

The Cochin Port Trust Employees (Recruitment, Seniority, and Promotion) Regulations, 2010

UNION OF INDIA

India

The Cochin Port Trust Employees (Recruitment, Seniority, and Promotion) Regulations, 2010

Rule

THE-COCHIN-PORT-TRUST-EMPLOYEES-RECRUITMENT-SENIORITY- of 2010

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The Cochin Port Trust Employees (Recruitment, Seniority, and Promotion) Regulations, 2010 Published vide Notification No. G.S.R. 862(E), dated 28th October, 2010 Last Updated 8th September, 2018 Ministry of Shipping (Ports Wing) G.S.R. 862(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 Cochin Port Trusts Employees Recruitment, Seniority and Promotion) Regulations, 2010 made by the Board of Trustees of Cochin Port Trust as set out in the Schedule annexed to this Notification.

2. The said Regulations shall come into effect from the date of publication of this Notification in the Official Gazette.

Schedule

Cochin Port Trust In exercise of powers conferred by section 28 of the Major Port Trusts Act, 1963 (38 of 1963), the Board of Trustees of Cochin Port with the approval of the Central Government as required under Sub-Section (1) of Section 124 of the said Act, hereby frames the revised Regulations of Cochin Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2010.

1. (i) These Regulations may be called the Cochin Port Trust Employees (Recruitment, Seniority and promotion) Regulations, 2010.

(ii) 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. In the schedule to the Cochin Port Trust Employees Recruitment, Seniority and promotion) Regulations, 2010, the following entries shall be included.

Schedule 2

Recruitment Rules of 70 categories of Class-I cadre. Foot-Note: The existing recruitment rules in respect of Class-II, III and IV employees will be in force for recruitment till the Cadre Restructuring of the above is completed and published in the Gazette of India.

Schedule 3

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

1. Short Title and Commencement.

- (i) These Regulations may be called the Cochin Port Trust Employees (Recruitment, Seniority and promotion) Regulations, 2010. (ii) 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 Cochin Port Trust Employees (Classification, Control and Appeal) Regulations 1964, to make appointment to that grade or post. (d) "Board", "Chairman", "Deputy Chairman" and "Head of Department" have the meaning 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 6 of the Port Trust Employees (Classification, Control and Appeal) Regulations, 1964. (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, 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 Employees" means an employee who has been substantively appointed to a permanent post.(l)"Schedule" means the Schedule appended to these regulations.(m)"Schedule Casts 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 of 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 officiating in a permanent post or on probation in his appointment in the service of the Board.(r)["Regular Service" in relation to any grade means the period or periods of service in that grade rendered after selection and appointment thereto under the regulations according to the prescribed procedure for regular appointment to that grade and includes any period or periods: [Added by Notification No. G.S.R. 306(E), dated 30.3.2017 (w.e.f. 28.10.2010).](i)Taken into account for the purpose of seniority in case of those already in service at the time of notification of regulations;(ii)During which an employee would have held a post in that grade but for being on leave or otherwise not being available for holding such posts.]

4. Manner of Appointment.

- All appointments to the posts to which these regulation 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 Ports, Cental Govt., State Govts., autonomous bodies, Govt., Companies fulfilling the criteria of 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.Provided that the appointment in respect of posts treated as Heads or Department and posts one level below the HOD, all the vacancies shall be filled by 'Composite method of recruitment' i.e. through promotion/ transfer/ deputation on absorption basis failing which deputation and failing both by direct recruitment. The promotion/ transfer/ on absorption will be from the officers from Major Port Trusts fulfilling the criteria of eligibility prescribed in the schedule annexed to the regulation.

5. Schedules.

- The manner of appointment i.e. whether by direct recruitment or by departmental promotion or absorption or deputation, the qualification, age education, training, requirements of experience, classification of posts as selection posts or - non-selection posts and other matters connected with the appointment 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 or 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 up to 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, up to 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 Tribes 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 particular vacancy should be filled by direct recruitment or promotion. However, if a vacancy which is reserved for direct recruitment 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 and 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 a 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. [Substituted by Notification No. G.S.R. 835(E), dated 5.9.2018 (w.e.f. 28.10.2010).]

- When the posts required to be filled by direct recruitment are advertised, employees of the Board of any Major Port Trust possessing the prescribed qualifications and experience may also apply: Provided that the age limit in such cases shall not exceed fifty five years.]

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 Service 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

[Joint Secretary of the Ministry of Shipping looking after the charge of PHRD - Chairman] [Substituted by Notification No. G.S.R. 604(E), dated 31.7.2015 (w.e.f. 28.10.2010).]
[Substituted by Notification No. G.S.R. 604(E), dated 31.7.2015 (w.e.f. 28.10.2010).]
(w.e.f. 28.10.2010).]

Any other Port Chairman or an officer having wide experience in the field to be nominated by the Ministry of Shipping - Member
Representative of SC/ ST & 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 & 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 & OBCs nominated by the Chairman	- Member
(d) For Class-III and Class-IV posts (Common Categories)		
(i)	Deputy Chairman or in his absence, HOD Nominated by the Chairman of the Board	- Chairman
(ii)	HOD incharge of Personnel	- Member
(iii)	A senior officer in the grade not below Rs. 16000-400-20800 to be nominated by the Chairman	- Member
(iv)	Representative of SC/ ST & OBCs nominated by the Chairman	- Member
(e) For Class-III and Class-IV posts (Uncommon Categories)		
(i)	HOD, where the vacancy arises	- Chairman
(ii)	HOD incharge of Personnel	- Member
(iii)	A senior officer of the concerned Division in the Grade not below Rs. 16000-400-20800 to be nominated by the Chairman	- Member
(iv)	Representative of SC/ ST & 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 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 adhoc 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 or 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.16000-400-20800 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/-, 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-improvementIn 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 any time 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 Regulations 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 Committee 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.16000-400-20800 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 as 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. 644(E), dated 30.6.2016 (w.e.f. 28.10.2010).].

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. Cochin Port Trust GL. ADMN. - MAIN ESTT.

SI. No.	Name of the Post	No. of Post	Classification	Scale of Pay
1	2	3	4	5
1	Assistant Secretary Gr-I	01	Class-I	9100-250-1
	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/ grades from made
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	(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 to Secretary Grade Asst. Secretary Accountant scale of pay with 3 years by the grade. Of employees in of Rs. 6170-1

years experience in executive cadre in the field of General Administration, personnel, Industrial Relations, etc. in an Industrial/ Commercial/ Govt. Undertaking.

respective d
GeneralAdm
Finance Dep
years regula
grade where
Class-II pos
scaleof pay
Rs.8600-14
discipline.

1	2	3	4	5
2	Senior Assistant Secretary	01	Class-I	10750-300-
8	9	10	11	12
Essential:(i)A degree form a recognised university(ii) Five yearsexperience in executive cadre in the field of GeneralAdministration, Personnel, Industrial Relations etc. in anIndustrial/ Commercial/ Govt. Undertaking.Desirable:-PostGraduate degree/ diploma in Personnel Management/ IndustrialRelation/ Social Work/ Labour Welfare or allied subjects ordegree in Law from a recognised University/ Institution.				Promotion f Secretary G Gr.I (O.L.)/ scale of pay 9100-15100 yearsregula grade falling SecretaryGr Gr.I (O.L.)/ scale ofpay 9100-15100 regular serv gradeand a service of 8 of pay ofRs. Rs.8600-14 respective General Adm Dept.Absorp of Officers h posts or pos Secretary G Gr.I (O.L.)/ scale of pay 9100-15100 regular serv a Major Por
1	(a) No(b) Yes(c) No	2	By Promotion failing which byabsorption/ deputation failing both by direct recruitment	
3	Deputy Secretary	01	Class-I	13000-350-

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. Undertaking. Desirable:- Post Graduate degree/ diploma in Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare or allied subjects or 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 Secretary/ S (PS)/ Sr. W Asst. Estate scale of pay of Rs.10750- years regular grade failing Assistants Secretary (F Officer / Sr. Manager in Rs.10750-16 years regular grade and a service of 9 of pay of Rs. Rs.9100-15 respectively General Ad Deptt..Absorption deputation holding an post of Sr. As Secretary/ S (PS)/ Sr. W Asst. Estate scale of pay of Rs.10750- years regular grade in a M
1	2	3	4	5
4	Senior Deputy Secretary	01	Class-I	Rs.16000-4
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	(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	For absorption composite method holding an the post of I and equivalence respective d

etc. in an Industrial/ Commercial/
Govt.
Undertaking. Desirable:- Post Graduate
degree/ diploma in Personnel
Management/
Industrial Relations/ Social Work/
Labour Welfare or allied subjects
or degree in Law from a
recognized university.

recruitment

General Adm
scale of pay
Rs.13000-14
years regula
grade in a M
Deputy Secr
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of General A
years regula
grade and a
service of 7
of pay of Rs.
and Rs. 130
respective d
General Adm
Major Port
be eligible. F
Officers hol
analogous p
Secretary an
in the respec
General Adm
scale of Rs.1
Govt/ Semi
Autonomou
years regula
grade will b
eligible. The
merit for wh
benchmark
grading in th
below "Very

1	2	3	4	5
5	Secretary (Category-II Ports)	1	Class-I (HOD)	Rs.18500-4
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,	(a) No (b) Yes (c) No	N.A.	By absorption through composite method failing which by deputation from other Govt. organizations and	For absorpti composite m holding ana officers hol the scale of p

personnel, industrial Relations
etc. in an Industrial/ Commercial/
Govt.
Undertaking. Desirable:- Post Graduate
degree/ diploma in Personnel
Management/
Industrial Relations/ Social Work/
Labour Welfare or allied subjects
or degree in Law from a
recognized university.

failing both by direct
recruitment

Rs.17500-25000
years regular service
grade or office
in the scale
of Rs.16000-20800
years regular service
grade in the
Resources Department
Deptt. of a Municipality
Trust will be eligible for
deputation, promotion or
holding an analogous post
of Senior Assistant
and equivalent posts
HRD the scale of
16000-20800
above with 3 years
service in the
Semi-Govt., Govt.
Autonomous
eligible. The
merit for which
benchmark
in the ACRs
"Very Good"

1	2	3	4	5
6	PS to Chairman	01	Class-I	Rs.9100-25000
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. Undertaking.				
	(a) No (b) No (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from PS to Dy. CL scale of pay Rs.8600-14000 regular service grade. Absorption will be of Office analogous post with 3 years in the grade in

1	2	3	4	5
7	Sr. PS to Chairman	01	Class-I	Rs.10750-30000

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 failing which by absorption/ deputation failing both by direct recruitment
1	2	3	4	5
8	Welfare Officer	01	Class-I	Rs.9100-25
8	9	10	11	12
Essential:-(i) A degree from a recognized university.(ii) Degree/ Diploma in Social Science from a recognized University/ Institution.(iii) Knowledge of Local language.Desirable:-Two years experience as a Labour Welfare Officer/Industrial Relations officer in an Industrial/ Commercial / Govt.undertaking	(a) No(b) Yes(c) No	Two	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% Note: Promotion will be on the basis of a written test and a viva voce.	Promotion failing which by absorption/ deputation failing both by direct recruitment
1	2	3	4	5
9	Senior Welfare Officer	01	Class-I	Rs.10750-30
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 f
Officer in th
Rs.9100-15:
regular serv
falling whic
Officer in th
Rs.9100-15:
regular servi
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service of 8
of pay of Rs
Rs.8600-14
the respectiv
Personnel &
IR Division..
deputation
Officers hold
posts or pos
of Welfare O
posts in the
disciplines o
the scale of
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a Major Por

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10

Assistant Estate Manager

01

Class-I

Rs.9100-25

8

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12

Essential:(i) 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 experience in estate Management, valuation or Land Records in an Industrial/ Commercial/ Govt. Undertaking.

(a) No (b) No. However, Two Diploma from a recognized University/ institution is essential. (c) No.

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 f
Secretary (J
Asstt. (Sr.) I
pay of Rs.86
years regula
respective g
Class-III em
scale of pay
in the discip
Division wit
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there are no
in the pay sc
Rs.8600-14

1	2	3	4	5
11	Sr. Assistant Estate Manager	01	Class-I	Rs.10750-30
8	9	10	11	12
<p>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 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.</p>				<p>Promotion failing discipline. Estate manager scale of pay ofRs.9100-14 years regular grade falling Estate manager scale of pay ofRs.9100-14 years regular grade and a service of 8 of pay ofRs. Rs.8600-14 discipline in Division.Ab deputation Officers hold posts or Assistant manager Grade posts in the Rs.9100-15 regular service Trust.Or From Class-III minimum scale of pay Rs.6170-119 the discipline Division with service in the there are no the pay scale Rs.8600-14 discipline.</p>
1	2	3	4	5
12	Law Officer Grade I	01	Class-I	Rs.9100-25
8	9	10	11	12
(a) No(b) Yes(c) No.				Two

Essential:(i)A Degree in Law from a recognized University.Desirable:(i)Two years executive experience in a Legal Establishment of an Industrial/ Commercial/ Govt. Undertaking.(ii) Post GraduateDegree in Law from a recognoized University.			Upto 21stAug,2012Bydirect recruitment- 33.1/3%By promotion –66.2/3%After 21stAug, 2012Bydirect recruitment- 66.2/3%By promotion – 33.1/3%.	Promotion f in the scale Rs.8600-14 regular serv respectivegr Class-III em scale of pay in the discipl Division with service in th there are no inthe pay sc Rs.8600-14 discipline.
1	2	3	4	5
13	Sr. Asst. Secretary (Public Relations)	01	Class-I	Rs.10750-30
8	9	10	11	12
Essential:(i) Degreefrom a recognized University.(ii) Degree or Diploma in PublicRelations/ Journalism from a recognized University/Institution.(iii) Five years experience in Officer Cadre inPublic Relation Work in Port/ Public Sector/ Reputed Public Ltd.Compnay.Desirable:-(i)Post Graduate degree/ diploma in Business Administration.(ii)Knowledge of Computer Packages.	(a) No(b) Yes(c) No	2	Bypromotion failing which by absorption/ deputation failing both bydirect recruitment	Promotion f Secretary G Gr. I (O.L.)/ Asst. Estate Law Officer scale of Rs.9 5years regul grade failing AssistantSe Secretary G Officer/Asss Gr.I/ Law C pay scale of with 2 years the grade an regular serv the scales of ofRs.9100-1 8600-14600 respective d Admn. Deptt.Absor will of Offic analogous p Assistant Se

				Secretary G Officer/ Ass Gr.I/ Law C scale of pay Rs.9100-15 regular serv Trust.
1	2	3	4	5
14	Asst. Secretary Gr.I (Official Language)	01	Class-I	Rs.9100-25
8	9	10	11	12
Essential:(i) MasterDegree in Hindi with English as subject at the Degree level orMasters Degree in English with Hindi as a subject at the Degreelevel.iii) Five years experience of terminological work inHindi and translation work from English to Hindi and vice versapreferably of technical and scientific literature with at least 2years experience in a Supervisory position.Desirable:-(i)Knowledge of the official Language Act and Rules framed thereunder.(ii) Administrative Experience.(iii) Experience inorganising Hindi Classes or Workshop for noting anddrafting.(iii) Post Graduate Diploma in Translation.(iv)Knowledge of Malayalam.				
	(a) No(b) Yes(c) As in Col No. 12	2	Bypromotion failing which by absorption/ deputation failing both bydirect recruitment	Promotion f Translators yearsexperi
1	2	3	4	5
15	Assistant Director (Research)	01	Class-I	Rs.9100-25
8	9	10	11	12
Essential:-(i)Degree in Economics or Statistics or Mathematics from arecognized university/ institution.Desirable:-(ii) Five years executiveexperience in collection, compilation and interpretation of dataor in				
	(a) No(b) Yes(c) No	2	Upto 21stAug,2012Bydirect recruitment- 33.1/3%By promotion -66.2/3%After 21stAug, 2012Bydirect recruitment- 66.2/3%By	Promotion f Officer in th Rs.8600-14 regular serv therespectiv grade.OrPro Class-III em

conducting field surveys, investigations, etc.(ii) Knowledge of computer operations..(iii) Post Graduate degree/diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognised University/Institution.

promotion – 33.1/3%.

scale of pay in the discipline Division with service in the there are no the pay scale Rs.8600-14 that discipline

1
16
8

2
Deputy Director
(Research)

3
01
10

4
Class-I
11

5
Rs.10750-3
12

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..

(a) No (b) Yes (c) No

2

By promotion falling which by absorption/ debutation, failing both by direct recruitment.

Promotion for Director (Research) scale of pay Rs.9100-15: regular service failing which Director (Research) the scale of pay Rs.9100-15: regular service and a combined service of 8 of pay of Rs. Rs.8600-14 respectively Division. Absorption by debutation holding an Assistant Director Assistant Director other equivalent scale of pay Rs.9100-15: regular service P&R Division Trust.

1
17
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2
Senior Deputy Director
(Research)

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01
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4
Class-I
11

5
Rs.13000-3
12

Essential:-(i)Degree in Economics or Statistics or Mathematics from arecognized university/

institution.(ii) Nine years executiveexperience in planning or in collection, compilation andinterpretation of data or in conducting field

surveys,investigations, etc.(iii)

Knowledge of (a) No(b) Yes(c) No 2

computeroperations.Desirable:-(i)

Post Graduatedegree/ diploma in

Economics or Statistics or

Mathematics orOperational

Research and allied subjects from

a

recognisedUniversity/Institution.(ii)

Knowledge f computer

operations..

By promotion falling which by absorption/ debutation, failingboth by direct recruitment.

Promotion f
(Research))
of Rs.10750
years regula
grade failing
Director (R
scale ofpay
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the gradean
regular serv
the scaled o
ofRs.10750-
Rs.9100-15
respectived
Diviision.Ab
debutationv
holding ana
Dy. Director
Director (EL
equivalent p
pay of Rs.10
4 years regu
grade in P&
Port Trust.

Finance Department

SI No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Select Non-S
1	2	3	4	5	6
1	Accounts Officer Grade-I	6	Class-I	Rs.9100-250-15100/-	Select
	Whether(a) age(b) educational qualifications(c)experience for direct recruits will apply in the case ofpromotion/ absorption/ deputation	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or bypromotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades fromwhich it should be made	Rema
	Educational and other qualifications prescribed for directrecruitment				

8	9	10	11	12	13
Essential:-Member of Institute of Chartered Accountants of India or Institute of Cost and Works Accounts 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/ Dy. Chief Accountant (Sr.)-II/ Assistant Secretary (Jr) in the scale of pay of Rs.8600-14600/- with 3 years regular service in the respective grade. Or From Class-III employees in the scale of pay of Rs.6170-11975/- in the respective discipline of Finance Department/ General Administration with 5 years regular service in the grade where there are no Class-II posts in the pay scale of pay of Rs.8600-14600/- in that discipline.	Existing Dy. C. Accountants in the scale of Rs.9100-15100/- in the respective discipline of Accounts Gr-I.
1	2	3	4	5	6
2	Sr. Accounts Officer	02	Class-I	Rs.10750-300-16750/-	Select
8	9	10	11	12	13
Essential:-(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accounts 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 in the scale of pay of Rs.9100-15100/- with 5 years regular service in the grade failing which Accounts Officer Gr.I in the 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	One person operating Accounts (Cost)

scales of pay of
Rs.9100-15100/-
&Rs.8600-14600/- in
respective discipline of
Finance Deptt..Absorption/
deputation will be of
Officers holding
analogous posts or post
of Accounts Officer
Gr.I in the scale of pay
of Rs.9100-15100/-
with 5 years regular
service in the grade in
a Major Port Trust.

1	2	3	4	5	6
3	Deputy Chief Accounts Officer	1	Class-I	Rs.13000-350-18250/-	Select
8	9	10	11	12	13
Essential:-(i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountsof India.(ii) Nine 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 Sr. Accounts Officer in the scale of pay of Rs.10750-16750/- with 4 years regular service in the grade failing which Sr. Accounts Officer in the 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.10750-16750/- &Rs.9100-15100/- in respective discipline of Finance Deptt..Absorption/ deputation will be of Officers holding analogous posts or post of Sr.Accounts Officer in the scale of pay of Rs.10750-16750/- with	

				4years regular service in the grade in aMajorPort Trust.	
1	2	3	4	5	6
	Senior Deputy Chief Accounts Officer	01	Class-I	Rs.16000-400-20800/-	Select
8	9	10	11	12	13
Essential:-(i) Member of Institute of CharteredAccountants of India or of Institute of Cost and Works Accountsof India.(ii) Twelve years experience in Executive cadrein 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,officers holding analogous posts or Dy. Chief Accounts Officerand equivalent posts in respective discipline of Finance Deptt.In the scale of pay of Rs.13000-18250/- with 3 years regularservice in the grade Rs.13000-18250/- in a Major Port Trust orDy. Chief Accounts officer and equivalent posts in respective discipline of Finance Deptt. with 2 years regular service of 7years in the scales of pay of Rs. 10750-16750/- andRs.13000-18250/- in the respective discipline of Finance Deptt.in a Major Port Trust will be eligible.For deputation,Officers holding analogous posts or holding posts of Dy. ChiefAccounts Officer and equivalent posts in respective discipline	

of Finance Deptt. In the scale of pay of Rs.13000-18250/- in 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 benchmark in overall grading in the ACR will not be below "Very Good".

1	2	3	4	5	6
	Financial Advisor & Chief Accounts Officer (Category-II Portd)	01	Class-I (HOD)	Rs.18500-450-23900/-	Select
8	9	10	11	12	13
Essential:- (i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. (ii) Fifteen years experience in Executive cadre in the field of Finance, Accounting in an 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 Officers holding posts in the scale of pay of Rs.17500-22300/- with 2 years regular service in the grade or Officers holding posts in the scale of pay of Rs.16000-20800/- with 3 years regular service in the grade in the Finance Deptt. Of a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or officers holding posts of Sr. Dy. Chief Accounts Officer and equivalent	

posts in Finance Deptt. In the scale of pay of Rs.16000-20800/- and above in Govt/ Semi-Govt./ PSUs or Autonomous bodies with 3 years regular service in the grade will be eligible. These 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
6	Asst. director (EDP)	01	Class-I	Rs.9100-250-15100/-	Select
8	9	10	11	12	13
Essential: Degree in Computer Engineering/Computer Science from a recognized 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/	(a) No (b) Yes (c) No	02	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 Programmer in the scale of pay of Rs.8600-14600/- with 3 years regular service in the respective grade. Or Promotion from Class-III employees in the scale of pay of Rs.6170-11975/- in the respective discipline of EDR/P&R Division with 5 years regular service in the grade where there are no Class-II posts in the pay scale of pay of Rs.8600-14600/- in that discipline.	The e of An Progr redes as Ass (EDP

institution.Desirable:(i)

Post Graduate Degree
in Maths/Statistic/
Operational Research /
Economics or Post
GraduateDegree in
Computer Science or
systems or information
systems orMIS or
information
Technology or
Computer Application
or BusinessAdmn (PG
Degree/ Diploma) with
Specialization in
system orinformation
systems or MIS OR
information

Technology and
alliedsubjects from a
recognized university/
institution.(ii)

Twoyears experience in
programming/
Electronic Data
Processing/System
Analysis etc.

1	2	3	4	5	6
7	Deputy director (EDP)	01	Class-I	Rs.10750-300-16750/-	Select
8	9	10	11	12	13
Essential:(i)Degree in Computer Engineering/ Computer Sciencefrom a recognized university/ institutionOrDegree in Maths/ Statistics/ Operational Research/ Economicswith Post Graduate Diploma in Computer Application/	(a) No(b) Yes(c) No	02	By Promotion failing whichby absorption/ deputation failing both by direct recruitment	Promotion fromAssistant Director (EDP) in the scale of pay of Rs.9100-15100/-with 5 years regular service in the grade failing which AssistantDirector (EDP) in the scale of pay of Rs.9100-15100/- with 2years regular service in the grade and	

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) Five
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 and allied
subjects from a
recognizeduniversity/
institution.

a combined regular
serviceof 8 years in the
scales of pay of
Rs.9100-46500/-
&Rs.8600-14600/- in
respective discipline of
EDP/
P&RDivn.Absorption/
deputation will be of
Officersholding
analogous posts
orAssistantDirector
(EDP) / Assistant
Director (Research) and
otherequivalent postsin
the scale of pay of
Rs.9100-15100/-with 5
years regular service in
the grade of EDP/
P&RDivision in aMajor
Port Trust.

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8	Senior Deputy Director (EDP)	01	Class-I	Rs.13000-350-18250/-	Select
8	9	10	11	12	13
Essential: Degree in Computer Engineering/Computer Sciences from a recognized 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) Nine 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	(a) No (b) Yes (c) No	02	By Promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Deputy Director (EDP)/ Deputy Director (Research) in the scale of pay of Rs.10750-16750/- with 4 years regular service in the grade failing which by Deputy Director (EDP) in the 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.10750-16750/- & Rs.9100-15100/- in the respective discipline of P&R Divn. Absorption/ deputation will be of officers holding analogous posts of Deputy Director (EDP)/ Deputy Director (Research) and other equivalent posts in the scale of pay of Rs.10750-16750/- with 4 years regular service in the grade of EDP/ P&R Division in a Major Port Trust.	

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.
Marine Department

SI.No.	Name of the Posts	No of Posts	Classification	Scale of Pay (Rs.)
1	2	3	4	5
1	Pilot	11	Class-I	Rs.14500-350-18700/
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
8	9	10	11	12
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	N.A.	2	By direct recruitment.	N.A.
1	2	3	4	5
2	Harbour Master	01	Class-I	Rs.17500-400-22300/

8	9	10	11	12
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 6 years experience either as Master of Foreign going ship or in Piloting or cumulative	(a) No(b) Yes(c) No	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.14500-18700/- and above with 5 years regular service in the grade in a Major Port are eligible. For deputation holding analogous posts or holding Pilot posts and equivalent Deck side posts with experience as mentioned above in Govt./ PSUs/ Autonomous Bodies will be eligible. 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
1	Deputy Conservator	01	Class-I	Rs.18500-450-23900/-
8	9	10	11	12
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) No	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.17500-22300/- with 2 years regular service in the grade in a Major Port Trust will be eligible. For deputation officers holding analogous posts or holding posts of Harbour Master and equivalent Deck side posts in the scale of pay of Rs.17500-22300/- and above with 2 years reg

service in the grade in Govt./ Semi Govt./ PS or Autonomous Bodies will be eligible. The selection is by merit for which the bench mark overall grading in the ACRs will not be below "Very Good".

1	2	3	4	5
4	Marine Engineer	12	Class-I	Rs.14500-350-18700/-
8	9	10	11	12
Essential:-(i) MOT I Class Motor Certificate issued under Merchant Shipping Act, 1958(ii) 1 year post qualification experience as chief Engineer/ 2nd Engineer on board a foreign going ship.				
1	N.A.	2 yrs	By direct recruitment	N.A
5	Dy. Marine Engineer	1	Class-I	Rs.10750-300-16750/-
8	9	10	11	12
Essential:-(i) MOT II Class Motor Certificate issued under Merchant Shipping Act, 1958(ii) 2 year experience as independent Watch keeping Engineer on board a foreign going ship.				
1	N.A.	2	By direct recruitment	N.A
6	Senior Deputy Marine Engineer	1	Class-I	Rs.16000-20800/-
8	9	10	11	12
Essential:-(i) MOT II Class (a) No (b) Yes (c) No Motor Certificate issued under Merchant Shipping Act, 1958(ii) 6 year experience as independent Watch keeping Engineer on board				
	(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 on the scale of pay of Rs.10750-16750/- with 3 years regular service in the grade. Absorption/ deputation of officers

aforeign going ship.

holdinganalogous post
Officers with 4 years
regular service in the
of Dy. Marine Engineer
the scale of pay
ofRs.10750-16750/- in
Major Port Trust.

1

2

3

4

5

7

Senior Marine
Engineer/ Chief
Engineer Marine
Vessel

1

Class-I

Rs.16000-20800/-

8

9

10

11

12

Promotionfrom the po
Chief Engineer Marine
Engineer in the scale o
of Rs. 14500-18700/-
4 years service in
thegrade.Absorption
through composite me
will be ofofficers holdi
analogous posts or off
with 4 years regularse
in the post of Marine
Engineer in the scale o
pay of Rs.14500-18700
in Major Port
Trust.Fordeputationof
officers holding analog
posts or officersholdin
posts of Marine Engin
and its equivalent in
MarineEngg. side in th
scale of pay of Rs.
14500-18700/- with 4
yearsregular service in
grade in Govt./ PSUs/
Autonomous Bodiesw
eligible.The selection i
merit for which thebe
mark in overall gradin
the ACRs will not be b
"VeryGood".

Essential:-(i) MOT I Class
Motor certificate
issuedunder Merchant
Shipping Act, 1958(ii) 4
years experienceas Chief
Engineer or 5 years
combined experience as
ChiefEngineer and Second
Engineer on board a
foreign going ship.

(a) No(b) Yes(c) No 2 years.

By promotion or by
absorption(*)through
composite method
failing which by
deputation
fromother Govt.
organisations and
failing both by
direct recruitment

1	2	3	4	5
8	Marine Engineering Superintendent	1	Class-I	Rs.17500-22300/-
8	9	10	11	12
Essential:-(i) MOT I Class Motor certificate issued under Merchant Shipping Act, 1958(ii) 5 years experience as Chief Engineer on board a foreign going ship.			By absorption through composite method, failing which by deputation and failing both by direct recruitment	For absorption through composite method, officers holding analogous posts or holding post of Chief Engineer Marine (Vessel)/ Sr. marine Engineer in a Major Port Trust in the scale of pay of Rs. 16000-20800/- with 1 year regular service in the grade will be eligible. For deputation officers holding analogous posts or holding post of Chief Engineer Marine (Vessel) and its equivalent post in Marine Engineering side in the scale of pay of Rs.16000-20800/- with 1 year regular service in the grade in a Govt./ Semi Govt./ PSUs or Autonomous Bodies will be eligible. The selection by merit for which the bench mark in overall grading in the ACR will not be below "Very Good"
1	2	3	4	5
9	Dock master (tanker Terminals)	1	Class-I	Rs.17500-400-22300/-
8	9	10	11	12
(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	(a) No (b) Yes (c) No	2 (for direct recruits)	Promotion failing which by absorption/ deputation failing both by direct recruitment	For Promotion, Pilots 5 years regular service in the grade are eligible. For absorption/ deputation officers holding analogous posts of Pilots in the scale of

the Ministry of shipping,
Govt. of India.(ii) Must
hold Pilot license and have
5 years experience either
as Master of Foreign going
ship or in Piloting or
cumulative.(iii) Experience
in handling large tankers
and Crude Oil Washing
process (COW)

pay Rs.14500-18700/-
5 years regular service
the grade in a Major Port
Trust are eligible.

1	2	3	4	5
10	Manager (Marine Pollution Control)	1	Class-I	Rs.17500-400-22300/-
8	9	10	11	12
(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 license and have 5 years experience either as Master of Foreign going ship or in Piloting or cumulative.(iii) Experience in handling large tankers and Crude Oil Washing process (COW)			Promotion failing which by absorption/ deputation failing both by direct recruitment	For Promotion, Pilots 5 years regular service the grade are eligible. In absorption/ deputation officers hold analogous posts of Pilot in the scale of pay Rs.14500-18700/- 5 years regular service the grade in a Major Port Trust are eligible.
1	2	3	4	5
11	Dredger commander	4	Class-I	Rs.14500-350-18700/- master FG holders.13000-18250/- others.
8	9	10	11	12
Certificate of Competency as Master Foreign Going holder with Experience as chief Officer for at least 6 months.Or Certificate of Competency as Dredger	Age : No Qln : Yes Exp : No	2	Promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from the grade of Master Tugs with M (NVC) with 3 years experience or Chief Officer or Mate (FG) with experience of five years

Master Gr.I with 2 years
experience on
Dredgers.OrCertificate of
Competency as Master
NVC with 2years
experience on
Dredgers.OrOfficers held
the post of Lt.
Commander/Commander
in the executive branch of
the Indian Navy with
atleast 7 years sea service.

1	2	3	4	5
12	Dredging Master (Mobile Dredger)	1	Class-I	[Rs. 20600-46500(Pre-rev Rs.9100-250-15100)] [Substituted by Notification No. G.S.R. 1435(E), dated 20.11.2 (w.e.f. 28.10.2010).]
8	9	10	11	12
[Master (NCV) Certificate issued under the Merchant Shipping Act, 1958 or Ist class Inland Masters Certificate issued under Harbour Craft Rules, 1947 or Inland Vessel Act, 1917(a) with S.S.L.C(b) three years experience in Dredgers/Tugs.Preference shall be given to Master (NCV) Certificate holders] [Substituted by Notification No. G.S.R. 1435(E), dated 20.11.2017 (w.e.f. 28.10.2010).]	[Age: NoQualification: No. However, Master (NCV) Certificate issued under the Merchant Shipping Act, 1958 or 1st Class Inland Masters Certificate issued under Harbour Craft Rules, 1947 or Inland Vessel Act, 1917 is essential.Experience: No] [Substituted by Notification No. G.S.R. 1435(E), dated 20.11.2017 (w.e.f. 28.10.2010).]	[2] [Substituted by Notification No. G.S.R. 1435(E), dated 20.11.2017 (w.e.f. 28.10.2010).]	Promotion failing which byabsorption/ deputation failing both by direct recruitment	[Promotion from II M with 5 years regular service in the grade, fa which from Junior Ma with 5 years regular service in the grade] [Substituted by Notification No. G.S.R. 1435(E), dated 20.11.2 (w.e.f. 28.10.2010).]
1	2	3	4	5
13	Master Tugs	1	Class-I	[Rs. 20600-46500(Pre-rev Rs.10750-16750 and R

				9100-250-15100)] [Substituted by Notification No. G.S.R. 1435(E), dated 20.11.2 (w.e.f. 28.10.2010).]
8	9	10	11	12
[Certificate of Competency as Master (NCV) or Mate of a foreign going ship issued under the Merchant Shipping Act, 1958 or an equivalent qualification recognized by Ministry of Shipping, Government of India.] [Substituted by Notification No. G.S.R. 1435(E), dated 20.11.2017 (w.e.f. 28.10.2010).]	[Age: NoQualification: No. However Certificate of Competency as Ist Class Inland Masters Certificate issued under Harbour Craft Rules, 1947 or Inland 2 Vessel Act, 1917 is essential.Experience: No] [Substituted by Notification No. G.S.R. 1435(E), dated 20.11.2017 (w.e.f. 28.10.2010).]		Promotion failing which by absorption/ deputation failing both by direct recruitment	[Promotion from Juni Master with 7 years regular service on Tug failing which from II M with 7 years regular se on Dredgers] [Substitu by Notification No. G. 1435(E), dated 20.11.2 (w.e.f. 28.10.2010).]
1	2	3	4	5
14	Chief Fire Cum-Asst. Safety Pollution Control officer	1	Class-I	9100-250-15100
8	9	10	11	12
(i) B.Sc. With Chemistry as one of the subjects.(ii)Training in Divisional Officer's course at the National fireservice college, Nagpur/ B.E. (Fire Age : NoQln : YesExp 2 Engg.)(iii) Vision normalin : No both eyes Colour vision is essential and wearing of glasses isnot permissible except to employee of age over 40.			Promotion failing which byabsorption/ deputation failing both by direct recruitment	Promotion from Fire Officer/ Safety Inspectorwith 5 years regular service in that post.
1	2	3	4	5
15	Surveyor/ Hydro-graphic Surveyor	1	Class-I	9100-250-15100

8	9	10	11	12
Diploma in Civil Engineering with 5 years experience in Marine Survey.	Age : No Qln : Yes Exp : No	2	Promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Senior Marine Surveyor.
1	2	3	4	5
16	Chief Engineer	5	Class-I	14500-350-18700
8	9	10	11	12
Ist Class MOT Certificate of Competency	Age : No Qln : Yes Exp : As in Col. 12	2	Promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Marine Engineer with 3 years Regular service in grade.
1	2	3	4	5
17	Asst. Exe. Engineer (Ele.) Marine	1	Class-I	9100-250-15100
8	9	10	11	12
Degree in Ele. Engg. Or equivalent with 3 years experience on Floating Crafts or experience as Chief Ele. Artificer (Power) of Indian Navy.	Age : No Qln : Relaxation to Diploma Holders Exp : As in Col. 12	2	Promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Jr. Engineer Gr.I (Ele.) with 6 years experience in the grade in Floating Crafts

SI No.	Name of the Post	No. of Posts	Classification	Scale of Pay Rs.)
1	2	3	4	5
1	Assistant Traffic Manager Gr-I	5	Class-I	Rs.9100-250-15100/-
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	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

	promotion/absorption/ deputation			
8	9	10	11	12
Essential:-(i) A degree from a recognized university. Desirable: Two years experience in shipping/ cargo operations/ railway transportation in executive cadre in and Industrial/ Commercial/ Govt. Undertaking.	(a) No(b) Yes(c) No	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 Assistant Traffic Manager Gr.II/Wharf Supdt. in the scale of pay of Rs.8600-14600/- with 3 yearsregular service in the grade.OrFrom Calss-III employees in the scale of pay ofRs.6170-11975/- in the respective discipline of Traffic Deptt.with 5 years regular service in the grade where there are noClass-II posts in the pay scale of pay of Rs.8600-14600/- in thatdiscipline.
1	2	3	4	5
2	Senior Assistant Traffic Manager	4	Class-I	Rs.10750-300-16750/-
8	9	10	11	12
Essential:-(i) A degree from a recognizeduniversity.(ii) Five years experience in shipping/ cargooperations/ railway transportation in executive cadre in andIndustrial/ Commercial/ Govt. Undertaking.	(a) No(b) Yes(c) No	2	By promotion failing which byabsorption/ deputation failing both by direct recruitment	Promotion from Asst. Traffic Manager Gr.I orequivalent posts in the scale of pay of Rs.9100-15100/- with 5years regular service in the grade failing which Asst. TrafficManager Gr.I or equivalent posts in the scale of pay ofRs.9100-15100/- with 2 years regular service in the grade and acombed regular service of 8 years in the scales of pay ofRs.9100-15100/- & Rs.8600-14600/- in the respectediscipline of

				Traffic Dept.Absorption/deputation be of officers holdinganalogous post or post of Asst. Traffic Manager Gr.I orequivalent posts in the scale of pay of Rs. 9100-15100/- with 5years regular service in the grade in Major Port Trust.
1	2	3	4	5
3	Deputy Traffic Manager	2	Class-I	Rs.13000-350-18250/-
8	9	10	11	12
Essential:-(i) A degree from a recognizeduniversity.(ii) 9 years experience in shipping/ cargooperations/ railway transportation in executive cadre in andIndustrial/ Commercial/ Govt. Undertaking.	(a) No(b) Yes(c) 2 No		By promotion failing which byabsorption/ deputation failing both by direct recruitment	Promotion from Sr. Asst. Traffic Manager orequivalent posts in the scale of pay of Rs.10750-16750/- with 4years regular service in the grade failing which Sr. Asst.Traffic Manager or equivalent posts in the scale of pay ofRs.10750-16750/- with 2 years regular service in the grade and acombined regular service of 9 years in the scales of pay ofRs.10750-16750/- & Rs.9100-15100/- in the respective discipline of Traffic Department.Absorption/de be of officers holdinganalogous post or post of Sr. Asst. Traffic Manager or equivalentposts in the scale of pay of Rs.10750-16750/- with 4

				years regular service in the grade in Major Port Trust.
1	2	3	4	5
4	Senior Deputy Traffic Manager	01	Class-I	Rs.16000-400-20800/-
8	9	10	11	12
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 Department in the scale of pay of Rs. 13000-18250/- 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. 13000-18250/- and Rs.10750-16750/- 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. 13000-18250/- in Government/ PSUs/ Autonomous bodies with 3

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 not be below "Very Good".

1	2	3	4	5
5	Traffic Manager (Category-II Ports)	01	Class-I (HOD)	Rs.18500-450-23900/-
8	9	10	11	12
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 post or officer holding post in the scale of pay of Rs. 17500-22300/- with 2 years regular service in the grade or officers holding post in the scales of pay of Rs. 16000-20800/- 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 Senior Dy. Traffic Manager and equivalent posts in the respective discipline of Traffic Department in the scale of pay of Rs. 16000-20800/- 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".
1	2	3	4	5
6	Welfare Officer	01	Class-I	Rs.9100-250-15100/-
8	9	10	11	12
Essential:-(i) A degree from a recognized university.(ii) Degree/Diploma in Social Science from a recognized University/Institution.(iii) Knowledge of Local language. Desirable:- Two years experience as a Labour Welfare Officer/Industrial Relations officer in an Industrial/Commercial / Govt.undertaking				Promotion from Assistant Welfare officer/ Sports Officer in the scale of pay of Rs.8600-14600/- with 3 years regular service in the respective grade. Or From Class-III employees in the scale of pay of Rs.6100-11975/- in the respective discipline of Pers. & I.R. Division with 5 years regular service in the grade where there are no Class-II posts in the pay scale of pay of Rs.8600-14600/- in that discipline.
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% Note: Promotion will be on the basis of a written test and a viva voce.				

Mechanical Engg Department

SI.No.	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)
1	2	3	4	5
1	Assistant Executive Engineer (Mechanical/ Electrical/Electronics and Communication)	9	Class-I	Rs.9100-250-15100/-
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/	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion absorption/ deputation grades from which it should be made

deputation				
8	9	10	11	12
Essential:-Degree or equivalent in Mechanical/Electrical/ Electronics and Communication Engineering from arecognised university/ institution.Desirable :-Twoyears experience in relevant discipline in executive cadre in anIndustrial/ Commercial/ Government undertaking	(a) No(b) No, however a Diploma in Engineering in therelevant discipline from a recognised university/ institution isessential(c) No	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 Ass Engineer in the scale pay of Rs.8600-14600/- with 3 years regular service in thegrade.OrFrom Ca employees in the sca pay ofRs.6170-11975/- the respective discipl Mechanical andElec Engineering Depart with 5 years regular service inthe grade v there are no Class-II in the pay scale ofpa Rs.8600-14600/- in discipline.
1	2	3	4	5
2	Executive Engineer (Mechanical/ Electrical/ Electronics andCommunication)	7	Class-I	Rs.10750-300-16750/-
8	9	10	11	12
Essential:-Degree or equivalent in Mechanical/Electrical/ Electronics and Communication Engineering from arecognised university/ institution.Desirable :-Fiveyears 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 isessential(c) No	2	By promotion failing which byabsorption/ deputation failing both by direct recruitment	Promotion from Ass Engineer/ SafetyOff the scale of pay of Rs.9100-15100/- with yearsregular service grade failing which t AssistantExecutive Engineer in the scale pay of Rs.9100-15100/- with 2years regular in the grade and a combined regular serviceof 8 years in t scales of pay of Rs.9100-14600/- &Rs.8600-14600/- respective discipline M&E Engg.Dept. or

				Diploma Engrs in th of pay of Rs. 9100-15 doesnot exist in that discipline.Absorptio be of officers holdinganalogous po respective discipline feeder post with 5ye regular service in th grade in Major Port
1	2	3	4	5
3	Superintendent Engineer (Mechanical/ Electrical/ Electronicsand Communication)	5	Class-I	Rs.13000-350-1825
8	9	10	11	12
Essential:-(i) Degree or equivalent in Mechanical/Electrical/ Electronics and Communication Engineering from arecognised university/ institution.(ii)Nineyears experience in relevant discipline inexecutive cadre in an Industrial/ Commercial/ Governmentundertaking	(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 Ma Engineer with MOT IstClass/ Executive Engineer in the scale pay of Rs.10750-16750/-wi years regular service grade failing which ExecutiveEngineer i scale of pay of Rs.10750-16750/- w yearsregular service grade and a combin regular service of 9y the scales of pay of Rs.10750-16750/- &Rs.9100-15100/- in respective discipline M&E Engg.Deptt.Absorpt be of officers holdinganalogous po respective discipline feeder post with 4ye

1	2	3	4	5
4	Dy. Chief Mechanical Engineer	2	Class-I	Rs.16000-400-20800
8	9	10	11	12
Essential:-(i) Degree or equivalent in Mechanical/Electrical/ Electronics/ Electronics & Communication Engineering from a recognised university/ institution(ii) 12years experience in relevant discipline in executive cadre in anIndustrial/ Commercial/ Government undertaking	(a) No(b) Yes(c) No	NA	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 anal posts or the post of superintending Engineer and equivalent posts in the respective discipline of M & E Engg. Deptt. in the scale of pay of Rs. 13000-18250/- with 3 years regular service in the grade in the respective discipline in a Major Port Trust or Superintending Engineer and equivalent posts in the respective discipline of M & E Engg. Deptt. with 3 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs. 10750-16750/- and 13000-18250/- in the respective discipline of a Major Port Trust will be eligible. For deputation Officers holding anal posts or officers holding posts or officers holding post of Superintending Engineer and equivalent posts in the respective discipline of M & E Engg. Deptt. in the scale of pay of Rs. 13000-18250/- with 3 years regular service

				the grade in the respective discipline in Government PSUs/ Autonomous bodies will be eligible. These selection merit for which the benchmark in overall grading in the ACRs shall not be below "Very Good"
1	2	3	4	5
	Chief Mechanical Engineer (Category – II Ports)	01	Class-I	Rs.18500-450-23900
5				
8	9	10	11	12
Essential:-(i) Degree or equivalent in Mechanical/Electrical/ Electronics & Communications Engineering/ Naval Agriculture from a recognised university /institution or MOT 1st class Motor certificate issued under Merchant Shipping Act, 1958. (ii) 15 years experience in managerial capacity dealing with Mech/ Elect/ Marine/ Electronics Engg. Works out of which 8 years experience shall be in a workshop undertaking maintenance 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 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 officers holding posts in the scale of Rs.17500-22300/- with 3 years regular service in the grade or officers holding the posts in the scale of pay of Rs.16000-20800/- with 3 years regular service in the grade of the Mechanical 7 Ele Engg. Deptt and Marine Deptt. (applicable to all categories of marine engineers only) in a Port Trust will be eligible. For deputation Officers holding analogous posts or officers holding post of Dy. Chief Mechanical Engineer equivalent posts in the respective discipline & E Engg. Deptt. in the scale of pay of Rs. 16000-20800/- and with 3 years regular

in the grade in a Government/ PSUs/ Autonomous bodies will be eligible. The selection is by merit which the benchmark overall grading in the ACRs will not be below "Very Good".

1	2	3	4	5
6	Assistant Material Manager Grade-I	01	Class-I	Rs.9100-250-15100/-
8	9	10	11	12
Essential:-Degree or equivalent in Mechanical/Electrical Engineering from a recognised university/institution. Desirable:- (a) No, Post Graduate Degree/ Diploma in Materials Management from a recognised university /institution. (ii) Two years post qualification experience in Materials Management in an Industrial/ Commercial/ Govt. Undertaking.		(a) No, however a Diploma in relevant discipline from a recognised university/institution is essential (c) No	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 Materials Manager Grade-I to Asst. Controller of Stores Asst. Engineer (Mechanical) on the scale of pay of Rs.8600-14600/- with 5 years regular service in the respective grade. Or Calss-III employees on the scale of pay of Rs.6170-11975/- in the respective discipline MM Division with 5 years regular service in the grade where there are Class-II posts in the scale of pay of Rs.8600-14600/- in that discipline.
1	2	3	4	5
7	Dy. Materials Manager	01	Class-I	Rs.10750-300-16750/-
8	9	10	11	12
Essential:- (i) Degree or equivalent in Mechanical/ Electrical Engineering from a recognised university/ institution. (ii) 5 year experience in the executive cadre in the field		(a) No (b) No, however a Diploma in relevant discipline from a recognised university/institution is essential (c) No	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Assistant Materials Manager Grade-I to an equivalent post in the scale of pay of Rs.9100-15100/- with 5 years regular service in the grade failing which

of Materialsmanagement/
Eng./ Electrical Eng. in an
Industrial/
Commercial/Govt.
Undertaking.Desirable:-(i)
Post GraduateDegree/
Diploma in Materials
Management from a
recogniseduniversity
/institution.

from Asst.Executive
Engineer Mechanical
Electrical in the scale
pay ofRs.9100-15100/-
with 5 years regular
service in the grade
failingboth A.M.M. C
equivalent post/ Ass
Executive
Engineer(Elect./ Me
the scale of pay of
Rs.9100-15100/- wi
2years regular servic
the grade and a com
regular serviceof 8 y
in the scales of pay o
Rs.9100-15100/-
&Rs.8600-14600/- i
respective discipline
MM Division/ M&E
Dept. or Diploma
Engineers in the sca
pay ofRs.8600-14600/-
with 8 years regular
service in the grade
wherethe pay scale o
Rs.9100-15100/- do
exist in
thatdiscipline.Absor
be of officers
holdinganalogous po
the feeder post with
years regular service
grade in Major Port

1	2	3	4	5
8	Sr. Deputy Materials Manager	01	Class-I	Rs.13000-350-1825
8	9	10	11	12
Essential:-(i)Degree or equivalent in Mechanical/ Electrical Engineeringfrom a recognised university/ institution.(ii) 9	(a) No(b) No, however a Diploma in relevant disciplinefrom a recognised	2	By promotion failing which byabsorption/ deputation failing both by direct recruitment	Promotion from Dy. Materials Manager i thescale of pay of Rs.10750-16750/- w years regular service

yearsexperience in the university/ institution
executive cadre in the field is essential(c) No
of Materialsmanagement/
Machanical Eng./
Electrical Eng. in an
Industrial/Commercial/
Govt.
Undertaking.Desirable:-(i)Post
Graduate Degree/ Diploma
in Materials Management
from arecognised
university /institution.

grade failing which
(Mechanical/ Electr
the scaleof pay of
Rs.10750-16750/- w
years regular service
thegrade failing both
MM/ EE (Elect./ Me
with 2 yearsregular
in the grade and a
combined regular se
of 9years in the scale
pay of Rs.10750-167
&Rs.9100-15100/- in
respective discipline
MM Division/ M&E
Dept. will be
eligible.Absorption/
be of officers
holdinganalogous po
the feeder post with
years regular service
grade in Major Port

1	2	3	4	5
9	Safety Officer	01	Class-I	Rs.9100-250-15100/
8	9	10	11	12
Essential:-(i)Degree or equivalent in Mechanical/ Electrical Engineeringfrom a recognised university/ institution.(ii) Diploma or higher qualification in industrial Safety orequivalent recognized by the Central Government.(iii) 2 yearsexperience in relevant discipline in supervisory capacity in anIndustrial/ Commercial/ Govt. Undertaking.(iv) Adequateknowledge of language spoken by majority of the workers in	(a) No(b) Yes(c) Yes	2	By promotion failing which byabsorption/ deputation failing both by direct recruitment	Promotion from Ass Engineer (Mech)/ (E the scale of pay of Rs.8600-14600/- w years regularservice grade failing which f AE(M) with 2 years service in the grade years regular service inimmediate lower g

thePort

1	2	3	4	5
10	Welfare Officer	01	Class-I	Rs.9100-250-15100
8	9	10	11	12
Essential:-(i) A degree from a recognized university.(ii) Degree/ Diploma in Social Science from a recognized University/ Institution.(iii) Knowledge of Local language. Desirable:- Two years experience as a Labour Welfare Officer/ Industrial Relations officer in an Industrial/ Commercial / Govt. undertaking				Promotion from Assistant Welfare officer/ Sports Officer in the scale of pay of Rs.8600-14600/- with 3 years regular service in the respective grade. Or From Class-II employees in the scale of pay of Rs.6100-11975/- the respective discipline. Pers. & I.R. Division will consider 3 years regular service in the respective grade where there are Class-II posts in the scale of pay of Rs.8600-14600/- in discipline.

Civil Engg. Dept

SI.No.	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)
1	2	3	4	5
1	Assistant Executive Engineer (Civil)	12	Class-I	Rs.9100-250-15100/-
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 promotion/ absorption/ deputation, grades from which it should be made
	8	9	10	11
Essential:- Degree or equivalent in Civil Engineering	(a) No (b) No, however a Diploma in Engineering in	2	Upto 21st Aug, 2012 By direct recruitment 33.1/3% By promotion	Promotion from Assistant Engineer (Civil) in the scale of pay of Rs.8600-14600/-

from a recognised university/ institution. Desirable: - Two years experience in executive cadre in Planning/Construction/ Design/ Maintenance preferably of Port and Marine Structures in an Industrial/ Commercial/ Government undertaking

therelevant discipline from a recognised university/ institution is essential(c) No

66.2/3%After21stAug, 2012Bydirect recruitment 66.2/3%By promotion 33.1/3%

with 3 years regular service inthe grade.OrFrom Calss-III employees in the scale of pay ofRs.6170-11975/- in the respective discipline of Civil EngineeringDepartment with 5 years regular service in the grade where thereare no Class-II posts in the pay scale of pay of Rs.8600-14600/-in that discipline.

1	2	3	4	5
2	Executive Engineer (Civil)	8	Class-I	10750-300-16750
8	9	10	11	12
<p>Promotion from Asstt. ExecutiveEngineer (Civil) in the scale of pay of Rs. 9100-15100 with 5years regular service in the grade failing which Asst. Exe.Engineer (Civil) in the dcale of pay of Rs.9100-15100/- with 2years regular service in the grade and a combined regular serviceof 8 years in the scale of pay of Rs.9100-15100 andRs.8600-14600/- in the respective discipline of Civil Engg.Dept.Absorption/dept will be of officers holdinganalogous posts or feeder post with experience as mentioned abovein a Major Port Trust.</p>				
<p>Essential:-(i)Degree or equivalent in Civil Engg. from a recogniseduniversity /institution(ii) Five years experience inexecutive cadre in Planning/ Construction./ Design/ Maintenancepreferably of Port and Marine structures in an industrial/commercial/ Govt. undertaking</p> <p>(a) No(b) No, however a Diploma in civil Engg. from arecognise university/institution is essential(c) No</p> <p>By promotion failing which byabsorption/ deputation failing both by direct recruitment</p>				
1	2	3	4	5

3	Superintendent Engineer (Civil)	3	Class-I	Rs.13000-350-18250
8	9	10	11	12
<p>Essential:-(i) Degree or equivalent in Civil Engineering from a recognised university/ institution.</p> <p>(ii) Nine years experience in executive cadre in Planning/ Construction./ Design/ Maintenance preferably of Port and Marine structures in an industrial/ commercial/ Govt.undertaking</p>				<p>Promotion from Exe. Engineer (Civil) in the scale of pay of Rs.10750-16750/- with 4 years regular service in the grade failing which Executive Engineer in the 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.10750-16750/- & Rs.9100-15100/- in the respective discipline in the Civil Engg. Deptt. Absorption/deputation of officers holding analogous posts or feeder post with experience as mentioned above in a Major Port Trust.</p>
1	2	3	4	5
4	Dy. Chief Engineer (Civil)	2	Class-I	Rs.16000-400-20800/-
8	9	10	11	12
<p>Essential:-(i) Degree or equivalent in Civil Engineering from a recognised university/ institution (ii) 12 years experience in executive cadre in Planning/ Construction./ Design/ Maintenance preferably of Port and Marine structures in an</p>				<p>(a) No (b) Yes (c) No NA</p> <p>By absorption through Composite method failing which by deputation from other Govt. organisations and failing both by direct recruitment.</p> <p>For absorption through composite method, officers holding analogous posts or the post of superintending Engineer and equivalent posts in the respective discipline of Civil Engg. Deptt. in the scale of pay of Rs. 13000-18250/- with 3 years regular service in the grade in the respective discipline in a Major Port Trust or Superintending Engineer and equivalent</p>

industrial/
commercial/ Govt.
undertaking

posts in the
respective discipline of Civil
Engg. Deptt. with 2 years
regular service in the grade
and a combined regular
service of 7 years in the
scale of pay of Rs.
10750-16750/- and Rs.
13000-18250/- in
the respective discipline in a
of Civil Engg. Deptt. in a
Major Port Trust will be
eligible. For deputation,
Officers holding analogous
posts or officers holding
posts or officers holding
post of Superintending
Engineer and equivalent
posts in the respective
discipline of Civil
Engg. Deptt. in the scale of
pay of Rs. 13000-18250/-
with 3 years regular service
in the grade in the
respective discipline
in Government/ PSUs/
Autonomous bodies 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
5	Chief Engineer (Category – II Ports)	01	Class-I HOD	Rs.18500-450-23900/-
8	9	10	11	12
Essential:-(i) Degree or equivalent Civil Engineering from a recognised university/ institution(ii) 15 years experience in	(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	For absorption through composite method, officers holding analogous posts or officers holding posts in the scale of pay of Rs.17500-22300/- with 2 years regular service in the

executive cadre in
Planning/
Construction./Design/
Maintenance
preferably of Port
and Marine
structures in an
industrial/
commercial/ Govt.
undertaking

recruitment.

grade officers holding the
posts in the scale of pay of
Rs.16000-20800/- with 3
years regular service in the
grade in the Civil Engg.
Deptt in a Major Port Trust
will be
eligible. For deputation,
Officers holding analogous
posts or officers holding pos
of Dy. Chief Engineer and
equivalent posts in
the respective discipline of
Civil Engg. Deptt. in the
scale of pay of Rs.
16000-20800/- and above
with 3 years regular service
in the grade in a
Government/ PSUs/
Autonomous bodies etc will
be eligible. The selection is by
merit for which
the benchmark in overall
grading in the ACRs will not
be below "Very Good".

SI.No.	Name of the Posts	No of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper limit of direct recruitment (in years)
1	2	3	4	5	6	7
1	Deputy Chief Vigilance Officer	01	Class-I	Rs.13000-350-18250/-	Selection	NA
Education and other qualifications prescribed for direct recruitment	Whether(a)					
	age(b) educational qualifications(c) for direct recruits will apply in the case of promotion/ absorption/ deputation	experience 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 the composite method of promotion/ deputation transfer.	Promotion/ Deputation Transfer: Officers holding analogous posts or officers holding posts in the 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. 10750-16750/- and Rs.9100-15100/- in any Major Port Trusts/ Central Government/ State Govt/ Semi-Govt/Public Sector Undertakings or Autonomous bodies. Preference will be given to the persons having experience in vigilance work.	Deputation will normally be for a period of 3 years and in any case not to exceed five years.
1	2	3	4	5	6
2	Chief Vigilance Officer	01	Class-I	Rs.18500-450-23900/-	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 tenure as per guidelines issued by CVC/ DOP&T.

Medical Department

SI No.	Name of the Post	No. of Posts	Classification	Scale of Pay Rs.)	Whether Selection or Non-selection
1	2	3	4	5	6

1	Medical Officer	6	Class-I	Rs.9100-250-15100/-	Not applicable
	Whether(a) age(b) educational qualifications(c) experiencefor 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 arecognized university.(ii) One year experience in a Hospital, after completion of internship of one year.Desirable:A Post graduate medical degree from a recognized university.	Not applicable	2	By direct recruitment	Not applicable	Esixtinf post o Asst. Medical Officer in the pay scale of Rs.9100-15100/- redesignated Medical Officer
1	2	3	4	5	6
2(a)	Sr. Medical Officer (General Duty)	3	Class-I	Rs.10750-300-16750/-	Selection
8	9	10	11	12	13
Essential:-(i) MBBS degree from a recognised university	(a) No(b) Yes(c) 2 No	2	By Promotion failing which by absorption/ deputation, failing	Promotion from Medical Officer in the scale of pay of Rs. 9100-15100/- with 5 years regular service in	

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.

both by direct recruitment.

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
2(b)	Sr. Medical Officer (Specialist)	2	Class-I	[Rs. 20600-46500 (pre-revised Rs.10750-300-16750)] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]	NA
8	9	10	11	12	13
Essential:-[(i) MBBS degree from a recognised University or for Senior Medical Officer (Dental), BDS degree of a recognised University.(ii) A Post Graduate (PG) Medical Degree or PG Medical Diploma in the specified specialty from a recognised University.(iii) Post qualification	Not applicable	2	By direct recruitment	Not applicable	[* * *] [Omitted] 'In the first instance, Medical Officers having post-graduate qualification in the relevant field will be considered for appointment, failing which, the post will be filled by open advertisement by Notification No. G.S.R. 1126(E), dated

experience of 3
years in case of PG
Degree holders
and 5 years
experience in case
of PG Diploma
holders in the
relevant field of
specialization in a
reputed hospital.]
[Substituted by
Notification No.
G.S.R. 1126(E),
dated 9.12.2016
(w.e.f.
28.10.2010).]

9.12.2016
(w.e.f.
28.10.2010).]

1	2	3	4	5	6
3(a)	Dy. Chief Medical Officer (General Duty)	1	Class-I	Rs.13000-350-18250/-	Selection
8	9	10	11	12	13
Essential:-(i) MBBS degree from a recognised university or for Dy. Chief Medical Officer (Dental), BDS degree of a recognized university.(ii) Nine years experience in a Hospital, after completion of internship of one year. Desirable: A Post graduate medical degree 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 Senior Medical Officer (G.D) in the scale of pay of Rs. 10750-16750/- with 4 years regular service in the grade failing which Senior Medical Officer (G.D.) with 2 years regular service in the scale of pay of Rs.10750-16750/- and a combined regular service of 9 years in the scales of pay of Rs.9100-15100/- and Rs.10750-16750. Absorption/ deputation will be of officers holding analogous post or feeder post with 4 years experience in the grade in a Major Port Trust	

1	2	3	4	5	6
				[Rs. 24900-50500 (pre-revised Rs.13000-350-18250)]	
3(b)	Dy. Chief Medical Officer (Specialist)	81	Class-I	[Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]	Selection
8	9	10	11	12	13
Essential:-[(i) MBBS degree from a recognized University. [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).](ii) A Post Graduate (PG) Medical Degree or PG Medical Diploma in the specified specialty from a recognised University.(iii) Post qualification experience of 3 years in case of PG Degree holders and 5 years experience in case of PG Diploma holders in the relevant field of specialization in a reputed hospital.]	(a) No(b) Yes[(c) Yes] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]	2	By Promotion failing which byabsorption/ deputation, failing both by direct recruitment.	Promotions from Sr. Medical Officer (Specialist)in the scale of pay of[Rs. 20600-46500 (pre-revised Rs.10750-16750)] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]with 4 years regularservice in the grade failing whichSr. Medical Officer(General Duty) with post-graduate qualification in the relevantfield and 4 years regular service in the grade.Absorption/deputation will be of officers holding analogous posts or holdingthe post of Sr. Medical officer (Specialist) in the scale of payof Rs. 10750-16750/- with 4 years regular service in the grade in a Major Port Trust.	[* * *] [Omitt 'Existing post Asst. Chief Obstetrician & Gynaecologist' redesignated Dy. Chief Medical Officer (Specialist).' Notification N G.S.R. 1126(E) dated 9.12.20 (w.e.f. 28.10.2010).]
1	2	3	4	5	6
4	Sr. Dy. Chief Medical Officer	02	Class-I	[Rs. 32900-58000 (pre-revised Rs.16000-400-20800)] [Substituted by	Selection

Notification No. G.S.R.
1126(E), dated 9.12.2016
(w.e.f. 28.10.2010).]

8	9	10	11	12	13
Essential:-[(i) MBBS degree from a recognized University. [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).](ii) A Post Graduate (PG) Medical Degree or PG Medical Diploma in the specified specialty from a recognized University.(iii) Post qualification experience of 10 years in case of PG Degree holders and 12 years experience in case of PG Diploma holders in the relevant field of specialization in a reputed hospital.]	(a) No(b) Yes(c) N.A. No		By absorption through compositemethod failing which by deputation from other Governmentorganisations and failing both by direct recruitment	For absorption through composite method,Officers holding analogous posts or holding the posts of Dy.Chief Medical Officers (Specialist) and equivalent Specialistpost in Medical Deptt. in the scale of pay of[Rs. 24900-50500 (pre-revised Rs.13000-18250)] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]with 3 years regular service in the grade in a Major Port Trustor Dy. Chief Medical Officer (Specialist) and equivalentSpecialist posts in Medical Deptt. with 2 years regular servicein the grade and a combined regular service of 7 years in the scales of pay of[Rs. 20600-46500 (prerevised Rs.10750-16750)] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]and[Rs. 24900-50500 (pre-revised Rs.13000-18250)] [Substituted by	

Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]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 (pre-revised Rs.13000-18250)] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]in Medical Dept. 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 ACrs will not be below "Very Good".

1	2	3	4	5	6
5	Chief Medical Officer (Category-II Ports)	01	Class-I	[Rs. 43200-66000 (pre-revised Rs.18500-450-23900)] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]	Selection
8	9	10	11	12	13
Essential: [(i) MBBS degree from a recognized	(a) No (b) Yes (c) No	N.A.	By absorption through composite method	For absorption through composite method, Officers holding	

University.(ii) A Post Graduate (PG) Medical Degree or PG Medical Diploma in the specified specialty from a recognized University.(iii) Post qualification experience of 13 years in case of PG Degree holders and 15 years experience in case of PG Diploma holders in the relevant field of specialization in a reputed hospital.] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]	failing which by deputation and failing both by direct recruitment	analogous posts or holding posts in the scale of pay of [Rs. Rs.36600-62000 (pre-revised Rs.17500-22300)] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]with 2 years regular service in the grade or officers holding posts in the scale of pay of [Rs. 32900-58000 (pre revised Rs.16000-20800)] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]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 (pre revised Rs.16000-20800)] [Substituted by Notification No. G.S.R. 1126(E), dated 9.12.2016 (w.e.f. 28.10.2010).]and above in Medical Deptt with 3 years regular service in the grade in Govt./ Semi Govt/ PSUs or
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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".

Footnote:- The Cochin Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 1964, GSR No.314 dt.24.02.1964, were published in the Gazette vide GSR No.314 dt.24.02.1964 and subsequently amended vide:-

- 1. MOST's Notification No.P/510/70 dt.15.01.1971.**
- 2. MOST's Notification No.Bd-127/67 dt.23.10.1973.**
- 3. MOST's Notification No.P/52/72 dt.23.10.1973.**
- 4. MOST's Notification No.P/OM/189/72 dt.27.06.1974.**
- 5. MOST's Notification No.P/216/74 dt.01.02.1975**
- 6. MOST's Notification No.PEX/56/77 dt.19.09.1977.**
- 7. GSR No. 1343 dt.08.10.1977.**
- 8. MOST's Notification No.PEX(45)/78 dt. 13.09.1978.**
- 9. GSR No. 1169 dt.23.09.1978.**
- 10. GSR No.929(E) dt.02.07.1986**
- 11. MOST's Notification No.PW/PER-24/85 dt.02.07.1986.**
- 12. GSR No.799(E) dt.31.08.1989.**
- 13. MOST's Notification No.PR-19024/1/86-PE(Volume-III) dt.31.08.1989 (GSR 799-E)**

- 14. GSR No.397(E) dt.02.04.1992.**
- 15. GSR No.7167(E) dt.05.08.1992.**
- 16. GSR No.347(E) dt.30.03.1993.**
- 17. GSR No.347(E) dt.30.03.1993.**
- 18. GSR No.58(E) dt.03.03.1994.**
- 19. GSR No.135(E) dt.15.03.1995.**
- 20. GSR No.758(E) dt.17.11.1995.**
- 21. GSR No.80(E) dt.08.02.1996.**
- 22. GSR No.157(E) dt.29.03.1996.**
- 23. GSR No.36(E) dt.27.01.1997.**
- 24. GSR No.349(E) dt.17.06.1998.**
- 25. GSR No.640(E) dt.23.10.1998.**
- 26. GSR No.122(E) dt.18.02.1999.**
- 27. GSR No.689(E) dt.08.10.1999.**
- 28. GSR No.757(E) dt.05.11.1999.**
- 29. GSR No.5(E) dt.31.12.1999.**
- 30. GSR No.229(E) dt.07.03.2000.**
- 31. GSR No.254(E) dt.22.03.2000.**
- 32. GSR No.652(E) dt.07.08.2000.**

33. GSR No.180(E) dt.08.03.2002.

The Cochin Port Trust (Recruitments of Heads of Departments) Regulations, 1991 were published in the Extraordinary Gazette of India vide GSR No.200(E) dt.03.04.1991 and subsequently amended vide :-

1. GSR No.645(E) dt.19.09.1995

2. GSR No.290(E) dt.18.04.2002

3. GSR No.876(E) dt.07.11.2003