

CHENNAI PORT TRUST

(SCHEDULE TO THE REGULATION - 5)

RECRUITMENT RULES FOR CLASS-I POSTS OF GENERAL ADMINISTRATION DEPARTMENT (MAIN ADMN.)

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruit-ment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1.	Assistant Secretary Gr.I	3	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<p><b>Essential:-</b> A degree from a recognized university.</p> <p><b>Desirable :-</b> (i) Post Graduate Degree/Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognized University / Institution. (ii) Two years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations, etc., in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) Yes (c) No	2	<p><b>Upto 31<sup>st</sup> Dec.2006</b> By direct recruitment- 33.1/3% By promotion – 66.2/3%</p> <p><b>After 31<sup>st</sup> Dec.2006</b> By direct recruitment- 66.2/3% By promotion – 33.1/3%</p>	Promotion from Assistant Secretary Gr.II/Asst. Welfare Officer Gr.II/Asst. Personal Officer Gr.II/Administrative Asst/ Course Developer/Course Instructor in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade	Existing posts of Assistant Secretary in the scale of pay of Rs.9100-15100 will be redesignated as Assistant Secretary Gr.I in the scale of pay of Rs.9100-15100.

Sl. No	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2.	Senior Assistant Secretary	1	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	<p><b>Essential:-</b></p> <p>(i) A degree from a recognized university.</p> <p>(ii) Five years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations, etc., in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:-</b></p> <p>Post Graduate Degree/Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognized University / Institution.</p>	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Assistant Secretary Gr.I/Assistant Personnel Officer Gr.I/Welfare Officer/ Hindi Officer in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing which Assistant Secretary Gr.I/Asst. Personnel Officer Gr.I/Welfare Officer/Law 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 scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of General Admn. Deptt. Absorption / deputation will be of officers holding analogous posts or post of Asstt. Secretary (Gr.I)/ Assistant Personnel Officer Gr.I/Welfare Officer/Law 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.	Existing post of Dy.Secretary in the scale of pay of Rs.10750-16750 will be redesignated as Sr.Asst.Secy in the scale of pay of Rs.10750-16750. Note: The Ministry has proposed 2 posts in the scale under Main Administration and indicated in the note that one post of CLWO (Rs.10750-16750) vacant for more than one year and not shown in the existing strength may be considered for revival by keeping in abeyance one existing live post of Dy.Secy (Rs.10750-16750) which is vacant for less than a year and included in Main Administration. Hence out of two posts one post is shown as Senior Welfare Officer in the scale of Rs.10750-16750 under HRD function of GAD.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3.	Deputy Secretary	1	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	<p><b>Essential:-</b></p> <p>(i) A degree from a recognized university.</p> <p>(ii) Nine years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations, etc., in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:-</b></p> <p>Post Graduate Degree/Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognized University / Institution.</p>	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Sr.Assistant Secretary/Sr. Welfare Officer in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which Sr.Asst Secy/ Sr. Welfare 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 the respective discipline of General Admn. Deptt. Absorption/ deputation will be of officers holding analogous posts or post of Sr.Asst. Secretary/Sr.Welfare Officer in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade in a Major Port Trust.	Existing post of Sr.Dy. Secy / Chief Public Relations Officer in the scale of pay of Rs.13000-18250 will be redesignated as Dy.Secy in the scale of pay of Rs.13000-18250.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3-A	<sup>1</sup> [Deputy Secretary (PR)]	1	Class I	24900-50500	Selection	40	<u>Essential:-</u> (i) A degree from a recognized university. (ii) 10 years experience in executive cadre in the field of General Administration or PR work in any Govt. or organized public sector.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from the scale of pay of Rs. 20600-46500 with 4 years regular service in the grade of any department of the Port with good experience and exposure to PR work.	

<sup>1</sup> G.S.R No: 834 (E), dated the 22<sup>nd</sup> November 2011 (B.R.No: 135 dated 17.03.2011)

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer /absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4.	Senior Deputy Secretary	1	<b>Class I</b>	16000-400-20800	<b>Selection</b>	<b>42</b>	<p><b>Essential:-</b>            (i) A degree from a recognized university.            (ii) Twelve years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations, etc., in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:-</b>            Post Graduate Degree/Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognized University / Institution.</p>	(a) No (b) Yes (c) No.	N.A.	By absorption through composite method of recruitment failing both by direct recruitment i.e. through promotion / transfer / deputation on absorption basis failing which by deputation and failing both by direct recruitment The promotion/ transfer / on absorption will be from the officers from Major Port Trusts.	For absorption through composite method, officers holding analogous posts or the post of Dy.Secretary and equivalent posts in the respective discipline of General Administration Department (such as CPRO/ Deputy Estate Manager/ Deputy Chief Law Officer / Personnel Officer) in the scale of pay of Rs.13000-18250 with 3 years regular service in the grade in a Major Port Trust or Deputy Secretary and equivalent posts in the respective discipline of General Administration Department 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 of General Administration Department in a Major Port Trust will be	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer /absorption / deputation, grades from which it should be made	Remarks
											eligible. For deputation, Officers holding analogous posts or post of Dy.Secretary and equivalent posts in the respective discipline of General Administration Department 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 bench mark in overall grading in the ACRs will not be below "very good".	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer / absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
5	Secretary (Category-I Ports)	1	<b>Class I (HOD)</b>	20500-500-26500	Selection	45	<p><b>Essential :-</b></p> <p>(i) A degree from a recognized university.</p> <p>(ii) Seventeen years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations, etc., in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable :-</b></p> <p>Post Graduate degree/diploma in Personnel Management / Industrial Relations/Social Work/Labour Welfare or allied subjects or Degree in Law from a recognized university / institution.</p>	<p>(a) No.</p> <p>(b) Yes</p> <p>(c) No</p>	N.A.	By absorption through composite method of recruitment ie. 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.	For absorption through composite method, officers holding analogous posts or the post of Secretary in Category – II ports with two years regular service in the grade or officers holding posts in the scale of pay of Rs.17500-22300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs.16000-20800 with 5 years regular service in the grade in the General Administration/Human Resources Development Deptt. of a Major Port Trust will be eligible. For deputation, officers holding analogous posts or post of Secretary and equivalent posts in General Administration Department /HRD in the scale of pay of Rs.18500-23900 with 2 years regular service in the grade or officers holding post of Sr.Dy.Secy and	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer / absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											equivalent posts in General Administration Department /HRD in the scale of pay of Rs.16000-20800 and above with 5 years regular service in the grade in Govt./ Semi Govt./PSUs or Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very good".	



**RECRUITMENT RULES FOR CLASS I POSTS OF PERSONNEL AND INDUSTRIAL RELATIONS DIVISION  
(HRD UNDER THE GENERAL ADMINISTRATION DEPARTMENT)**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1.	Assistant Personnel Officer Gr.I	2	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<b>Essential:-</b> A degree from a recognized university/ Institution. <b>Desirable:-</b> (i) Post Graduate Degree/Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognized University / Institution. (ii) Two years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations, etc., in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) Yes (c) No	2	<b>Upto 31<sup>st</sup> Dec.2006</b> By direct recruitment- 33.1/3% By promotion – 66.2/3%  <b>After 31<sup>st</sup> Dec.2006</b>  By direct recruitment- 66.2/3% By promotion – 33.1/3%	Promotion from Assistant Personnel Officer Gr.II/Asst. Welfare Officer Gr.II/ Asst.Secy. Gr.II/ Administrative Asst/ Course Developer / Course Instructor in the Scale of Pay of Rs.8600-14600 with 3 years regular service in the grade OR from Class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of General Administration Department with 5 years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.	The Ministry has proposed three posts in the scale of Rs.9100-15100 under HRD functions, i.e. welfare, training & labour. The Ministry has proposed RRs under Asst. Personal Officer Gr.I, Welfare Officer in the scale of Rs.9100-15100. Hence out of 3 posts in the above scale, two posts have been indicated under Asst.Personnel Officer Gr.I for training and labour functions and one post shown as Welfare Officer for welfare functions..

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Welfare Officer	1	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<p><b>Essential:-</b>            (i) A degree from a recognized university.            (ii) Degree or diploma in social science from a recognized university / institution.            (iii) Knowledge of local language.</p> <p><b>Desirable:-</b>            Two years experience as a Labour Welfare Officer / Industrial Relations Officer in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) Yes (c) No	2	<p><b>Upto 31<sup>st</sup> Dec.2006</b>            By direct recruitment- 33.1/3%            By promotion – 66.2/3%</p> <p><b>After 31<sup>st</sup> Dec.2006</b>            By direct recruitment- 66.2/3%            By promotion – 33.1/3%</p> <p>Note:-            Promotion will be on the basis of written Test and viva-voce.</p>	Promotion from Assistant Welfare Officer Gr.II/Asst. Personal Officer Gr.II/Admn. Asst. / Course Developer / Course Instructor in the Scale of Pay of Rs.8600-14600 with 3 years regular service in the grade OR from Class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of General Administration Department with 5 years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.	The Ministry has proposed three posts in the scale of Rs.9100-15100 under HRD functions, i.e. welfare, training & labour. The Ministry has proposed RRs under Asst. Personal Officer Gr.I, Welfare Officer in the scale of Rs.9100-15100. Hence out of 3 posts in the above scale, two posts have been indicated under Asst.Personnel Officer Gr.I for training and labour functions and one post shown as Welfare Officer for welfare functions.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3	Senior Welfare Officer	1	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	<b>Essential:-</b> (i) A degree from a recognized university. (ii) Degree or diploma in social science from a recognized university / institution. (iii) Five years experience as a Labour Welfare Officer / Industrial Relations Officer in an Industrial / Commercial / Govt. Undertaking. (iv) Knowledge of local language.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Asst. Personal Officer Gr.I/ Welfare Officer/ Assistant Secretary Gr.I/ Law Officer Gr.I in the Scale of Pay of Rs.9100-15100 with 5 years regular service in the grade failing which Asst. Personal Officer Gr.I/ Welfare Officer /Asst Secy Gr.I /Law 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 scale of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of General Administration Department Absorption / deputation will be of officers holding analogous posts of Asst Personal Officer Gr.I/ Welfare Officer / Asst. Secretary Gr.I/ Law	The Ministry has proposed two posts in the scale of Rs.10750-16750 under the Main Admn. and indicated one post of CLWO (Rs.10750-16750) vacant for more than one year and not shown in the existing strength may be considered for revival by keeping in abeyance one existing live post of Dy.Secy (Rs.10750-16750) which is vacant for less than a year and included in Main Admn. Hence the post of CLWO (Rs.10750-16750) will be redesignated as Sr.Welfare Officer in the scale of pay of Rs.10750-16750.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											Officer Gr.I or equivalent posts in the respective discipline of General Administration Department in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4	Personnel Officer	1	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	<p><b>Essential:-</b></p> <p>(i) A degree from a recognized university/Institution</p> <p>(ii) Nine years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc., in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:-</b></p> <p>Post Graduate Degree/ Diploma in Personnel Management / Industrial Relations / Social Work/ Labour Welfare or allied subjects or degree in Law from a recognized university / institution.</p>	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Senior Welfare Officer/Sr. Assistant Secretary in the Scale of Pay of Rs.10750-16750 with 4 years regular service in the grade failing which Sr.Welfare Officer/Sr. Assistant Secretary 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 and Rs.9100-15100 in the respective discipline of General Administration Department. Absorption / deputation will be of officers holding analogous posts of Sr. Welfare Officer or equivalent posts in the respective discipline of General Administration Department in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer / absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
5	Senior Personnel Officer	1	<b>Class I</b>	16000-400-20800	<b>Selection</b>	42	<p><b>Essential:-</b></p> <p>(i) A degree from a recognized university/Institution</p> <p>(ii) Twelve years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc., in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:-</b></p> <p>Post Graduate Degree/ Diploma in Personnel Management / Industrial Relations / Social Work/ Labour Welfare or allied subjects or degree in Law from a recognized university / institution.</p>	(a) No (b) Yes (c) No	2	By absorption through composite method of recruitment ie. 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.	For absorption through composite method officers holding analogous post or the post of Personnel Officer or Officers in the respective discipline of General Administration Department (Such as CPRO/ Dy.Secy) in the scale of pay of Rs.13000-18250 with 3 years regular service in the grade in a Major Port Trust or Personnel Officer or equivalent officer in the respective discipline of General Administration Department with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.10750-16750 and Rs.13000-18250 in the respective discipline of General Administration Department in a Major Port Trust will be eligible. For	Existing post of Director (Training) in the scale of pay of Rs.16000-20800 will be redesignated as Senior Personnel Officer in the scale of pay of Rs.16000-20800.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/ absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											deputation, officers holding analogous posts or holding posts of Personnel Officer or equivalent posts in the respective discipline of General Administration Department 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 bench mark in overall grading in the ACRs will not be below "Very good".	

**RECRUITMENT RULES FOR CLASS I POSTS OF LEGAL DIVISION UNDER THE GENERAL ADMN. DEPT**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Law Officer Gr.I	1	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<p><b>Essential:-</b> Degree in Law from a recognized university.</p> <p><b>Desirable :-</b> i) Two years executive experience in a Legal Establishment of an Industrial / Commercial / Govt. Undertaking.</p> <p>(ii) Post Graduate degree in Law from a recognized university.</p>	(a) No (b) Yes. (c) No	2	<p><b>Upto 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 33.1/3% By promotion – 66.2/3%</p> <p><b>After 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 66.2/3% By promotion – 33.1/3%</p>	Promotion from Law Officer Gr.II in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade OR from Class III employees in the scale of pay of Rs.6170-11975 in the discipline of Legal Div. with 5 years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.	The Ministry has indicated that the Administrative Officer (Legal) is vacant for more than one year and hence excluded in the existing strength and proposed strength and is to be abolished. Subsequently on the request of the Ch.P.T. the Ministry has conveyed its sanction for the revival and filling up of the post of AO(Legal) in the scale of Rs.9100-15100. Hence the existing post of AO(Legal) will be redesignated as Law Officer Gr.I.



### RECRUITMENT RULES FOR PRIVATE SECRETARIES

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1.	PS to Dy.Chairman	1	Class I	9100-250-15100	Selection	30	<b>Essential :-</b> (i) A Degree from a recognized University. (ii) Proficiency in stenography and typewriting with a speed of 120/40.w.p.m. respectively (iii) Knowledge of Computer Application. (iv) Five years experience as 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 PA to HOD/PS to Dy. Chairman in the Scale of Pay of Rs.8600-14600 with 3 years regular service in the grade.  Absorption / deputation will be of officers holding analogous post or feeder posts with 3 years regular service in the grade in a Major Post.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2.	PS to Chairman	1	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	<b>Essential :-</b> (i) A Degree from a recognized University. (ii) Proficiency in stenography and typewriting with a speed of 120/40.w.p.m. respectively (iii) Knowledge of Computer Application. (iv) Eight years experience as Stenographer / PA in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from PS to Dy.Chairman / PS to Chairman in the Scale of Pay of Rs.9100-15100 with 5 years regular service in the grade failing which PS to Dy.Chairman/PS to Chairman with 2 years regular service in the scale of pay of Rs.9100-15100 and a combined regular service of 8 years in the scales of pay of Rs.9100-15100 and Rs.8600-14600. Absorption / deputation will be of officers holding analogous post or feeder posts with 5 years regular service in the grade in a Major Port.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3.	Sr.PS to Chairman	1	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	<b>Essential :-</b> (i) A Degree from a recognized University. (ii) Proficiency in stenography and typewriting with a speed of 120/40.w.p.m. respectively (iii) Knowledge of Computer Application. (iv) Twelve years experience as Stenographer / PA in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from PS to Chairman in the Scale of Pay of Rs.10750-16750 with 4 years regular service in the grade failing which PS to Chairman 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.10750-16750 and Rs.9100-15100. Absorption / deputation will be of officers holding analogous post or holding posts of PS/Sr.PS in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade in a Major Port.	

## RECRUITMENT RULES FOR CLASS I POSTS OF FINANCE DEPARTMENT

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Accounts Officer Gr.I	10	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<p><b>Essential:-</b> Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p><b>Desirable :-</b> Two years experience in Executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) No, however a degree from a recognized university is essential. (c) No	2	<p><b>Upto 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 33.1/3% By promotion – 66.2/3%</p> <p><b>After 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 66.2/3% By promotion – 33.1/3%</p>	Promotion from Accounts Officer Gr.II in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade <b>OR</b> from Class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of Finance Department with 5 years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.	Existing posts of Accounts Officer in the scale of pay of Rs.9100-15100 will be redesignated as Accounts Officer Gr.I in the scale of pay of Rs.9100-15100.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Senior Accounts Officer	3	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	<p><b>Essential:-</b></p> <p>i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>ii) Five years experience in Executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) No, however a degree from a recognized university is essential.</p> <p>(c) No</p>	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 scales of pay of Rs.9100-15100 and Rs.8600-14600 in respective discipline of Finance Dept. 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.	The existing posts of Dy.CAO in the scale of pay of Rs.10750-16750 will be redesignated as Sr.Accounts Officer in the scale of pay of Rs.10750-16750

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3	Deputy Chief Accounts Officer	2	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	<p><b>Essential:-</b></p> <p>i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>ii) Nine years experience in Executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) No, however a degree from a recognized 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 and Rs.9100-15100 in the respective discipline of Finance Dept. 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 4 years regular service in the grade in a Major Port Trust.	The existing posts of Dy.CAO (Sr.) in the scale of pay of Rs.13000-18250 will be redesignated as Dy.CAO in the scale of pay of Rs.13000 - 18250

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion /transfer/ absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4	Sr.Deputy Chief Accounts Officer	2	<b>Class I</b>	16000-400-20800	<b>Selection</b>	42	<p><b>Essential:-</b></p> <p>i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>ii) Twelve years experience in Executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) Yes (c) No	NA	By absorption through composite method of recruitment ie. 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.	For absorption through composite method, officers holding analogous posts of Dy. Chief Accounts Officer and equivalent posts in the respective discipline of Finance Dept in the scale of pay of Rs.13000-18250 with 3 years regular service in the grade Rs.13000-18250 in a Major port Trust or Dy.Chief Accounts Officer and equivalent posts in the respective discipline of Finance Dept with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.10750-16750 and Rs.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.Chief Accounts Officer and equivalent posts in the respective discipline of Finance Deptt in the scale of	Out of the two posts of Sr.Dy.Chief Accounts Officer, the present incumbent of existing Addl.Chief Accounts Officer post in the scale of Rs.14500-18700 shall be upgraded and redesignated as Sr.Dy.CAO and the second post shall be filled up as per the Recruitment Rules.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion /transfer/ absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											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 bench mark in overall grading in the ACRs will not be below "Very good".	



Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion /transfer/ absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
5	Financial Adviser & Chief Accounts Officer (Category I Ports)	1	<b>Class I (HOD)</b>	20500-500-26500	<b>Selection</b>	45	<p><b>Essential:-</b></p> <p>i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>ii) Seventeen years experience in Executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) Yes. (c) No	NA	By absorption through composite method of recruitment ie. 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.	For absorption through composite method, Officers holding analogous post or the post of FA&CAO in Category II ports with 2 years regular service in the grade or officers holding posts in the scale of pay of Rs.17500-22300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs.16000-20800 with 5 years regular service in the grade in the Finance Dept of a Major Port Trust will be eligible. For deputation, officers holding analogous posts or officers holding post of FA&CAO and equivalent posts in the Finance Dept in the scale of pay of Rs.18500-23900 with 2 years regular service in the grade or officers holding posts of Sr.Dy.Chief Accounts Officer and equivalent posts in the Finance Department in the scale of pay of	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion /transfer/ absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											Rs.16000-20800 and above with 5 years regular service in the grade in Govt./ Semi Govt./PSUs or Autonomous bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very good".	

**RECRUITMENT RULES FOR CLASS I POSTS OF EDP WING UNDER FINANCE DEPARTMENT**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Assistant Director (EDP)	6	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<p><b>Essential:-</b> 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 Applications / 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.</p>	(a) No (b) Yes. (c) No	2	<p><b>Upto 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 33.1/3% By promotion – 66.2/3%</p> <p><b>After 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 66.2/3% By promotion – 33.1/3%</p>	<p>Promotion from Programmer Data Processing Officer in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade</p> <p><b>OR</b></p> <p>Promotion from Class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of EDP/P&amp;R Div. with 5 years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.</p>	The existing post of Analyst Programmer / Superintendent (Computer Operation) in the scale of pay of Rs.9100-15100 under Stores department will be redesignated as Asst. Director (EDP) in the scale of pay of Rs.9100-15100 under EDP wing

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							<p><b>Desirable:-</b></p> <p>i) Post Graduate Degree in Maths/ Statistics/ Operational Research/ Economics or Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or Information Technology or Computer Applications or Business Admn. (PG Degree / diploma) with specialisation in Systems or Information Systems or MIS or Information Technology and allied subjects from a recognized university / institution.</p> <p>ii) Two years experience in Programming/ Electronic Data Processing / System Analysis etc.</p>					

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Deputy Director (EDP)	2	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	<b>Essential:-</b> 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.	(a) No (b) Yes. (c) No	2	By promotion failing which by adsorption/ deputation failing both by direct recruitment.	Promotion from Assistant Director (EDP) in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing which Assistant Director (EDP) 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 scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of EDP/P&R Div.  Absorption / deputation will be of officers holding analogous posts of Assistant Director (EDP)/	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							ii) Five years experience in Programming/ Electronic Data Processing / System Design & Analysis and related fields.  <b>Desirable:-</b> i) Post Graduate Degree in Maths/ Statistics/ Operational Research/ Economics or Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or Information Technology or Computer Applications or Business Admn. (PG Degree / diploma) with specialisation in Systems or Information Systems or MIS or Information Technology and allied subjects from a recognized university / institution.				Assistant Director (Research) and other equivalent posts in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade in EDP /P&R Division in a Major Port Trust.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3	Senior Deputy Director (EDP)	1	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	<b>Essential:-</b> 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.	(a) No (b) Yes. (c) No	2	By promotion failing which by adsorption/ deputation failing both by direct recruitment.	Promotion from Deputy Director (EDP) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which 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 and Rs.9100-15100 in the respective discipline of EDP / P&R Div.  Absorption / deputation will be of officers holding analogous posts of Deputy Director (EDP)/	The existing post of Director (EDP) in the scale of pay Rs.13000 – 18250 will be redesignated as Sr. Deputy .Director (EDP) in the scale of pay of Rs.13000 – 18250 under EDP wing

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							ii) Nine years experience in Programming/ Electronic Data Processing / System Design & Analysis and related fields.  <u>Desirable:-</u> i) Post Graduate Degree in Maths/ Statistics/ Operational Research/ Economics or Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or Information Technology or Computer Applications or Business Admn. (PG Degree / diploma) with specialisation in Systems or Information Systems or MIS or Information Technology and allied subjects from a recognized university / institution.				Deputy Director (Research) and other equivalent posts in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade in EDP /P&R Division in a Major Port Trust.	



**RECRUITMENT RULES FOR CLASS I POSTS OF PLANNING AND RESEARCH DIVISION UNDER TRAFFIC DEPARTMENT**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Assistant Director (Research)	1	<b>Class I</b>	9100-250-15100	<b>Select ion</b>	30	<p><b>Essential:-</b> Degree in Economics or Statistics or Mathematics from a recognized university/ institution.</p> <p><b>Desirable :-</b> i) Two years executive experience in collection, compilation and interpretation of data or in conducting field surveys, investigation, 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 recognized university/ institution.</p>	(a) No (b) Yes. (c) No	2	<p><b>Upto 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 33.1/3% By promotion – 66.2/3%</p> <p><b>After 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 66.2/3% By promotion – 33.1/3%</p>	Promotion from Statistical and Research Officer in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade <b>OR</b> Promotion from Class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of P&R Div. with 5 years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.	The existing post of Assistant Director in Planning & Research Cell under traffic department in the scale of pay of Rs. 9100 – 15100 will be redesignated as Assistant Director (Research) in the scale of pay 9100 – 15100 under the Research wing of Planning & Research Division of the Traffic Department.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Deputy Director (Research)	1	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	<p><b>Essential:-</b></p> <p>i) Degree in Economics or Statistics or Mathematics from a recognized university.</p> <p>ii) Five years executive experience in Planning or in collection, compilation and interpretation of data or in conducting field surveys, investigation, etc.</p> <p><b>Desirable :-</b></p> <p>i) Post Graduate Degree/Diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognized university/ institution.</p> <p>ii) Knowledge of computer operations.</p>	(a) No (b) Yes. (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Asst. Director (Research) in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing which Asst. Director (Research) 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 scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of P&R Div. Absorption / deputation will be of Officers holding analogous posts of Assistant Director (Research)/ Assistant Director (EDP) and other equivalent post in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade in P&R Division in a Major Port Trust.	The existing post of Dy. Director in Planning & Research Cell under traffic department in the scale of pay of Rs. 10750 - 16750 will be redesignated as Deputy Director (Research) in the scale of pay 10750 – 16750 under Research wing in Planning & Research Division of the Traffic Department.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3	Senior Deputy Director (Research)	1	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	<b>Essential:-</b> i) Degree in Economics or Statistics or Mathematics from a recognized university/ institution. ii) Nine years executive experience in Planning or in collection, compilation and interpretation of data or in conducting field surveys, investigation, etc. iii) Knowledge of computer operations. <b>Desirable :-</b> i) Post Graduate Degree/Diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognized university/ institution. ii) Knowledge of computer operations.	(a) No (b) Yes. (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Dy. Director (Research) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which Dy. Director (Research) 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 and Rs.9100-15100 in the respective discipline of P&R Div. Absorption / deputation will be of Officers holding analogous posts of Dy. Director (Research)/ Dy. Director (EDP) and other equivalent post in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade in P&R Division in a Major Port Trust.	

**RECRUITMENT RULES FOR CLASS I POSTS OF MECHANICAL AND ELECTRICAL ENGINEERING DEPARTMENT**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Assistant Executive Engineer (Mechanical/ Electrical / Electronics & Communications)	27	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<p><b>Essential:-</b> Degree or equivalent in Mechanical / Electrical/Electronics &amp; Communication Engineering from a recognized university/ institution.</p> <p><b>Desirable :-</b> Two years experience in relevant discipline in executive cadre in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) No, however a Diploma in Engineering in the relevant discipline from a recognized university / institution is essential. (c) No	2	<p><b>Upto 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 33.1/3% By promotion – 66.2/3%</p> <p><b>After 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 66.2/3% By promotion – 33.1/3%</p>	Promotion from Asst.Engineer (Mechanical / Electrical / Electronics & Communications)in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade or from Class-III employees in the scale of pay of Rs.6170-11975 in the respective discipline of Mechanical and Electrical Engineering Department with 5 years regular service in the grade where there is no Class-II post in the scale of Rs.8600-14600	Existing posts in the scale of pay of Rs.9100 – 15100 will be designated as Asst. Ex. Engineer.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Executive Engineer (Mechanical/ Electrical / Electronics & Communication)	16	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	<b>Essential:-</b> i) Degree or equivalent in Mechanical / Electrical/Electronics & Communication Engineering from a recognized university/ institution. ii) Five years experience in relevant discipline in executive cadre in an Industrial/Commercial/Govt. Undertaking.	(a) No (b) No, however a Diploma in Engineer-ing in the relevant discipline from a recognized university/ institution is essential. (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Asst.Executive Engineer (Mechanical/ Electrical / Electronics & Communications) in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing which Asst. Executive Engineer (Mechanical/ Electrical / Electronics & Communications) 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 scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of M&E Engg. Dept. <b>OR</b> Diploma Engineers in the scale of pay of Rs.8600-14600 with 8 years of regular service in the grade where the pay scale of Rs.9100-15100 does not exist in that discipline. Absorption / deputation will be of Officers holding analogous posts in respective discipline or feeder post with 5 years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3	Superintending Engineer (Mechanical / Electrical / Electronics & Communication)	9	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	<b>Essential:-</b> i) Degree or equivalent in Mechanical / Electrical/Electronics & Communication Engineering from a recognized university/ institution. ii) Nine years experience in relevant discipline in executive cadre in an Industrial/Commercial/Govt. Undertaking.	(a) No (b) No, however a Diploma in Engineering in the relevant discipline from a recognized university / institution is essential. (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Executive Engineer (Mechanical / Electrical /Electronics & Communications) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which Executive Engineer (Mechanical / Electrical /Electronics & Communications) 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 and Rs.9100-15100 in the respective discipline in M&E Engg. Dept. Absorption / deputation will be of Officers holding analogous posts or the feeder post with 4 years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4	Deputy Chief Mechanical Engineer	6	<b>Class I</b>	16000-400-20800	<b>Selection</b>	42	<b>Essential:-</b> i) Degree or equivalent in Mechanical / Electrical/Electronics & Communication Engineering from a recognized university/ institution. ii) Twelve years experience in relevant discipline in executive cadre in an Industrial/Commercial/Govt. Undertaking.	(a) No (b) Yes (c) No	NA	By absorption through composite method of recruitment ie. through promotion / transfer / deputation on absorption basis failing which by deputation from other Govt. organizations and failing both by direct recruitment The promotion / transfer / on absorption will be from the officers from Major Port Trusts	For absorption through composite method, officers holding analogous posts or the post of Superintending Engineer and equivalent posts in the respective discipline of M&E Engg Dept 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 Dept with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.10750-16750 and Rs.13000-18250 in the respective discipline in a Major Port Trust will be eligible. For deputation, officers holding analogous posts or officers holding post of Superintending Engineer and	The existing Permanent posts in the category of Superintending Engineer (Electrical / Mechanical) in the scale of pay of Rs.16000-20800 will be redesignated as Deputy Chief Mechanical Engineer in the scale of pay of Rs.16000-20800

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											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 Govt./ PSUs or Autonomous bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very good".	



Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
5	Chief Mechanical Engineer (Category I Ports)	1	<b>Class I (HOD)</b>	20500-500-26500	<b>Selection</b>	45	<b>Essential:-</b> i) Degree or equivalent in Mechanical / Electrical/Electronics & Communication Engineering/Naval Architecture from a recognized university/ institution or MOT 1 <sup>st</sup> Class Motor Certificate issued under Merchant Shipping Act, 1958. ii) Seventeen years experience in managerial capacity dealing with Mechanical / Electrical/Marine/ Electronics Engg Works, out of which 10 years experience shall be in workshops undertaking maintenance of cargo handling equipment/electrical installation/ship repairs in any Major Port Trust/Industrial/ Commercial/Govt. undertaking.	(a) No (b) Yes. (c) No	NA	By absorption through composite method of recruitment ie. 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	For absorption through composite method, officers holding analogous posts or the post of Chief Mechanical Engineer in Category II ports with 2 years regular service in the grade or officers holding posts in the scale of pay of Rs.17500-22300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs.16000-20800 with 5 years regular service in the grade in the Chief Mech.& Elec Engg. Dept and Marine Dept (applicable to categories of marine engineers only) in a Major port Trust will be eligible. For deputation, officers holding analogous posts or officers holding post of Chief Mechanical Engineer and equivalent posts in the Mech. & Elec.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruit-ment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											Engg Dept in the scale of pay of Rs.18500-23900 with 2 years regular service in the grade or officers holding the post of Deputy Chief Mechanical Engineer and equivalent posts in the Mechanical & Electrical Departments in the scale of Rs.16000-20800 and above with 5 years regular service in the grade in Govt./PSUs or autonomous bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very good".	

**RECRUITMENT RULES FOR CLASS I POSTS IN MATERIALS MANAGEMENT DIVISION  
UNDER MECHANICAL AND ELECTRICAL ENGINEERING DEPARTMENT**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Assistant Materials Manager Gr.I	5	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<p><b>Essential:-</b> Degree or equivalent in Mechanical / Electrical/Engineering from a recognized university/ institution.</p> <p><b>Desirable :-</b> i) Post Graduate Degree/Diploma in Materials Management from a recognized university/institution. ii) Two years post qualification experience in Materials Management in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) No, however a Diploma in relevant discipline from a recognized university / institution is essential. (c) No	2	<p><b>Upto 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 33.1/3% By promotion – 66.2/3%</p> <p><b>After 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 66.2/3% By promotion – 33.1/3%</p>	Promotion from Asst.Materials Manager Gr.II in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade <b>OR</b> from Class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of M.M. Div. with 5 years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.	The existing posts of Asst. Controller of Stores in the scale of pay of Rs.9100-15100 under the Stores Dept. will be redesignated as Asst. Materials Manager Gr.I. in the scale of pay of Rs.9100-15100 under the Materials Management Division of Mech. & Elec. Engineering Dept

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Deputy Materials Manager	3	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	<p><b>Essential:-</b></p> <p>i) Degree or equivalent in Mechanical / Electrical Engineering from a recognized university/ institution.</p> <p>ii) Five years experience in executive cadre in the field of Materials Management/ Mechanical Engineering/ Electrical Engineering in an Industrial/ Commercial/Govt. Undertaking.</p> <p><b>Desirable:-</b></p> <p>Post Graduate Degree / Diploma in Materials Management from a recognized university / institution.</p>	(a) No (b) No, however a Diploma in relevant discipline from a recognized university/ institution is essential. (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Asst. Materials Manager Gr.I in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing which Asst. Executive Engineer (Mech/Elect.) in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing both Asstt. Materials Manager Gr.I/ Asstt. Executive Engineer (Mech.Elect.) 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 scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of M.M. Div/ M&E Engg Dept. <b>OR</b> Diploma Engineers in the scale of pay of Rs.8600-14600 with 8 years of regular service in the grade where the pay scale of Rs.9100-15100 does not exist in that discipline.	The existing posts of Dy. Controller of Stores in the scale of pay of Rs.10750-16750 under the Stores Dept. will be redesignated as Dy. Materials Manager in the scale of pay of Rs.10750-15100 under the Materials Management Division of Mech. & Elec. Engineering Dept.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
											Absorption / deputation will be of Officers holding analogous posts or feeder post with 5 years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3	Sr.Deputy Materials Manager	2	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	<b>Essential:-</b> i) Degree or equivalent in Mechanical / Electrical Engineering from a recognized university/ institution. ii) Nine years experience in executive cadre in the field of Materials Management/ Mechanical Engineering/Electrical Engineering in an Industrial/ Commercial/Govt. Undertaking. <b>Desirable:-</b> i) Post Graduate Degree/Diploma in Materials Management from a recognized university/ institution.	(a) No (b) No, however a Diploma in relevant discipline from a recognized university / institution is essential. (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Dy.Materials Manager in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which Executive Engineer (Mech/Elect) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing both Dy. Materials Manager*/ Executive Engineer (Mech/Elect) 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 and Rs.9100-15100 in the respective discipline in MM Div./M&E Engg. Dept. will be eligible. Absorption / deputation will be of Officers holding analogous posts or feeder post with 5 years regular service in the grade in a Major Port Trust.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion /transfer/ absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4	Materials Manager	1	<b>Class I</b>	16000-400-20800	<b>Selection</b>	45	<p><b>Essential:-</b></p> <p>i) Degree or equivalent in Mechanical / Electrical Engineering from a recognized university/ institution.</p> <p>ii) Twelve years experience in executive cadre in the field of Materials Management / Mechanical Engineering / Electrical Engineering in an Industrial/ Commercial/Govt. Undertaking.</p> <p><b>Desirable:-</b></p> <p>Post Graduate Degree/ Diploma in Materials Management from a recognized university / institution.</p>	(a) No (b) Yes. (c) No	NA	By absorption through 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.	For absorption through composite method, officers holding analogous posts or Sr.Dy. Materials Manager and equivalent posts in M.M.Div. in the scale of pay of Rs.13000-18250 with 3 years regular service in the grade in a Major Port Trust or the post of Superintending Engineer(Mech.Elect) in the scale of pay of Rs.13000-18250 with 3 years regular service in the grade in a Major Port Trust or Sr.Dy. Materials Manager and equivalent posts in the M.M. Div. / Supdtg. Engineer (Mech.Elect.) with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.10750-16750 and Rs.13000-18250 in the respective discipline of M.M. Div./ M&E Engg. Deptt. in a Major Port Trust will be eligible. For deputation, officers holding	The department alongwith their HODs which have been decided to be discontinued in this cadre restructuring may be phased out in due course. However, the existing pay scale and service benefits as available to the incumbent of the department which ceased to exist will be protected till the time he superannuates or is promoted to the higher posts. Their existing eligibility for consideration for the posts of HOD or Dy. Chairman will also be protected.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion /transfer/ absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											analogous posts or officers holding post of Sr.Dy. Materials Manager/ Supdtg. Engineer (Mech.Elect.) and equivalent posts in the MM.Div./M&E Engg Deptt in the scale of pay of Rs.13000-18250 with 3 years regular service in the grade in Govt./ Semi Govt./PSUs or Autonomous bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very good".	



**RECRUITMENT RULES FOR CLASS I POSTS OF TRAFFIC DEPARTMENT**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Assistant Traffic Manager Gr.I	10	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<p><b>Essential:-</b> i) A Degree from a recognized university.</p> <p><b>Desirable :-</b> Two years executive experience in Shipping / cargo operations / railway transportation in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) Yes. (c) No	2	<p><b>Upto 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 33.1/3% By promotion – 66.2/3%</p> <p><b>After 31<sup>st</sup> Dec.2006</b></p> <p>By direct recruitment- 66.2/3% By promotion – 33.1/3%</p>	<p>Promotion from Asst. Traffic Manager Gr.II in the scale of pay of Rs.8600-14600 with 3 years regular service in the grade</p> <p><b>OR</b></p> <p>from Class III employees in the scale of pay of Rs.6170-11975 in the respective discipline of Traffic Department with 5 years regular service in the grade where there are no Class II posts in the pay scale of Rs.8600-14600 in that discipline.</p>	Existing posts of Asst. Traffic Manager in the scale of pay of Rs.9100-15100 will be redesignated as Assistant Traffic Manager Gr.I in the scale of pay of Rs.9100-15100/

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Senior Assistant Traffic Manager	6	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	i) A Degree from a recognized university.  ii) 5 years experience in shipping / cargo operations / railway transportation in Executive cadre in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) Yes. (c) No	2	By promotion failing which by absorption / deputation, failing which by direct recruitment.	Promotion from Asst. Traffic Manager Gr.I in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing which Asst.Traffic Manager Gr.I in the scale of pay of Rs.9100-15100 with 2 years regular service of in the grade and a combined regular service of 8 years in the scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of Traffic Dept. Absorption / deputation will be of Officers holding analogous posts or post of Assistant Traffic Manager Gr.I in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade in a Major Port Trust.	The existing post of Deputy Traffic Manager in the scale of pay of Rs.10750-16750 in the Traffic dept. will be redesignated as Sr.ATM in the scale of pay of Rs.10750-16750 in the Traffic department.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3	Deputy Traffic Manager	4	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	<p>i) A Degree from a recognized university.</p> <p>ii) Nine years experience in Shipping / cargo operations / railway transportation in executive cadre in an Industrial / Commercial / Govt. Undertaking.</p>	<p>(a) No (b) Yes. (c) No</p>	2	By promotion failing which by absorption / deputation, failing which by direct recruitment.	Promotion from Sr. Assistant Traffic Manager in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which Sr.Asst. Traffic Manager 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 and Rs.9100-15100 in the respective discipline of Traffic Dept. Absorption / deputation will be of Officers holding analogous posts or post of Sr.Asst Traffic Manager in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade in a Major Port Trust.	The existing posts in the categories of Docks Manager, Manager (Marketing & Services) in the scale of pay of Rs.13000-18250 will be redesignated as Deputy Traffic Manager in the scale of pay of Rs.13000-18250.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4	Sr.Deputy Traffic Manager	2	<b>Class I</b>	16000-400-20800	<b>Selection</b>	42	i) A Degree from a recognized university.  ii) Twelve years executive experience in Shipping / cargo operations / railway transportation in executive cadre in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) Yes. (c) No	NA	By absorption through composite method failing of recruitment ie. 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.	For absorption through composite method, officers holding analogous posts or post of Dy. Traffic Manager and equivalent posts in the respective discipline of Traffic Dept 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 Dept with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.10750-16750 and Rs.13000-18250 in the respective discipline of Traffic Deptt in a Major Port Trust will be eligible. For deputation, officers holding analogous posts or holding post of Dy.Traffic Manager and equivalent posts in the respective discipline of Traffic	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											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 bench mark in overall grading in the ACRs will not be below "Very good".	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
5	Traffic Manager (Category I Ports)	1	<b>Class I (HOD)</b>	20500-500-26500	<b>Selection</b>	45	i) A Degree from a recognized university.  ii) Seventeen years experience in Shipping / cargo operations / railway transportation in executive cadre in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) Yes. (c) No	NA	By absorption through composite method of recruitment ie. 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.	For absorption through composite method, officers holding analogous posts or post of Traffic Manager in Category II ports with 2 years regular service or officers holding posts in the scale of pay of Rs.17500-22300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs.16000-20800 with 5 years regular service in the grade in the Traffic Dept in a Major port Trust will be eligible. For deputation, officers holding analogous posts or officers holding post of Traffic Manager and equivalent posts in Traffic Department in the scale of pay of Rs.18500-23900 with 2 years regular service in the grade or officers holding post of Sr.Dy.Traffic Manager and equivalent posts in Traffic Department	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 / transfer/absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											in the scale of pay of Rs.16000-20800 and above with 5 years regular service in the grade in Govt./ Semi Govt./PSUs or Autonomous bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very good".	

**RECRUITMENT RULES FOR CLASS-I POSTS OF CIVIL ENGINEERING DEPARTMENT**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Assistant Executive Engineer (Civil)	20	<b>Class I</b>	9100-250-15100	<b>Selection</b>	30	<u>Essential:-</u> Degree or equivalent in Civil Engg. from a recognized University / Institution. <u>Desirable:-</u> Two years experience in executive cadre in Planning / Construction / Design / Maintenance preferably of Port and Marine Structures in an Industrial / Commercial / Govt. Undertaking.	(a) No  (b) No, however a Diploma in Civil Engg. from a recognized University / Institution is essential.  (c) No.	2	<u>Upto 31<sup>st</sup> Dec.2006</u>  By direct recruitment– 33-1/3%.  By Promotion– 66-2/3%.  <u>After 31<sup>st</sup> Dec.2006</u>  By direct recruitment – 66-2/3%.  By Promotion – 33-1/3%.	Promotion from Assistant Engineer (Civil) in the scale of Rs.8600-14600 with 3 years regular service in the grade or from Class-III employees in the scale of pay of Rs.6170-11975 in the respective discipline of Civil Engineering Department with 5 years regular service in the grade where there are no Class-II post in the scale of Rs.8600-14600 in that discipline	



Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2.	Executive Engineer (Civil)	15	<b>Class I</b>	10750-300-16750	<b>Selection</b>	35	(i) Degree or equivalent in Civil Engg. from a recognized University / Institution. (ii) Five years experience in executive cadre in Planning / Construction / Design / Maintenance preferably of Port and Marine Structures in an Industrial / Commercial / Govt. Undertaking.	(a) No  (b) No, however a Diploma in Civil Engg. from a recognized University / Institution is essential.  (c) No.	2	By Promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Assistant Executive Engineer (Civil) in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade failing which Assistant Executive Engineer 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 scales of pay of Rs.9100-15100 and Rs.8600-14600 in the respective discipline of Civil Engg. Dept. Absorption/deputation will be of Officers holding analogous posts or feeder post with experience as mentioned above in a Major Port Trust..	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3.	Superintending Engineer (Civil)	7	<b>Class I</b>	13000-350-18250	<b>Selection</b>	40	(i) Degree or equivalent in Civil Engg. from a recognized University / Institution. (ii) Nine years experience in executive cadre in Planning / Construction / Design / Maintenance preferably of Port and Marine Structures in an Industrial / Commercial / Govt. Undertaking.	(a) No  (b) No, however a Diploma in Civil Engg. from a recognized University / Institution is essential.  (c) No.	2	By Promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Executive 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 and Rs.9100-15100 in the respective discipline of Civil Engg. Deptt. Absorption/ deputation will be of Officers holding analogous posts or feeder post with experience as mentioned above in a Major Port Trust.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4.	Deputy Chief Engineer (Civil)	5	<b>Class I</b>	16000-400-20800	<b>Selection</b>	42	(i) Degree or equivalent in Civil Engg. from a recognized University / Institution. (ii) Twelve years experience in executive cadre in Planning / Construction / Design / Maintenance preferably of Port and Marine Structures in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) Yes. (c) No.	N.A.	By absorption through Composite method of recruitment ie. 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	For absorption through composite method, Officers holding analogous posts or post of Superintending Engineer and equivalent posts in the respective discipline of Civil Engineering Deptt. in the scale of pay Rs.13000-18250 with 3 years regular service in the grade in a Major Port Trust or Superintending Engineer and equivalent 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 scales of pay of Rs.10750-16750 and Rs.13000-18250 in the respective discipline of Civil Engg. Deptt. in a Major Port Trust. will be eligible.  For deputation, Officers holding analogous posts or Officers holding post of Superintending Engineer and equivalent posts in the	The existing Permanent posts in the category of Superintending Engineer (Civil), in the scale of pay of Rs.16000-20800 will be redesignated as Dy.Chief Engineer (Civil) in the scale of pay of Rs.16000-20800.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											respective discipline of Civil Engg. Deptt. in the scale of pay of Rs.13000-18250 with 3 years regular service in the grade in Govt./PSUs / 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".	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
5.	Chief Engineer (Category-I Ports)	1	<b>Class I (HOD)</b>	20500-500-26500	<b>Select ion</b>	45	(i) Degree or equivalent in Civil Engg. from a recognized University / Institution. (ii) Seventeen years experience in executive cadre in Planning / Construction / Design / Maintenance preferably of Port and Marine Structures in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) Yes. (c) No.	N.A.	By absorption through Composite method of recruitment ie. 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	For absorption through composite method, Officers holding analogous posts or post of Chief Engineer in Category II ports with two years regular service in the grade or Officers holding posts in the scale of pay of Rs.17500-22300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs.16000-20800 with 5 years regular service in the grade in the Civil Engg. Deptt. of Major Port Trust will be eligible.  For deputation, Officers holding analogous posts or Officers holding post of Chief Engineer and equivalent posts in Civil Engg. Deptt. in the scale of pay of Rs.18500-23900 with 2 years regular service in the grade or officers holding post of Dy.Chief Engineer and equivalent posts in Civil Engg. Deptt. in	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											the scale of pay of Rs.16000-20800 and above with 5 years service in the grade in Govt./Semi Govt./PSUs / 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".	

## RECRUITMENT RULES FOR MEDICAL OFFICERS OF MEDICAL DEPARTMENT

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Medical Officer	16	<b>Class I</b>	9100-250-15100	NA	35	<p><b>Essential :-</b></p> <p>(i) MBBS degree from a recognized university or for Medical Officer (Dental) BDS degree of a recognized university.</p> <p>(ii) One year experience in a hospital after completion of internship of one year.</p> <p><b>Desirable :-</b></p> <p>A Post Graduate medical degree from a recognized university.</p>	NA	2	By Direct recruitment.	NA	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2 (a)	Sr. Medical Officer (General Duty)	6	<b>Class I</b>	10750-300-16750	Selection	40	<p><b>Essential :-</b></p> <p>(i) MBBS degree from a recognized university or for Medical Officer (Dental) BDS degree of a recognized university.</p> <p>(ii) Five years experience in a hospital after completion of internship of one year.</p> <p><b>Desirable :-</b></p> <p>A Post Graduate medical degree from a recognized university.</p>	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Medical Officer in the scale of pay of Rs.9100-15100 with 5 years regular service in the grade. Absorption / Deputation will be of officers holding analogous posts or feeder post with 5 years experience in the grade in a Major Port Trust.	The existing posts of Resident Medical Officer and Medical Officer (SG) in the scale of pay of Rs.10750-16750 will be redesignated as Sr. Medical Officer (GD) in the scale of pay of Rs.10750-16750.



Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2 (b)	Sr.Medical Officer (Specialist)	6	<b>Class I</b>	10750-300-16750	NA	40	<b>Essential :-</b> (i) MBBS degree from a recognized university or for Sr.Medical Officer (Dental), BDS degree of a recognized university. (ii) A Post Graduate medical degree in the specified speciality from a recognized university. (iii) Post qualification experience of 3 years in a hospital, in the relevant field of specialisation.	NA	2	By direct recruitment.	NA	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.  The Medical Officer (Selection Grade) and Resident Medical Officer in the pay scale of Rs.10750-16750 having Post Graduate Qualification shall be re-designated as Senior Medical Officer

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3a	Dy. Chief Medical Officer (General Duty)	4	<b>Class I</b>	13000-350-18250	Selection	42	<p><b>Essential :-</b></p> <p>(i) MBBS degree from a recognized university or for Dy.Chief Medical Officer (Dental), BDS degree of a recognized university.</p> <p>(ii) Nine years experience in a hospital, after completion of internship of one year.</p> <p><b>Desirable:-</b></p> <p>A Post Graduate medical degree from a recognized university.</p>	(a) No (b) Yes (c) No	2	By promotion failing which by absorption /deputation failing both by direct recruitment.	Promotion from Sr.Medical Officers (G.D) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which Sr. 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 posts or feeder post with 4 years experience in the grade in a Major Port Trust.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3b	Dy. Chief Medical Officer (Specialist)	4	<b>Class I</b>	13000-350-18250	Selection	42	(i) MBBS degree from a recognized university. (ii) A Post Graduate medical degree in the specified speciality from a recognized university. (iii) Post qualification experience of 7 years in a reputed hospital, in the relevant field of specialization.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption /deputation failing both by direct recruitment	Promotion from Sr.Medical Officer (Specialist) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade failing which Sr. Medical Officer (General Duty) with post graduate. qualification in the relevant field and 4 years regular service in the grade. Absorption/ deputation will be of officers holding analogous posts or holding the post of Sr. Medical Officer (Specialist) in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade in a Major Port Trust.	The existing post of DCMO/Chief Physician/Chief Surgeon in the scale of pay of Rs.13000-18250 will be redesignated as Dy.Chief Medical Officer (Specialist) in the scale of pay of Rs.13000-18250. <u>Note:</u> 3 posts shall be residential. 6 posts i.e. 3 posts from Sr.Medical Officer (Specialist) and 3 posts from Dy.Chief Medical Officer (Specialist) from the following Specialities will have to reside compulsorily in Port Quarters: 1.Surgery 2.Gynaecology 3.General MD 4.Ortho 5.Anaesthesia 6.Paediatrics

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4	Senior Dy. Chief Medical Officer	3	<b>Class I</b>	16000-400-20800	Selection	45	(i) MBBS degree from a recognized university. (ii) A Post Graduate medical degree in the specified speciality from a recognized university. (iii) Post qualification experience of 10 years in a hospital, in the relevant field of specialization.	(a) No (b) Yes (c) No	NA	By absorption through composite method of recruitment ie. 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	For absorption through composite method, officers holding the post of Dy. Chief Medical Officer (Specialist) and equivalent Specialist posts in Medical Deptt in the scale of pay of Rs.13000-18250 with 3 years regular service in the grade in a Major Port Trust or Dy. Chief Medical Officer (Specialist) and equivalent Specialist posts in Medical Deptt with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.10750-16750 and Rs.13000-18250 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.13000-18250 in Medical	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											Deptt. in a Govt./Semi Govt./ PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "very good".	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
5	Chief Medical Officer (Category I Ports)	1	<b>Class I (HOD)</b>	20500-500-26500	Selection	50	(i) MBBS degree from a recognized university. (ii) A Post Graduate medical degree from a recognized university. (iii) Post qualification experience of 16 years in a hospital.	(a) No (b) Yes (c) No	NA	By absorption through composite method of recruitment ie. 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	For absorption through composite method, officers holding analogous posts or the post of Chief Medical Officer in Category –II port with 2 years regular service in the grade or officers holding post in the scale of pay of Rs.17500-22300 with 4 years regular service in the grade or officers holding posts in the scale of pay of Rs.16000-20800 with 5 years regular service in the grade in the Medical Deptt in a Major Port Trust will be eligible. For deputation, officers holding analogous posts or officers holding post of Chief Medical Officer and equivalent post in Medical Deptt in the scale of pay of Rs.18500-23900 with 2 years regular service in the grade or officers holding posts of Sr.Dy. Chief Medical Officer and equivalent	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											Specialist posts in the scale of pay of Rs.16000-20800 and above in Medical Deptt. with 5 years regular service in the grade in Govt./Semi Govt/ PSUs or Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "very good".	

**RECRUITMENT RULES FOR CLASS-I POSTS (DECK SIDE) OF MARINE DEPARTMENT**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Pilot		<b>Class I</b>	14500-350-18700	N.A.	40	<p><b>Essential :-</b></p> <p>(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 recognized by the Ministry of Shipping, Govt. of India.</p> <p>(ii) One year post qualification experience as Master/Chief Officer of a foreign going ship.</p>	N.A.	2	By direct recruitment.	N.A.	



Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2.	Dock Master		<b>Class I</b>	17500-400-22300	Selection	<b>43</b>	<b>Essential:-</b> (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 recognized by the Ministry of Shipping, Govt. of India. (ii) Must hold a Pilot Licence and have a proficiency in handling of all types of ships. (iii) 5 years experience as pilot or Master of Foreign going Ship.	(a) No (b) Yes (c) No.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	For promotion, Pilots with 5 years regular service in the grade are eligible. For absorption/deputation, Officers holding analogous posts or holding posts of Pilots in the scale of pay of Rs.14500-18700 with 5 years regular service in the grade in a Major Port Trust are eligible.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3.	Harbour Master (Category-I Ports)		<b>Class I</b>	18500-450-23900	Selection	45	<p>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 recognized by the Ministry of Shipping, Govt. of India.</p> <p>ii) Must hold a Pilot licence and have 8 years experience either as Master of Foreign Going Ship or in Piloting or cumulative.</p>	(a) No (b) Yes (c) No	N.A.	By absorption through composite of recruitment ie. 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	For absorption by composite method, officers holding analogous posts or Dock Master/Master Pilot/Dredging Superintendent, etc., in the scale of pay of Rs.17500-22300 with 2 years regular service in the grade in a Major Port are eligible. For deputation, officers holding analogous posts or holding posts of Dock Master/ Master Pilot/Dredging Superintendent and its equivalent Deck side post with experience as mentioned above in Govt./PSUs/Autonomous Bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4.	Deputy Conservator (Category-I Ports)		<b>Class I (HOD)</b>	20500-500-26500	Selection	50	<p>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 recognized by the Ministry of Shipping, Govt. of India.</p> <p>ii) Must hold a Pilot licence and have experience of 10 years either as Master of Foreign Going Ship or in Piloting or cumulative</p>	(a) No (b) Yes (c) No	N.A.	By absorption through composite method of recruitment ie. 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	For absorption by composite method, officers holding analogous posts or holding posts of Dy. Conservator in Category-II ports or Harbour Master in Category-I ports in the scale of pay of Rs.18500-23900 with 2 years regular service in the grade or officers holding post of Harbour Master in the scale of pay of Rs.17500-22300 with 4 years regular service in the grade in a Major Port Trust. For deputation officers holding analogous posts or holding post of Dy. Conservator and its equivalent Deck side post in the scale of pay of Rs.18500-23900 with 2 years regular service in the grade or officers holding posts of Harbour Master and its equivalent Deck side post in the scale of pay of Rs.17500-22300 with 4 years	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
											regular service in the grade in a Govt./Semi Govt/ PSUs or Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very good".	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
.5.	Dredging Superintendent		<b>Class I</b>	17500-400-22300	Selection	<b>43</b>	(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 recognized by the Ministry of Shipping, Govt. of India (ii) Must hold a Pilot Licence and have a proficiency in handling of all types of ships. (iii) 5 years experience as pilot or Master of Foreign going Ship out of 5 years experience, one year experience in dredging is essential.	(a) No (b) Yes (c) No.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	For promotion, Pilots with 5 years regular service in the grade are eligible. For absorption/deputation, Officers holding analogous posts or holding posts of Pilots in the scale of pay of Rs.14500-18700 with 5 years regular service in the grade in a Major Port Trust are eligible.	The present incumbent of existing post of Dredging Supdt. of Civil Engineering dept is in the scale of pay of Rs.16000-20800 shall be upgraded to the scale of pay of 17500-400-22300 under Marine Department.

**RECRUITMENT RULES FOR CLASS I POSTS OF MARINE ENGINEERS OF MARINE DEPARTMENT**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Dy. Marine Engineer		<b>Class I</b>	10750-300-16750	NA	35	i) MOT II Class Motor Certificate issued under Merchant Shipping Act, 1958  ii) 2 years experience as independent Watch Keeping Engineer on board a foreign going ship.	NA	2	By Direct recruitment.	NA	Existing posts of Ex.Engr(FC)of E&M dept/ Engineer Dredger ( MOT II Class) of Civil Engg. depart/ Engineer (MOT II Class) of Marine dept. in the scale of pay of Rs. 10750-300-16750, will be redesignated as Dy. Marine Engineer in the scale of pay of Rs.10750-300-16750 under Marine Department.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Sr.Dy.Marine Engineer		<b>Class I</b>	13000-350-18250	Selection	Not exceeding 40	i) MOT II Class Motor Certificate issued under Merchant Shipping Act, 1958  ii) 6 years experience as independent Watch Keeping Engineer on board a foreign going ship.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from the post of Dy.Marine Engineer in the scale of pay of Rs.10750-16750 with 4 years regular service in the grade. Absorption / deputation will be of officers holding analogous posts or officers with 4 years regular service in post of Dy.Marine Engineer* in the scale of pay of Rs.10750-16750 in any Major Port Trust.	Existing posts of Marine Engineer of E&M dept in the scale of pay of Rs. 13000-350-18250, will be redesignated as Senior Dy.Marine Engineer in the scale of pay of Rs. 13000-350-18250 under Marine Dept.

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
3	Marine Engineer		<b>Class I</b>	14500-350-18700	N.A.	40	i) MOT I Class Motor Certificate issued under Merchant Shipping Act, 1958  ii) 1 year post qualification experience as Chief Engineer / 2 <sup>nd</sup> Engineer on board a foreign going ship.	NA	2	By direct recruitment	NA	Existing posts of Engineer (MOT I Class) of Marine dept./ Engineer Dredger of Civil Engg. dept. in the scale of pay of 14500-350-18700, will be redesignated as Marine Engineer in the scale of pay of Rs.14500-350-18700



Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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 /transfer/ absorption / deputation)	In case of promotion / transfer/absorption / deputation, grades from which it should be made	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
4.	Senior Marine Engineer/ Chief Engineer Marine (Vessel)		<b>Class I</b>	16000-400-20800	Selection	44	i)MOT I Class Motor Certificate issued under Merchant Shipping Act, 1958.. ii) 4 years experience as Chief Engineer or 5 years combined experience as Chief Engineer and 2 <sup>nd</sup> Engineer on board a foreign going ship.	(a) No (b) Yes. (c) No	N.A	By promotion or by absorption through composite method of recruitment ie. 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	Promotion from the post of Marine Engineer in the scale of pay of Rs.14500-18700 with 4 years regular service in the grade. Absorption through composite method will be of officers holding analogous posts or officers with 4 years regular service in the post of Marine Engineer in the scale of pay of Rs.14500-18700 in a Major Port Trust. For deputation officers holding analogous posts or officers holding post of Marine Engineers and its equivalents in Marine Engineering side in the scale of pay of Rs.14500-18700 with 4 years regular service in the grade in Govt/PSUs /Autonomous Bodies will be eligible. The selection is by merit for which the bench mark is overall grading in the ACRs will not be below "Very Good".	Existing posts of SE(Marine) of E&M dept./ Engineering Supdt. (Dredging) of Civil Engg. dept. in the scale of pay of 16000-400-20800, will be redesignated as Senior Marine Engineer/Chief Engineer Marine (Vessel)in the scale of pay of Rs. 16000-400-20800 under Marine Dept.

RECRUITMENT RULES FOR CLASS-I POSTS OF GENERAL ADMINISTRATION DEPARTMENT (MAIN ADMN) IN CHENNAI PORT TRUST

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1.	Hindi Officer	1	Class-I	9100-250-15100	Selection	30 yrs.	<p><b>Essential:-</b></p> <p>Master's Degree of a recognised University in Hindi with English as a subject at the degree level or Master's Degree of a recognised University in English with Hindi as a subject at the degree level or Master's Degree of a recognised University in any subject with Hindi and English as subjects at the degree level or Master's Degree of a recognised University in any subject with Hindi medium and English as a subject at the degree level.</p>	<p>In the case of <u>promotion</u></p> <p>(a) No (b) No however Bachelor's Degree of a recognized University with Hindi and English as the main subjects is essential. (c) No however must have served for a period of not less than five years as Hindi Translator in the Trust.</p>	2	<p>i) By considering the employees in the Trust satisfying the qualification mentioned in col (9) failing which by deputation from State /Central Government/ Public Sector Bodies or</p> <p>iii) By direct recruitment</p>	By Promotion from the Approved probationers in the category of Hindi Translator in the scale of pay of Rs.5500-11380 with five years experience.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
							<p><u>Experience-</u></p> <p>Five years of terminological work in Hindi and/or translation work from English to Hindi or vice versa preferably of technical or scientific literature. Or Five years experience of Hindi teaching under Hindi Teaching Scheme of the Ministry of Home Affairs, Government of India, research writing or journalism in Hindi.</p> <p><u>Desirable</u> Experience of organizing Hindi classes or workshops for noting and drafting.</p>					

**RECRUITMENT RULES FOR CLASS-I POSTS OF TRAFFIC DEPARTMENT IN CHENNAI PORT TRUST**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1.	Safety Officer Cargo and Gear)	1	Class-I	9100-250-15100	Selection	30 yrs.	Essential (i) Should hold a recognized Degree in any branch of Engineering or technology and had practical experience of working in a Port or similar place in a supervisory capacity for a period of not less than three years or hold a recognised Diploma in any branch of Engineering or Technology and has had practical experience of working in a Port or similar place in supervisory capacity for a period of not less than five years and (ii) Should hold a Degree or Diploma in Industrial Safety recognized by the Central Government.	a) No. b) Yes. c) Yes.	2	By promotion failing which by absorption /deputationfailing both by direct recruitment	By deputation of identical post of Asst.Exe.Engineer in any discipline in the Elec.& Mech. Dept in the scale of pay of Rs.9100-15100 failing which by Promotion from Asst. Engineer in any branch of discipline in Electrical and Mechanical Dept in the scale of Rs.8600-14600 with 3 years regular service in the grade failing which from Class III employees of Supervisor Gr.I in any discipline of Elec. & Mech. Department in the scale of pay of Rs.6170-11975 with 5 years regular service in the grade.	

RECRUITMENT RULES FOR CLASS-I POSTS OF MARINE DEPARTMENT IN CHENNAI PORT TRUST

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Assistant Marine Officer	1	Class-I	9100-250-15100	Selection	30 yrs.	<u>Essential::</u> Second Mate's Foreign Certificate Or Master's Home Trade Or Final passing out certificate from T.S. Dufferin/Rajendra with a minimum of 3 years experience in Port doing maintenance of floating craft and buoys and moorings Or Service in the Navy not below the rank of Petty Officer	NA	2	By Direct Recruitment.	NA	

**RECRUITMENT RULES FOR CLASS-I POSTS OF CIVIL ENGINEERING DEPARTMENT IN CHENNAI PORT TRUST**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Assistant Horticulturist	1	Class-I	9100-15100	Selection	30	<p><u>Essential</u> Must hold a Degree in Agriculture or Horticulture from a recognized University</p> <p>Experience: Apprenticeship training or experience in Horticulture in desirable.</p>	<p>(a) Yes</p> <p>(b) Yes</p> <p>(c) yes</p>	2	By direct recruitment or deputation from the State/Central Govt. Department of Horticulture and Plantation Crops ..	NA	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Horticulturist	1	Class-I	10750-300-16750	Selection	35	<p><u>Essential</u> Must hold a Degree in Agriculture or Horticulture from a recognized University</p> <p>Experience: Must have served as an Assistant Horticulturist for a period of not less than 5 years.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) Yes</p>	2	By departmental promotion failing which by Deputation/transfer from the State/Central Government and failing both by Direct Recruitment.	By Promotion from the post of Assistant Horticulturist in the scale of pay of Rs.9100-15100 with five years regular service in the grade.	

**RECRUITMENT RULES FOR CLASS I POSTS OF VIGILANCE DEPARTMENT IN CHENNAI PORT TRUST**

Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Dy. Chief Vigilance Officer	1	Class I	13000-350-18250	Selection	N.A.	N.A	N.A	2	By the composite method of promotion/deputation/transfer.	Promotion / deputation / transfer: Officers holding analogous posts or officers holding posts in the pay scale of Rs.10750-16750 with 4 years of 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 Govt. / 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 5 years.



Sl. No.	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	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	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2	Chief Vigilance Officer (Category-I Ports)	1	<b>Class I</b>	20500-500-28500	Selection	N.A.	Not Applicable	N.A.	N.A.	By deputation of officers of All India/Central Services.	Officers who are eligible for appointment at the level of Director / Joint Secretary in Govt. of India.	Deputation tenure as per guidelines issued by CVC/DOP&T.

**CHENNAI PORT TRUST EMPLOYEES' (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2008**

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**MINISTRY OF SHIPPING, ROAD  
TRANSPORT AND HIGHWAYS  
(PORTS WING)**

**NOTIFICATION**

New Delhi, the 7<sup>th</sup> January, 2009

G.S.R. No. 17 (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 framing of the revised Chennai Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations, 2008 as set out in the Schedule annexed to this Notification.

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

[F.No.PR-12012/8/2005-PE.I]

RAKESH SRIVASTAVA,  
Joint Secretary

**SCHEDULE**

**CHENNAI PORT TRUST**

**CHENNAI PORT TRUST EMPLOYEES**

**(RECRUITMENT, SENIORITY AND  
PROMOTION) REGULATIONS, 2008**

In exercise of the powers conferred by section 28 of the Major Port Trusts Act, 1963 (38 of 1963), the Board of Trustees of Chennai 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 Chennai Port Trust Employees (Recruitment, Seniority and Promotion) Regulations, 2008.

1. (i) These Regulations may be called the Chennai Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations, 2008.

(ii) They shall come into force with effect from the date of publication in the Gazette of India.

2. In the Schedule to the Chennai Port Trust Employees' (Recruitment, Seniority

and Promotion) Regulations 2008 the following entries shall be included:

**SCHEDULE**

Recruitment Rules of 54 categories of Class I Cadre.

**Foot note:** The existing Recruitment Rules in respect of Class II, III & 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**

**CHENNAI PORT TRUST EMPLOYEES'  
(RECRUITMENT, SENIORITY AND  
PROMOTION) REGULATIONS, 2008**

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

**SHORT TITLE AND COMMENCEMENT:**

1. (1) These Regulations may be called the Chennai Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations, 2008.

(2) They shall come into force on the date of publication of the approval of the Central Government as required under the provisions of Section 124 and 132 of the Major Port Trusts Act, 1963 in the Gazette of India.

**APPLICATION**

2. 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.

**DEFINITIONS**

3. 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

**CHENNAI PORT TRUST EMPLOYEES' (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2008**

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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 Chennai Port Trust Employees' (Classification, Control and Appeal) Regulations, 1988 to make appointment to that grade or post.

(d) **"Board", 'Chairman', 'Deputy Chairman' and 'Head of Department'** have the meanings respectively assigned to them under the Act.

(e) **"Class- I Post", 'Class- II Posts', 'Class-III posts' and 'Class-IV posts'** shall have the same meaning as assigned to them in Regulation 4 of the Chennai Port Trust Employees' (Classification, Control and Appeal) Regulations, 1988.

(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 to any grade or post.

(g) **"Direct Recruit"** means a person recruited on the basis of a competitive examination or test and/or interview by Service Selection Committee.

(h) **'Employee'** means an employee of the Board to whom these Regulations apply.

(i) **'Grade'** means any of the grades specified in the Schedule of Employees prepared and sanctioned under Section 23 of the Act.

(j) **"lien"** means the title of an employee to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post to which he has been appointed on regular basis and on which he is not on probation.

Provided that the title to hold a regular post shall be subject to the condition that the junior-most person in the grade will be liable to be reverted to the lower grade if the number of persons so entitled is more than the posts available in that grade.

(k) **'Permanent Employee'** means an employee who has been substantively appointed to a permanent post.

(l) **"Schedule"** means the Schedule appended to these Regulations.

(m) **"Scheduled Castes" and "Scheduled Tribes"** shall have the meanings respectively assigned to them in Clauses (24) and (25) of article 366 of the Constitution of India.

(n) **"Select List"** in relation to any grade or post means the select list prepared in accordance with regulation 13 for that grade or post.

(o) **"Selection Post"** means a post declared as such under regulation 5 of these Regulations.

(p) **"Services Selection Committee"** means the Committee constituted under regulation 12 for the selection of candidates by means of a written test, a trade test and/or interview for appointment to posts reserved for direct recruitment.

(q) **"Temporary Employee"** means an employee holding a temporary post or officiating in a permanent post or on probation in his appointment in the service of the Board.

**MANNER OF APPOINTMENT**

4. All appointments to the posts to which these regulations apply shall be made in accordance with the provisions of these regulations. Appointment may be made either by promotion or by absorption or deputation or direct recruitment.

**CHENNAI PORT TRUST EMPLOYEES' (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2008**

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Deputation will be of employees from the Major Port, Central Government, State Governments, autonomous Bodies, Government 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 of 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.

**SCHEDULES**

5. The manner of appointment i.e. whether by direct recruitment or by departmental promotion on absorption or deputation, the qualification, age, education, training, requirement of experience, classification of posts as selection posts or non-selection posts and other matters connected with the appointments to various posts shall be shown in the Schedule annexed to these Regulations in respect of Class-I posts. In respect of Class-II, Class-III and Class-IV posts, the manner of appointment shall be as laid down by the Board from time to time. The Schedule shall also show the authorized permanent and temporary strength of the various grades as shown in the Schedule of Employees prepared under the provisions of Section 23 of the Major Port Trusts Act, 1963. The 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 Government in case of HODs and by

Chairman in all other cases for reason to be recorded in writing for direct recruitment/absorption/deputation as under:

(i) upto 5 years where the minimum experience prescribed is 10 years or more and upto 3 years where the minimum experience prescribed is 5 to 9 years.

(ii) in the case of a candidate who is ex-serviceman, i.e. ex-employee of India's Defence Forces, and who has put up in not less than 6 months continuous service in the Defence Forces, upto the extent of the service rendered by him in the Defence Forces plus three years where the vacancy to be filled is a vacancy reserved for such ex-servicemen and dependents 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 Government in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of selection the Central Government 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.

**ROSTER OF VACANCIES**

6. A roster shall be maintained for each grade to show whether a particular vacancy should be filled by direct recruitment or promotion. However, if a vacancy which is reserved for direct 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.

**CHENNAI PORT TRUST EMPLOYEES' (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2008**

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**RESERVATION**

7. (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 dependents 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.

**NATIONALITY, CHARACTER, PHYSICAL FITNESS ETC. FOR DIRECT RECRUITMENT**

8. (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 1<sup>st</sup> January, 1962 with the intention of permanently settling in India; or
- (e) a person of Indian origin who has migrated from Pakistan, Burma, Srilanka 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 Government 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

**CHENNAI PORT TRUST EMPLOYEES' (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2008**

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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 physical examination as the Central Government 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 regulations, the same shall be decided by the Central Government in case of HODs and Chairman in all other cases.

**ELIGIBILITY OF EXISTING EMPLOYEES FOR DIRECT RECRUITMENT**

9. When the posts required to be filled by direct recruitment are advertised, employees already in service may also apply, provided they possess the prescribed qualifications and experience. Age limit in such cases will not apply.

**ADVERTISEMENT OF VACANCIES**

10. (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.

**CONDUCT OF WRITTEN SKILL TESTS IN CERTAIN CASES**

11. The Appointing Authority may decide whether a written or a skill test or both should be held and also name the officers 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.

**SERVICES SELECTION COMMITTEE**

12. (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**

(i) Joint Secretary (Ports) of the Ministry of Shipping	Chairman
(ii) Chairman / Dy. Chairman of the Port	Member
(iii) Any other Port Chairman or an Officer having wide experience in the field to be nominated by the Ministry of Shipping	Member
(iv) Representative of SC/ST and OBCs nominated by the Ministry of Shipping.	Member

(b) **For Class –I posts**

(i) Chairman	Chairman
(ii) Dy. Chairman	Member
(iii) HOD in charge of the Department in which the vacancy occurs	Member
(iv) HOD in charge of General Administration Department	Member
(v) Representative of SC/ST and OBCs nominated by the Chairman.	Member

(c) **For Class –II posts**

(i) Dy. Chairman	Chairman
(ii) Head of the Department in which the vacancy arises	Member
(iii) HOD in charge of General Administration Department	Member
(iv) Representative of SC/ST and OBCs nominated by the Chairman.	Member

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**(d) For Class –III and IV posts  
(Common categories)**

(i) Dy. Chairman or in his absence, HOD nominated by the Chairman of the Board.	Chairman
(ii) HOD in charge of General Administration Department	Member
(iii) A senior officer in the grade not below Rs16000-400-20800 to be nominated by the Chairman.	Member
(iv) Representative of SC/ST and OBCs nominated by the Chairman.	Member

**(e) For Class –III and IV posts  
(Uncommon categories)**

(i) HOD, where the vacancy arises	Chairman
(ii) HOD in charge of General Administration Department	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 and OBCs nominated by the Chairman.	Member

The Appointing Authority may also nominate any person not in the service of the Board to be a member of a Services Selection Committee if such a person is specialized in the relevant field. Where any member of the 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 the 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.

**SELECT LIST**

13. 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.

**CONSIDERATION OF RECOMMENDATIONS OF SERVICES SELECTION COMMITTEE AND ADHOC APPOINTMENTS**

14. 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 Service 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) Adhoc Appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.
- (2) Total period of appointment to 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.

**CANVASSING SUPPORT A DISQUALIFICATION**

15. Any endeavor on the part of a person to canvas 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.

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**SUPPRESSION OF FACTS A DISQUALIFICATION**

16. 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.

**CANCELLATION OF APPOINTMENT ORDER**

17. 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.

**PAYMENT OF TRAVELLING ALLOWANCE FOR ATTENDING INTERVIEW**

18. 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 equal to I Class rail fare by shortest practicable route both ways on production of proof to the effect that he has actually performed the inward journey.

**PROBATION PERIOD**

19. (1) Every person appointed to a post by direct recruitment or promotion or absorption shall, subject to the provisions of sub-regulation (2) and (3), be on probation for a period of two years except in case of persons appointed on absorption basis through composite method of recruitment in the posts of HODs and Deputy 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.11975/-, 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 promotion to a grade or a post is appointed to officiate in a higher grade or posts, he shall be eligible to count the duration of his appointment to a higher grade or posts 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 adhoc 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.

**CONFIRMATION OF EMPLOYEES ON PROBATION**

20. (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



**CHENNAI PORT TRUST EMPLOYEES' (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2008**

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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 which he was promoted or extend the period of probation as the case may be.

Since there will be no confirmation on promotion before an official is declared to have completed the probation satisfactorily, a rigorous screening of his performance should be made and there should be no hesitation to revert a person to the post or grade from which he was promoted if the work of the officer during probation has not been satisfactory.

**Confirmation of probationers** A person appointed against a permanent post as a direct recruit with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. The decision whether he should be confirmed or his probation extended

should be taken soon after the expiry of the initial probationary period, i.e. ordinarily within 6 to 8 weeks and communicated to the employee together with the reasons in case of extension. Even though the meetings of the DPC may be held after the termination of the period of probation of direct recruits, a person appointed against a permanent post with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. A probationer who is not making satisfactory progress or who shows himself to be inadequate for the service should be informed of his shortcomings well before the expiry of the original probationary period so that he can make severe efforts at self improvement.

In the case of probation, the DPC should not determine the relative grading of officers but only decide whether they should be declared to have completed the probation satisfactorily. If the performance of any probationer is not satisfactory, the DPC may advise whether the period of probation should be extended or whether he should be discharged from service.

**DISCHARGE OR REVERSION OF EMPLOYEES ON PROBATION**

21. (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.

**CHENNAI PORT TRUST EMPLOYEES' (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2008**

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**DEPARTMENTAL TEST FOR PROMOTION, CONFIRMATION IN CERTAIN CASES:**

22. The Chairman may specify, from time to time, the posts, confirmation in or promotion to which shall be subject to the passing of 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.

**REVERSION DUE TO FAILURE IN DEPARTMENTAL TEST**

23. 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.

**SENIORITY LIST**

24. 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.

**FIXATION OF SENIORITY**

25. (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.

**DEPARTMENTAL PROMOTION COMMITTEE**

26. (1) There shall be a Departmental Promotion Committee for each grade or post to recommend a panel of employees for appointment to different posts by promotion in accordance with these regulations.

(2) The composition of the Departmental Promotion Committee will be the same as that of the Services Selection Committee as laid down in Regulation 12 and the validity of the panel shall be the same as mentioned in Regulation 13.

**FIELD OF SELECTION FOR PROMOTION**

27. (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

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'unfit'. Only those who are graded 'fit' by the DPC shall be included and arranged in the select list in order of their inter se seniority in the feeder grade. Those Officers who are graded as 'unfit' by the DPC shall not be included in the select list.

(b) The Departmental Promotion Committees shall also consider the cases of eligible employees who are on foreign service or on study leave.

(c) The instructions issued by the Govt. from time to time on procedure to be followed in DPC proceedings in respect of Government Servants shall mutatis mutandis apply.

**Note:** - for absorption to the post carrying pay scale of Rs.16,000-400-20800 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 "Good".

(3) For promotion to non-selection posts, where no bench mark is specified, the criteria for selection shall be seniority-cum-fitness.

**ADHOC APPOINTMENTS**

28. 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 adhoc appointment to a post, by appointing the senior most eligible and suitable employee in the feeder grade or post upto 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 adhoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.

**COMPASSIONATE APPOINTMENTS**

29. 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 possess the prescribed qualifications and experience and is otherwise found suitable.

**INTERPRETATION**

30. 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 as to the interpretation of any of these regulations, the matter shall be referred to the Chairman for a decision.

**REPEAL AND SAVINGS**

31. All the Regulations i.e (i) the Chennai Port Trust Employees' (Appointment, Promotion, etc.) Regulations, 1977 and (ii) the Chennai Port Trust (Recruitment of Heads of Departments) Regulations, 1991, procedures, practices and customs corresponding to these regulations and in force immediately before the commencement of these regulations are hereby repealed. The regulations so repealed (i) and (ii) above, referred to in any other service regulations, hereafter shall be referred / named by these Regulations.

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.

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**Principal Regulations:**

The Chennai Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations, 2008 approved by Central Government *vide* MOSRT & H's Notification GSR No. 17(E) dated 7<sup>TH</sup> January 2009.

First amendment Regulations *vide* MOS's Notification GSR No.834 (E), dated the 22<sup>nd</sup> November 2011