit Report -2005, there ar than 05 speciali there sh atleast b Speciali in the disciplin Medicin Gym & t Prediatr and Orthope If the nu of speci less than the spec may be from any these disciplin Port ma decide t number of specia in each disciplin accordin
1	2	3	4	5	6
4	Sr. Dy. Chief Medical Officer	02	Class-I	Rs.32900-58000/- (Pre-revised Scale of Pay of Rs.16000-400-20800/-)	Selection
8	9	10	11	12	13
Essential:-(i) MBBS degree from a recognised university(ii)	(a) No(b) Yes(c) No	N.A.	By absorption through composite method failing which by	For absorption through composite method, Officers holding analogous posts or holding the posts of Dy. Chief	As the p has been created first tim

A Post graduate medical degree in the specified speciality from a recognized university.(iii) Postqualification experience in a 10 years in a reputed Hospital, in the relevant field of specialization.		deputation from other Government organizations and failing both by direct recruitment	Medical Officers (Specialist) and equivalent Specialist posts in Medical Deptt. in the scale of pay of Rs.24900-50500/-with 3 years regular service in the grade in a Major Port Trust or Dy. Chief Medical Officer (Specialist) and equivalent Specialist posts in Medical Deptt. with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs. 20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) and Rs. 24900-50500/- in Specialist cadre of Medical Deptt. in a Major Port Trust will be eligible for deputation, Officer holding analogous posts or holding posts of Dy. Chief Medical Officer (Specialist) and equivalent Specialist posts in the scale of pay of Rs.24900-50500/- in Medical Deptt. in a Govt./ Semi Govt./ PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible. The Selection is by merit for which the bench mark in overall grading in the ACs will not be below "Very Good".	composed method recruitment may be adopted filing in one time measure recruitment this post made for first by promotion subject fulfillment RR. [Re of the R of the Anomal Commit Cadrere of Port & Officers March,
1  5  8 Essential:(i) MBBS degree from a	2  Chief Medical Officer (Category-II Ports)  9 (a) No (b) Yes (c) N.A. No	3  01  10 N.A.	4  Class-I  11 By absorption through composite method	6  Selection  12 For absorption through composite method, Officers holding analogous posts or

<p>recognised university (ii) A post-graduate medical degree from a recognised university (iii) Post qualification experience in a 10 years in a reputed Hospital, in the relevant field of specialization.</p>	<p>failing which by deputation and failing both by direct recruitment</p>	<p>holding posts in the scale of pay of Rs. 36000-62000/- with 2 years regular service in the grade or officers holding posts in the scale of pay of Rs. 32900-58000/- with 3 years regular service in the grade in the Medical Deptt. in a Major Port Trust will be eligible. For deputation, officer holding analogous posts or officer holding posts of Sr. Dy. Chief Medical Officer and equivalent Specialist posts. In the scale of pay of Rs. 32900-58000/- and above in Medical Deptt with 3 years regular service in the grade in Govt./ Semi Govt/ PSUs or Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".</p>
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Recruitment Rules for Class-I posts of Civil Engineering Department, PPT

SI No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)
1	2	3	4	5
1	Asst. Ex. Engineer (Civil)	14	Class-I	Rs. 20600-46500/- (Pre-revised Scale of Pay of Rs. 9100-250-15100/-)
Education and other qualification prescribed for direct recruitment	Whether (a) age (b) educational qualifications (c) experience for direct recruits will apply in the case of promotion/	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation grade from which it should be made

	absorption/ deputation			
8	9	10	11	12
Essential:-Degree or equivalent in Civil Engg from a recognized university. Desirable: Two years experience in executive cadre in Planning/ Construction/ Design/ Maintenance preferably of Port and Marine Structures in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) No, however a Diploma in Civil Engineering from a recognised university/ institution essential. (c) No	2	Upto 21st Aug, 2012 By direct recruitment 33.1/3% By promotion 66.2/3% After 21st Aug, 2012 By direct recruitment 66.2/3% By promotion 33.1/3%	Promotion from Assistant Engineer (Civil), and other non-cadre posts of Engg. Deptt in the scale of pay of Rs.16400-40500/- with 3 years regular service in the grade. Or From Calss-III employees in the scale of pay of Rs.13600-32400/- in the respective discipline of Civil Engineering Department with 5 years regular service in the grade where there are no Class-II posts in the pay scale of pay of Rs.16400-40500/- in that discipline.
1	2	3	4	5
2	Asst. Ex. Engineer (Town Planning)	01	Class-I	Rs.20600-46500/- (Pre-revised Scale of Pay of Rs.9100-250-15100/-)
8	9	10	11	12
Essential:-Degree with a Post Graduate degree/ diploma in architecture/ Town and Country Planning or Degree in Civil Engg from a recognized university/ Institution or corporate membership of Institution of surveyor (India) Desirable: (i) A degree in Law from a recognized university. (ii) Two years executive cadre in Town Planning/ Estate Management/ Valuation in an Industrial/	(a) No (b) No, however a Diploma in Civil Engineering from a recognised university/ institution essential. (c) No	2	Upto 21st Aug, 2012 By direct recruitment 33.1/3% By promotion 66.2/3% After 21st Aug, 2012 By direct recruitment 66.2/3% By promotion 33.1/3%	Promotion from Assistant Engineer (Civil)/ Architectural Assistant, and other non-cadre posts of Engg. Deptt in the scale of pay of Rs.16400-40500/- with 3 years regular service in the grade. Or From Calss-III employees in the scale of pay of Rs.13600-32400/- in the respective discipline of Civil Engineering Department with 5 years regular service in the grade where there are no Class-II posts in the pay scale of pay of Rs.16400-40500/- in that discipline.

Commercial/ Govt.  
Undertaking.

1	2	3	4	5
3	Ex. Engineer (Civil)	09	Class-I	Rs.20600-46500/-(Pre-revised Scale of Pay ofRs.10750-300-16750/-)
8	9	10	11	12
Essential:-(i)Degree or equivalent in Civil Engg from arecognized university.(ii) Five years experience in executivecadre in Planning/ Construction/ Design/ Maintenance preferablyof Port and Marine Structures in an Industrial/ Commercial/ Govt.Undertaking.	(a) No(b) No, however a Diploma in Civil Engineering from a recognised university/ institution essential.(c) No	2	By promotion failing which byabsorption/ deputation, failing both by direct recruitment	Promotion from Asst. Ex. Engineer (Civil) in thescale of pay of Rs.20600-46500/- (pre-revised scale of pay ofRs.9100-15100/-) with 5 years regular service in the grade failing which Asst. Ex. Engineer (Civil) in the scale of pay ofRs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-)with 2 years regular service in the grade a a combined regularservice of years in the scales of pay of Rs.20600-46500/-(pre-revised scale of pay of Rs.9100-15100/-) &Rs.16400-40500/- in the respective discipline of Civil Engg.Dept.Absorption/depu- tation of officers holdinganalogous posts or feeder post with experience as mentioned abovein Major Port Trust.
1	2	3	4	5
4	Superintending Engineer (Civil)	02	Class-I	Rs.24900-50500/-(Pre-revised Scale of Pay ofRs.13000-18250/-)
8	9	10	11	12
Essential:-(i)Degree or equivalent in Civil Engg from arecognized university.(ii) Nine years experience in	(a) No(b) No, however a Diploma in Civil Engineering from a	2	By promotion failing which byabsorption/ deputation, failing both by direct recruitment	Promotion from Ex. Engineer (Civil) in the scaleof pay of Rs.20600-46500/- (pre-revised scale of pay ofRs.10750-16750/-) with 4



executivecadre in Planning/ Construction/ Design/ Maintenance preferablyof Port and Marine Structures in an Industrial/ Commercial/ Govt.Undertaking.	recognised university/ institution essential.(c) No			years regular service in the gradefailing which Ex. Engineer (Civil) in the scale pay ofRs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-)with 2 year regular service in the grade a a combined regularservice of years in the scales of pay of Rs.20600-46500/-(pre-revis scale of pay of Rs.10750-16750/-) &Rs.Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-)in the respective discipline of Civil Engg. Dept.Absorption/deputation be of officers holdinganalogo posts or feeder post with experience as mentioned abovein Major Port Trust.
1	2	3	4	5
5	Deputy Chief Engineer (Civil)	01	Class-I	Rs.32900-58000/-(Pre-revis Scale of Pay ofRs.16000-400-20800/-)
8	9	10	11	12
Essential:-(i)Degree or equivalent in Civil Engg from arecognized university.(ii) Twelve years experience inexecutive cadre in Planning/ Construction/ Design/ Maintenancepreferably of Port and Marine Structures in an Industrial/Commercial/ Govt. Undertaking.	(a) No(b) Yes(c) N.A. No	N.A.	By absorption through Compositemethod failing which by deputation from other Govt. organisationsand failing both by direct recruitment.	For absorption through composite method,officers holding analogous posts or t post of superintendingEngineer and equivalent posts in the respective discipline ofCivil Engineering Department. in the scale of pay of Rs.24900-50500/- with 3 years regular service in the grade in therespective discipline in a Major Port Tr or SuperintendingEngineer and equivalent posts in the respective discipline ofCivil

				Engineering Department with 2 years in the regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs. 20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) and Rs. 24900-50500/- in the respective discipline in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or officers holding posts or officers holding post of Superintendent Engineer and equivalent post in the respective discipline of Civil Engineering Department in the scale of pay of Rs. 24900-50500/- with 3 years regular service in the grade in the respective discipline in Government/ PSUs/ Autonomous bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACR will not be below "Very Good".
1	2	3	4	5
6	Chief Engineer	01	Class-I (HOD)	Rs.43200-66000/- (Pre-revised Scale of Pay of Rs.18500-450-23900/-)
8	9	10	11	12
Essential:-(i) Degree or equivalent in Civil Engg from a recognized university.(ii) Fifteen years experience in executive cadre in Planning/ Construction/ Design/ Maintenance preferably of Port and Marine	(a) No (b) Yes (c) No	N.A.	By absorption through Composite method failing which by deputation from other Govt. organisations and failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or officer holding post in the scale of pay of Rs. 36600-62000/- with 2 years regular service in the grade or officer holding post in the scale of pay of Rs.36600-62000/- with 3 years regular service in the

Structures in an  
Industrial/Commercial/  
Govt. Undertaking.

grade in the Civil Engineering  
Department in a Major Port  
Trust will be eligible. For  
deputation, Officers holding  
analogous posts or officers  
holding posts of Dy. Chief  
Engineer and equivalent posts  
in Civil Engineering  
Department in the scale of pay  
of Rs.32900-58500/- with 3  
years regular service in the  
grade in Government/ PSUs/  
Autonomous bodies will be  
eligible. This selection is by  
merit for which the bench  
mark in overall grading in the  
ACRs will not be below "Very  
Good".

#### Recruitment Rules for Class-I under Vigilance Wing, PPT

Sl.No.	Name of the Posts	No of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection
1	2	3	4	5	6
1	Deputy Chief Vigilance Officer	01	Class-I	Rs.24900-50500/- (Pre-revised Scale of Pay of Rs.13000-35018250/-)	Selection
Education and other qualifications prescribed for direct recruitment	Whether (a) age (b) educational qualifications (c) experience for direct recruits will apply in the case of promotion/ absorption/ deputation	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
8	9	10	11	12	13
NA	NA	02	By deputation from Major Port Trusts.	Officers holding analogous posts or officers holding posts in the scale of pay of Rs. 20600-46500/- (pre-revised	Deputation normally be for a period of 3 years and in

scale of pay of Rs. 10750-16750/-) with 4 years regular service in the grade failing which officers of a combined regular service of 9 years in the scales of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs. 10750-16750/-) and Rs.20600-46500/- (pre-revised scale of pay of Rs.9100-15100/-) in any Major Port Trusts/ Central Government/Public Sector Undertakings or Autonomous bodies. Preference will be given to the persons having experience in vigilance work.

1	2	3	4	5	6
2	Chief Vigilance Officer	01	Class-I (HOD)	Rs.43200-66000/- (Pre-revised Scale of Pay of Rs.18500-23900/-)	Selection
8	9	10	11	12	13
NA	NA		By deputation of Officers of All India/ Central Services.	Officers who are eligible for appointment at the level of Dy.Secretary/ Director in Govt. of India.	Deputation will normally be for a period of 3 years and in any case not to exceed five years.

Recruitment Rules for Class-I Posts under Marine Department, PPT

SI.No.	Name of the Posts	No of Posts	Classification	Scale of Pay (Rs.)	Whether Non-Selection
1	2	3	4	5	6
1	Deputy Conservator (Category-II Ports)	01	Class-I (HOD)	Rs.43200-66000/- (Pre-revised Scale of Pay of Rs.18500-23900/-)	Selection
Education and other qualifications	Whether (a) age (b) educational	Period of Probation (in years)	Method of recruitment (whether by direct	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks

prescribed for direct recruitment	qualifications for direct recruits will apply in the case of promotion/absorption/deputation	(c) experience	recruitment or by promotion/deputation)		
8	9	10	11	12	13
Essential:-(i) Must hold a certificate of competency as master of foreign going ship issued by the Ministry of Shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping, Govt. of India. (ii) Must hold Pilot licence and have 8 years experience either as master of Foreign Going Ship or in Piloting or cumulative.	(a) No (b) Yes (c) N.A.		By absorption through composite method, failing which by deputation and failing both by direct recruitment	For absorption by composite method, officers holding analogous posts or holding posts of Harbour Master in the scale of pay of Rs. 36600-62000/- with 2 years regular service in the grade in a Major Port Trust will be eligible. For deputation officers holding analogous posts or holding post of Harbour Master and its equivalent Deck side post in the scale of pay of Rs. 36600-62000/- and above with 2 years regular service in the grade in a Govt./ Semi Govt./ PSUs or Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	
1	2	3	4	5	6
2	Harbour Master	01	Class-I	Rs. 36600-62000/- (Pre-revised Scale of Pay of Rs. 17500-400-22300/-)	Selection
8	9	10	11	12	13
Essential:-(i) Must hold a certificate of competency as master of foreign going ship issued by the Ministry of Shipping, Govt. of	(a) No (b) Yes (c) N.A.		By absorption through composite method, failing which by deputation and failing both by direct recruitment	For absorption by composite method, officers holding analogous posts or Pilots in the scale of pay of Rs. 32900-58000/- (pre-revised scale of pay of Rs. 16000-22300/-) and above with 5 years regular service in	

India or an equivalent qualification recognised by the Ministry of Shipping, Govt. of India(ii) Must hold Pilot licence and have 6 years experience either as Master of Foreign going ship or in Piloting or cumulative

the grade in a Major Port are eligible. For deputation officers holding analogous posts or holding Pilot posts and its equivalent Deck side post with experience as mentioned above in Govt./ PSUs/ Autonomous Bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".

1	2	3	4	5	6
3	Pilot	06	Class-I	Rs.32900-58000/- (Pre-revised Scale of Pay of Rs.14500-350-18700/-)	NA
8	9	10	11	12	13

Essential:-(i) Must hold a certificate of competency as master of foreign going ship issued by the Ministry of Shipping, Govt. of India or an equivalent qualification recognised by the Ministry of Shipping Govt. of India.(ii) One year post qualification experience as Master/ Chief Officer of a foreign going ship

As per 5(b) of on Cad the Port Officer be auto officers scale of to the p of Rs.16 (revised of Rs.32 pay sca beleva pay of

1	2	3	4	5	6
4	Dy. Marine Engineer	2	Class-I	Rs.20600-46500/- (Pre-revised Scale of Pay of Rs.10750-300-16750/-)	NA
8	9	10	11	12	13
	N.A.	2 yrs		N.A	

Essential:-(i) MOT II Class Motor Certificate issued under Merchant Shipping Act, 1958(ii) 2 years experience as independent Watch keeping Engineer on board a foreign going ship.			By direct recruitment		
1	2	3	4	5	6
5	Senior Dy. Marine Engineer	1	Class-I	Rs.24900-50500/- (Pre-revised Scale of Pay of Rs.13000-350-18250/-)	Selection
8	9	10	11	12	13
Essential:-(i) MOT II Class Motor Certificate issued under Merchant Shipping Act, 1958(ii) 6 years experience as independent Watch keeping Engineer on board a foreign going ship.	(a) No (b) Yes (c) No	2 yrs	By promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from the post of Dy. Marine Engineer in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade. Absorption/deputation will be of officers holding analogous posts or Officers with 4 years regular service in the post of Dy. Marine Engineer in the scale of pay of Rs.20600-46500/- (pre-revised scale of pay of Rs.10750-16750/-) /	
1	2	3	4	5	6
6	Marine Engineer	1	Class-I	Rs.32900-58000/- (Pre-revised Scale of Pay of Rs.14500-350-18700/-)	NA
8	9	10	11	12	13
Essential:-(i) MOT I Class Motor Certificate issued under Merchant	N.A.	2 yrs	By direct recruitment	N.A	As per 5(b) of on Cad the Por Officer

Shipping Act,  
1958(ii) 1 year  
postqualification  
experience as  
chief Engineer/  
2nd Engineer on  
board a foreign  
going ship.

1	2	3	4	5	6
7	Senior Marine Engineer	1	Class-I	Rs.32900-58000/- (Pre-revised Scale of Pay of Rs.16000-400-20800/-)	Selection
8	9	10	11	12	13
<p>Essential:-(i) MOT Class Motor certificate issued under Merchant Shipping Act, 1958(ii) 4 years experience as Chief Engineer or 5 years combined experience as Chief Engineer and Second Engineer on board a foreign going ship.</p>				<p>Promotion from the post of Marine Engineer in the scale of pay of Rs.32900-58000/- with 4 years service in the grade. Absorption through composite method will be of officers holding analogous posts or officers with 4 years regular service in the post of Marine Engineer in the scale of pay of Rs. 32900-58000/- in Major Port Trust. For deputation of officers holding analogous posts or officers holding posts of Marine Engineers and its equivalent in Marine Engg. side in the scale of pay of Rs. 32900-58000/- with 4 years regular service in the grade in Govt./ PSUs/ Autonomous Bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".</p>	
(a) No (b) Yes (c) No		2 years.		By promotion or by absorption through composite method failing which by deputation from other Govt. organisations and failing both by direct recruitment	