

HARYANA STATE ELECTRONICS DEVELOPMENT CORPORATION LIMITED

(A State Government Undertaking)

RULES

Presumable:- In exercise of powers conferred by Article 73 (i) and all other enabling of the Articles of Association of Haryana State Electronics Development Corporation Limited, the Board of Directors of the Corporation hereby makes the following Rules regulating the recruitment and conditions of service of persons appointed to service of the Corporation.

PART-I GENERAL		
Short Title	1.	<p>These Rules may be called Haryana State Electronics Development Corporation Limited Services Rules, 1998.</p> <p>These rules shall take effect from 30.12.1998.</p> <p>These rules shall also apply to :-</p> <p>(a) Every whole time Officer or Employee of the Corporation subject to modification to the extent of specific commitment already or otherwise made to them.</p> <p>(b) Every Officer or Employee employed temporarily and every advisor or agent or any other person recruited on special contract subject to terms of such contract.</p> <p>Provided that Industrial/Factory workers will be served by respective Rules as may be drafted under the law in force from time to time.</p>
Definition	2.	<p>In these Rules, unless the context otherwise requires:-</p> <p>(a) "The Board" means the Board of Directors of the Haryana State Electronics Development Corporation Limited</p> <p>(b) "Chairman" means the Chairman of the Board</p> <p>(c) "Managing Director" means the Officer, appointed by the Government to the post of managing Director of the Corporation and includes a Director or Officer who is authorized to exercise the powers and functions of the Managing Director during the absence of the Managing Director.</p> <p>(d) "Corporation" means the Haryana State Electronics Development Corporation Limited, represented by the Board of Directors or duly authorized Officers of the Corporation.</p> <p>(e) "Duty" means the period of service which counts for pay, leave and other emoluments and includes probationary period, joining time and leave, but does not include any period of suspension or extraordinary leave without pay.</p> <p>(f) "Employee" means a person (whether an officer or any other employee) employed on any post under the Corporation but does not include a contract employee, casual worker or a daily wage earner, except for the purpose of disciplinary action.</p>

		<p>(f) "The Government" means the Haryana Government in the Administrative Department.</p> <p>(g) "Honorarium" means the recurring or non-recurring payment granted to any person from the funds of the Corporation as remuneration for special work of an occasional or intermittent character.</p> <p>(h) "Rules" means the Haryana State Electronics Development Corporation Employees' Service Rules, 1998 for the time being in force.</p> <p>(i) "Permanent Employee" means an employee appointed substantively to a permanent post.</p> <p>(j) "Probationer" means an employee appointed on probation in or against the substantive vacancy in the cadre of the Corporation.</p> <p>(k) "Temporary Employee" means an employee appointed in a temporary or officiating capacity to temporary post carrying a definite rate of pay sanctioned for limited time.</p> <p>(l) "Posts" means the posts sanctioned/to be sanctioned by the Board from time to time.</p> <p>(m) "Appointing Authority" means the Authority competent to make appointments.</p> <p>(n) "Direct Recruitment" means an appointment made otherwise than by promotion from within the service or by transfer of an officer already in service of the Government of India or any State Government.</p> <p>(p) "Institution means:-</p> <p>(i) any institution established by Law in force in the State of Haryana; or</p> <p>(ii) any other institution recognized by the Government for the purpose of these rules;</p> <p>(q) "Recognized University" means</p> <p>(i) any University incorporated by Law in India or</p> <p>(ii) any other University which is declared by the Government to be a recognized University for the purpose of these rules; and</p> <p>(r) "Service" means the Haryana State Electronics Development Corporation Limited service.</p>
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PART - II - RECRUITMENT TO SERVICE

Number and Character of posts	3.	<p>The service comprise of the posts shown in Appendix - A to these rules</p> <p>The Board would have powers to make additions to, or reductions in the number of such posts or to create new posts with different designations and scale of pay, either permanently or temporarily, subject to approval of the Government as required from time to time.</p>
Nationality, Domicile and character of candidates appointed to service	4.	<p>(i) No person shall be appointed to any posts in the service unless he is:-</p> <p>(a) a citizen of India; or</p> <p>(b) a citizen of Nepal; or</p> <p>(c) a citizen of Bhutan; or</p> <p>(d) A Tibetan refugee who came over to India before the 1st day of January 1962 with the intention of permanently settling in India; or</p> <p>(e) A person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or any of the East African countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika</p>

		<p>and Zanziba), Jamiba, Malawi, Zaire and Ethopia with the intention of permanently settling in India.</p> <p>Provided that a person belonging to any of the category (b), (c), (d) or (e) shall be a person on whose favour a certificate of eligibility has been issued by the Government.</p> <p>(2) Person, in whose case a certificate of eligibility is necessary, may be admitted to an examination or interview conducted by the Board or any other recruiting authority, but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government.</p> <p>(3) No person shall be appointed to any post in the service by direct recruitment, unless he produces a certificate of character from the Principal or Academic Officer of the University, College or School or Institution last attended, if any, and similar certificate from two other responsible persons not being his relatives who are well acquainted with him in his private life and not connected with the University, College, School, or Institution.</p>
Age	5.	<p>No person shall be appointed to any post in the service by direct recruitment who is less than eighteen years or more than thirty five years of age for posts upto the level of Manager and forty five years of age for posts above the level of Manager, on or before 1st January every year of submission of application to the Corporation or any other recruiting authority.</p> <p>Provided that the Board may, in any case, relax this condition having regard to the qualifications and experience of the candidate.</p> <p>Provided that the age limit for employment in the Corporation of unmarried female enhanced to 45 years *.</p>
Appointing Authority	6.	<p>Appointment to the post in the service shall be made by the Managing Director subject, in the case of officers, with the prior approval of the Board.</p>
Qualifications	7.	<p>No person shall be appointed to any post in the Service, unless he is in possession of qualifications and experience specified in Column 3 of Appendix B to these Rules in the case of direct recruitment or by transfer and those specified in column 4 of the aforesaid Appendix in the case of appointment other than by direct recruitment.</p> <p>Provided that in case of direct recruitment, the qualifications regarding experience shall be relaxable to the extent of 50% at the discretion of the Board or any other recruitment authority in case sufficient number of candidates belonging to scheduled castes, backward class, ex- servicemen and physically handicapped candidates, possessing the requisite experience, are not available to fill up the vacancies reserved for them, after recording reasons for doing so in writing.</p> <p>Provided that the proficiency in computers shall be essential for all posts filled through direct recruitment/promotion.</p>

*The State Government Notification No. 22/77/2009/3GSIII dated 11.02.2010 adopted by the Board of Directors in it's meeting held on 06.06.2010.

Disqualification	8.	<p>No person-</p> <ul style="list-style-type: none"> (a) Who has entered into or contracted a marriage with a person having spouse living; or (b) Who having a spouse living has entered into or contracted marriage with any person, shall not be eligible for appointment to any post in the service:- <p>Provided that the Board or Appointing Authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this Rule.</p>
Method of Recruitment	9.	<ul style="list-style-type: none"> (a) Recruitment to the various posts under the Corporation shall be made by the Board/Recruiting Agency by any one or more of the following methods as specified in Appendix B:- <ul style="list-style-type: none"> (i) by direct appointment; or (ii) by deputation from Government or any other Corporation; or (iii) by promotion or selection from amongst the Corporation staff; or (iv) by transfer from one post to another (b) No person, who has been dismissed from any public or private employment or has otherwise ceased to be in the service of the Corporation, shall be re-employed except with the express approval of the Board. (c) The direct appointment of every person to any post under the Corporation shall be subject to production by such person of as medical certificate of fitness from registered medical practitioner or the medical officer of the Corporation. <p>Provided that the Appointing Authority shall have power to appoint on contract basis on the terms and conditions as may be mutually decided for a contract period, subject to maximum of one year at a time, in order to execute a time bound project.</p>

Probation	10.	<p>Persons appointed to any post in the Service shall remain on probation for a period of one year.</p> <p>Provided that</p> <ol style="list-style-type: none"> 1. <ol style="list-style-type: none"> (a) Any period after such appointment spent on deputation on a corresponding or a higher post shall count towards the period of probation; (b) Any period of work in equivalent or higher rank, prior to appointment to any post in the service may, in the case of an appointment by transfer, at the discretion of the appointing authority be allowed to count towards the period of probation fixed under this Ruler; and (c) Any period of officiating appointment shall be reckoned as period spent on probation, but no person, who has so officiated, shall on the completion of the prescribed period of probation, be entitled to be confirmed unless he is appointed against a permanent vacancy. (2) If in the opinion of the appointing authority the work or conduct of a person during the period of probation is not satisfactory, it may, <ol style="list-style-type: none"> (a) If such person is appointed by direct recruitment, dispense with his services; and (b) If such person is appointed otherwise than by direct recruitment. <ol style="list-style-type: none"> (i) revert him to his former post; or (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.
		<ol style="list-style-type: none"> (3) On the completion of the period of probation of a person, the Appointing Authority may <ol style="list-style-type: none"> (a) If his work or conduct has, in its opinion, been satisfactory. <ol style="list-style-type: none"> (i) confirm such person from the date of his appointment, if appointed against such a permanent vacancy; or (ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against temporary vacancy; or (iii) declare that he has completed his probation satisfactory, if there is no permanent vacancy; or (b) if his work or conduct has, in its opinion, been not satisfactory. <ol style="list-style-type: none"> (i) dispense with his services, if appointed by direct recruitment , if appointed otherwise, revert him to his former post or deal with him in such other manner as the terms and conditions of previous appointment permit ; or (ii) extend his period of probation and thereafter pass such order as it would have passed on the expiry of the first period of probation: <p>Provided that the total period of probation, including extensions, if any, shall not exceed three years.</p>
Termination of Service	11.	<p>The services of an officer or other employee of the Corporation unless otherwise specifically agreed to, be terminated by the Appointing Authority:-</p> <ol style="list-style-type: none"> (i) In the case of permanent officer or other employee, by giving three months notice on either side or, in lieu thereof, pay of the period the notice falls short of three months.

		<p>(ii) In the case of a temporary officer or other employee, by giving one month's notice on either side or, in lieu thereof, pay for the period the notice falls short of one month; and</p> <p>(iii) In the case of an officer or other employee on deputation from the Government or any other Corporation by reverting him to his parent service.</p>
Record of Service	12.	<p>The following record of service of every officer and other employee shall be maintained :-</p> <p>(i) Personal file (ii) Service Book and (iii) C.R. File.</p> <p><u>Note:</u> Files at Nos. (i) and (ii) shall be maintained by the office and the files at No. (iii) shall remain in the custody of the Managing Director or an officer authorised by him.</p>
Seniority	13.	<p>The cadre-wise inter - se seniority of employees shall be determined with reference to the dates of their substantive appointment to the posts carrying the same scale of pay in their respective cadre.</p> <p>Provided that there shall be a common seniority list for promotion to the post of the level of Deputy General Manager or equivalent and above for all the Research & Development cadres i.e. Electronics, General Maintenance, Mechanical, Drawing Section (Mechanical - 1), CNC Tool Room /CAD/CAM (Mechanical-II), Optics and PCB & Electroplating (Electrochemical).</p> <p>Provided further that in the case of employees appointed by direct recruitment, the order of merit determined by the Board or any other recruiting authority shall not be disturbed in fixing the seniority.</p> <p>Provided further that in the case of two or more members appointed on the same date, their seniority shall be determined as follows:-</p> <p>(a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer;</p> <p>(b) a member appointed by promotion shall be senior to a member appointed by transfer;</p> <p>(c) in the case of members appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred; and</p> <p>(d) in the case of members appointed by transfer from different cadres their seniority shall be determined according to pay, preference being given to a member, who was drawing a higher rate of pay in his previous appointment and if the rates of pay drawn are also the same, then by the length of their service in the appointments and if the length of such service is also the same, the older member shall be senior to the younger member.</p> <p>Provided that if the cadre of an employee is changed at his request, his seniority, on the post of changed cadre shall be determined from the date of change in cadre and in case the cadre is changed by the appointing authority in the interest of the Corporation's work, the employee shall not lose his seniority on the post in the last cadre.</p> <p>Provided that the cadre of an employee shall only be changed if he fulfills the minimum qualification and experience required for the post of the changed</p>

		cadre. All promotions, unless otherwise, shall be made on "Merit - cum – Seniority" basis and seniority alone shall not confer any right to such promotions
Superannuation and Retirement	14.	Every officer or other employee of the Corporation shall retire on attaining the age of 58 years. Provided that in case of Physically Handicapped employee having disability to the extent of 70% or above duly certified by the Medical Board constituted under the Chairmanship of Chief Medical Officer of the District shall retire on attaining the age of 60 years*.
Gratuity	15.	Every officer or other employee of the Corporation on attaining the superannuation age or on resignation will be entitled to a gratuity at the rate of one month salary for every completed year of service subject to maximum of 20 months salary. The amount of salary will be the salary last drawn by the employee concerned. Provided that no gratuity shall be paid if the officer or other employee has not completed minimum 5 years service.
Contributory Provident Fund	16.	Every officer or other employee of the Corporation shall be entitled to membership of the scheme of Contributory Provident Fund as per the Provisions of Employees Provident Funds and Miscellaneous Provisions Act, and in accordance with any law for the time being in force. Provided that the employees of the Corporation joining on or after January 1, 2006 will be covered under New Pension Scheme (Defined Contributory Pension Scheme)**.
Liability	17.	(1) A member of the service shall be liable to serve at any place to serve whether within or outside the State of Haryana, on being ordered so to do by the Appointing Authority. (2) A member of the Service may also be deputed to serve under a Company, a Project, an association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Corporation.

** The State Government Notification No. 34/1/2006-4GSI dated 28.03.2006 adopted by the Board of Directors in it's 103rd meeting held on 28.06.2006.

** The Finance Department, Haryana (HBPE) letter No. 30/3/2009/Acctt./HBPE(FD) dated 18.03.2009 adopted by the Board of Directors in it's 119th meeting held on 16.06.2010.

<p>Pay, Leave and other matters</p>	<p>18.</p>	<p>(18.1) For the purposes of this Chapter, the term:-</p> <ul style="list-style-type: none"> (a) "Pay" means the monthly pay drawn in a time scale and include Personal, Special, Dearness or Deputation pay but does not include any allowances. (b) "Salary" means the Pay and Dearness Allowance as admissible from time to time. (c) "Substantive" pay means the minimum or stage pay in the time scale substantively held. (d) "Personal Pay" means an additional pay granted to an officer or other employee: <ul style="list-style-type: none"> (i) to save him from loss due to revision of pay or reduction therein otherwise than as a disciplinary measure; or (ii) In exceptional circumstances, on other personal consideration. (e) "Special Pay" means additional pay granted in consideration of :- <ul style="list-style-type: none"> (i) the specially arduous nature of duties; or (ii) a specific addition to the work or responsibility. (f) "Award" means a fixed amount awarded in recognition of meritorious work performed by an officer or other employee of the Corporation. (g) "Allowance" includes Dearness Allowance, Traveling Allowance, Deputation Allowance, Conveyance Allowance, Sumptuary Allowance, Overtime Allowance, City Compensatory Allowance, House Rant Allowance or any other kind of allowance sanctioned by the Board from time to time. <p>(18.2) An officer or other employee of the Corporation shall on appointment be eligible to the minimum of the scale of the post to which he is appointed. Provided that the Appointing Authority may, in consideration of special knowledge, training or experience, allow a higher initial start to any person.</p> <p>(18.3) Dearness and other allowance will be admissible to all the employees of the Corporation at Haryana Government rates unless otherwise as decided by the Board of Directors of the Corporation from time to time.</p> <p>(18.4) The Appointing Authority may, in recognition of exceptionally good service of an officer or other employee of the Corporation, grant to him:-</p> <ul style="list-style-type: none"> (i) An award not exceeding pay of such officer or employee for two months immediately preceding the grant of award. (ii) An increment or increments in the time scale of his post subject to a maximum of 10% of the pay drawn provided that in awards sanctioned in case of officers, the Board will be consulted before payment. <p>Provided that the Board may award any amount of money or grant any number of increments.</p> <p>(18.5) (a) Government servants on deputation to the Corporation may</p>
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either:-

- (i) Accept the pay scale of post under the Corporation subject to the fixation of their pay in such pay scale by the Appointing Authority; or
- (ii) Continue to enjoy their pay scale in their parent service plus deputation pay as approved by the Government and other allowances as admissible to them in Govt. Service.

Note: A Government servant on deputation with the Corporation will be entitled to claim benefits of higher pay scale or fixation of pay at a higher level with or without retrospective effect in the Corporation if such benefits have accrued to him in his parent service consequent upon decision in his favour of his appeal or representation or otherwise, as a matter of course.

- (b) Where an employee of any other Corporation is appointed to any post under the Corporation, his conditions of service shall be such as may be decided by the Appointing authority.

(18.6) The Corporation shall pay to the Government leave salary and pension contributions or any other liability in respect of all its officers or employees, taken on deputation from the Government in accordance with the Rules of Government in force from time to time in this behalf.

(18.7) An increment in a time scale may be drawn as a matter of course by an officer or other employee of the Corporation unless it is with-held or deferred by the Appointing Authority on the ground of suspension, grant of extra ordinary leave without pay or punishment.

(18.8) Special sanction of the appointing authority shall be required to cross an efficiency bar in any time scale.

(18.9) Special pay at a rate not exceeding 10% of basic pay to be determined by the Appointing Authority may be allowed to a person holding a charge of an independent post in addition to his own duties for a period exceeding one month.

(18.10)(a) Service in another post other than a post carrying less pay whether in a substantive or officiating capacity and leave other than extraordinary leave count for increment in the time scale applicable to the post on which the employee is holding lien, and

- (b) If an employee, while holding substantively a permanent post or officiating on a post or holding a temporary post on a time scale pay, is appointed to officiate in a higher post or to hold a higher temporary post, his officiating or temporary services in the higher post shall, if he is re-appointed to lower post or is appointed or re-appointed to a post on the same time scale of pay, counts for increment in the time scale applicable to such lower post. The period of officiating service in the higher post

		<p>which counts for increment in the lower is, however, restricted to the period during which the employee would have officiated in the lower post but for his appointment to the higher.</p> <p>(18.11) For fixation of pay, the officers/ employees of the Corporation may be governed by the provision of C.S.R. Volume-I, Part-I as amended by the Government of Haryana.</p> <p>(18.12) The officers and the other employees of the Corporation shall receive such allowances as may be sanctioned by the Board from time to time.</p> <p>(18.13)The Board may grant an honorarium or retaining fee to any person for any service rendered by him or work done by him for the Corporation.</p> <p>(18.14)Any sum of money or pay or allowance due to any officer or other employee of the Corporation that may have remained unclaimed may be transferred to and held in the suspense account for a period of three years from the date on which the payment is normally due and will thereafter be treated as lapsed to the Corporation.</p> <p>(18.15) In respect of pay, leave, and all other matters, not expressly provided for in these Rules, the members of the service shall be regulated by such Rule and Regulations as may have been or may hereafter be, adopted or made by the State Government.</p>
Medical Attendance	19.	The officers and officials (and their dependent family members) of the Corporation shall be entitled for reimbursement of expenses on account of medical treatment as approved by the Board/ Government from time to time.
Traveling Allowance	20.	Officers and other employees of the Corporation will be governed by T.A. Rules of the Haryana Government unless otherwise as decided by the Board of Directors of the Corporation from time to time.
Discipline, penalties and appeals	21	<p>(1) In matters relating to discipline, penalties and appeals, members of the service shall be governed by the Haryana Civil Services (Punishment and Appeal) Rules 1987 as amended from time to time.</p> <p>Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and Appellate Authority shall, subject to the provisions of any law or Rules made under Article 309 of the Constitution of India be such as are specified in Appendix - C to these Rules.</p> <p>An appeal against an order of the appointing authority imposing any penalty shall lie to the Chairman within six months of the date of servicing of the order and the Chairman's decision on such appeal shall be final*.</p> <p>Provided that a joint appeal shall not be entertained. Provided further that where a penalty has been imposed by the Appointing Authority with the approval of the Board, the person on whom the penalty has been imposed may apply to the Board for revision of its decision within one month of the date of service of the order imposing the penalty.</p>

* Approved by the Board of Directors in its 106th meeting held on 08.03.2007.

Vaccination	22	Every member of the Service shall get himself vaccinated and revaccinate as and when the Government so directs by a special or general order.
Oath of allegiance	23	Every member of the service, unless he has already done so, shall be required to take the oath of allegiance to India and to the Constitution of India as established by law.
Power of relaxation	24	When the Board is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these Rules with respect to any class or category of persons.
Special provision	25	Notwithstanding anything contained in these Rules the appointing authority may impose special terms and conditions in the order of appointment if it is deemed expedient to do so.
Reservation	26	Nothing contained in these Rules shall affect reservations and other concessions required to be provided for scheduled castes, backward classes, ex-servicemen, physically handicapped persons or any other class or category of persons in accordance with the orders issued by the State Government in this regard, from time to time. Provided that the total percentage of reservations so made shall not exceed fifty per cent at any time.
General	27.	(a) The whole time of an officer or other employee shall be at the disposal of the Corporation. The working hours shall be fixed in such a manner as may be deemed fit by the Corporation in Corporation's interest. (b) No officer or other employee shall directly or indirectly engage in any other business, occupation, or employment nor shall he enter into any partnership, accept any fees, endowment or commission what so ever from any party other than the Corporation except with the previous permission of the Appointment Authority. (c) No officer or other employee of the Corporation shall take part in politics or in any political demonstration or stand for election as member of any House of the State Legislature or Parliament or of any local Authority or indulge in such activities, which may cause embarrassment to the Corporation. (d) The Corporation shall in respect of acts done in good faith and in the interest of the Corporation extend protection to an officer and other employee of the Corporation in Court or elsewhere. (e) All employees will obtain the prior permission of the competent authority before applying for jobs in outside Organizations, failure to do so will render them liable for disciplinary action. (f) The Board may confer on the Managing Director or any other officer of the Corporation any of its power in these Bye-laws by resolution. The Managing Director may, with the approval of the Board, confer on any officer of the Corporation any of his powers including his delegated powers by written authorization. Delegated powers shall be exercised subject to such conditions and limits as may be prescribed in the resolution or authorization by the Board.
Repeal and Savings	28	Any Rule applicable to the Service and savings corresponding to any of these Rules which are in force immediately before the commencement of these Rules is hereby repealed.

		<p>Provided that any order made or action taken under the Rules so repealed, shall be deemed to have been made or taken under the corresponding provisions of these Rules.</p> <p>The Board shall have power to make, from time to time, such additions, deletions, alternations or amendments in these Rules as it may deem fit and relax any of the provisions contained therein.</p> <p>The Power to interpret these Rules shall vest in the Board of Directors who shall also be empowered to issue administrative instructions to the Managing Director to enforce these Rules and to secure effective control by devising subsidiary Rules, delegation of power, procedure or forms, subject to revision by the Board at any time sue moto or on representation by any employee.</p>
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APPENDIX "A"s

[See Rule - 3]

HARYANA STATE ELECTRONICS DEVELOPMENT CORPORATION LIMITED, CHANDIGARH

SR. NO.	DESIGNATION OF POSTS	NO OF POSTS		PAY SCALE (RUPEES)
		ENVISAGED	EXISTING	

CADRE: ADMINISTRATION				
1.	GENERAL MANAGER	-	1	15100-18300
2.	DY. GENERAL MANAGER	1	0	12000-16500
3.	ASST. GENERAL MANAGER/SECRETARY	0	2	10000-13900
4.	SENIOR MANAGER	1	1	8000-13500
5.	MANAGER	2	1	6500-10500
6.	ASSTT. PUBLICITY-CUM-LIAISION OFFICER	-	1	5500-9000
7.	LIBRARIAN	-	2	5500-9000
8.	SECTION OFFICER	3	3	5450-8000
9.	STORE - KEEPER	-	4	5000-7850
10.	LIBRARIAN-CUM-RECEPTIONIST	-	1	5000-7850
11.	ASSISTANT	-	8	5000-7850
12.	JR.LIBRARIAN	-	1	4000-6000
13.	SR.CLERK	4	4	4000-6000
14.	DUPLICATING MACHINE OPERATOR	-	1	3050-4590
15.	RECPT-CUM-PBX OPERATOR	-	7	3050-4590
16.	CLERK/CLERK-CUM-TYPIST	-	9	3050-4590
17.	HELPER	-	30	2550-3200
18.	PEON/CHOWKIDAR	-	27	2550-3200

CADRE: ADMINISTRATION-1				
1.	PRIVATE SECRETARY	-	1	6500-10500
2.	PERSONAL ASSISTANT	-	4	5450-8000
3.	SR. SCALE STENOGRAPHER	4	2	5000-7850

4.	JR. SCALE STENOGRAPHER	-	5	4000-6000
5.	STENO-TYPIST	-	10	3050-4590

CADRE: ADMINISTRATION-2

1.	DRIVER	-	11	4000-6000
2.	SWEEPER	-	7	2550-3200
3.	MALI	-	6	2550-3200

CADRE: ACCOUNTS

1.	GENERAL MANAGER	-	1	15100-18300
2.	DEPUTY GENERAL MANAGER	1	0	12000-16500
3.	DEPUTY CONTROLLER (F&A)	0	1	10000-13900
4.	SENIOR MANAGER	0	2	8000-13500
5.	MANAGER	2	1	6500-10500
6.	SECTION OFFICER	6	2	5450-8000
7.	ACCOUNTS ASSTT/CASHIER	-	13	5000-7850
8.	SR. CLERK	2	-	4000-6000
9.	ACCOUNTS CLERK	-	2	3050-4590

CADRE: COMPUTER

1.	GENERAL MANAGER	1	0	15100-18300
2.	DY. GENERAL MANAGER	3	0	12000-16500
3.	SENIOR SYSTEM ANALYST	2	3	10000-15200
4.	SYSTEM ANALYST	-	6	8000-13500
5.	PROGRAMMER	-	7	6500-10500
6.	JR. PROGRAMMER-CUM-COMPUTER OPERATOR	-	15	5000-7850
7.	DATA ENTRY OPERATOR	-	2	4000-6000

CADRE: R & D CENTRES

1.	GENERAL MANAGER	-	1	15100-18300
2.	PROJECT MANAGER	2	3	12000-16500

(A) ELECTRONICS

1.	DEPUTY PROJECT MANAGER	-	3	10000-15200
2.	DEPUTY ENGINEER	-	10	8000-13500
3.	ASSISTANT ENGINEER	-	14	6500-10500
4.	SR. TECHNICAL ASSISTANT	-	20	5450-8000
5.	JR. TECHNICAL ASSISTANT	-	10	5000-7850
6.	SR. TECHNICIAN	-	19	4000-6000
7.	GRADUATE TRAINEE	-	5	Fixed 1400 (Unrevised)

(B) GENERAL MAINTENANCE

1.	DEPUTY ENGINEER	-	1	8000-13500
2.	ASSISTANT ENGINEER	-	1	6500-10500
3.	JR. ENGINEER	-	1	5000-7850
4.	JR. TECHNICAL ASSISTANT	-	5	5000-7850
5.	SR. TECHNICIAN	-	3	4000-6000
6.	CARPENTER	-	1	3050-4590
7.	MESON	-	1	3050-4590
8.	JR. TECHNICIAN	-	9	3050-4590

(C) MECHANICAL				
1.	DEPUTY ENGINEER	-	3	8000-13500
2.	ASSISTANT ENGINEER	-	1	6500-10500
3.	SR. TECHNICAL ASSISTANT	-	9	5450-8000
4.	ENGRAVER	-	1	5000-7850
5.	JR. TECH. ASSTT.	-	9	5000-7850
6.	SR. TECHNICIAN	-	6	4000-6000
7.	JR. TECHNICIAN	-	7	3050-4590
(D) DRAWING SECTION (MECHANICAL-1)				
1.	SENIOR DRAFTSMAN	-	1	5500-9000
2.	DRAFTSMAN	-	6	5000-7850

(E) CNC TOOL ROOM CAD/CAM (MECHANICAL-2)				
1.	SENIOR ENGINEER	-	5	10000-15200
2.	DEPUTY ENGINEER	-	3	8000-13500
3.	PROGRAMMER	-	2	6500-10500
4.	ASSISTANT ENGINEER	-	5	6500-10500
5.	SR. TECHNICAL ASSISTANT	-	1	5450-8000
6.	SR. TECHNICIAN	-	5	4000-6000
7.	JR. TECHNICIAN	-	2	3050-4590

(F) OPTICS				
1.	DEPUTY PROJECT MANAGER	1	1	10000-15200
2.	DEPUTY ENGINEER	-	5	8000-13500
3.	ASSISTANT ENGINEER	-	5	6500-10500
4.	SR. TECHNICAL ASSISTANT	-	2	5450-8000
5.	JR. TECHNICAL ASSISTANT	-	2	5000-7850
6.	SR. TECHNICIAN	-	10	4000-6000
7.	JR. TECHNICIAN	-	7	3050-4590
8.	GRADUATE TRAINEE	-	2	Fixed 1400 (Unrevised)

(G) PCB & ELECTROPLATING (ELECTROCHEMICAL)				
1.	ASSISTANT GENERAL MANAGER	1	0	10000-15200
2.	ASSISTANT ENGINEER	-	1	6500-10500
3.	SR. TECHNICAL ASSISTANT	-	4	5450-8000
4.	JR. TECHNICAL ASSISTANT	-	4	5000-7850
5.	POLISHER	-	4	4000-6000
6.	SR. TECHNICIAN	-	10	4000-6000
7.	JR. TECHNICIAN	-	2	3050-4590

CADRE: PROJECT & MARKETING				
1.	GENERAL MANAGER	0	1	15100-18300
2.	DEPUTY GENERAL MANAGER	2	0	12000-16500
3.	ASSISTANT GENERAL MANAGER	-	2	10000-15200
4.	SENIOR TECHNICAL MANAGER	-	3	8000-13500
5.	TECHNICAL MANAGER	-	2	6500-10500
6.	SR. TECHNICAL ASSISTANT	2	2	5450-8000
7.	JR. TECHNICAL ASSISTANT	2	0	5000-7850
8.	SR. TECHNICIAN	1	0	4000-6000

APPENDIX 'B'

Sr. No.	Designation of the post and Pay Scale	Qualification & Experience, if any for direct recruitment	Qualification & Exp., if any for appointment other than by direct recruitment	Vacancies to be filled by Direct/Promotion
1.	2.	3.	4.	5.
CADRE-PERSONNEL & ADMINISTRATION				
1.	Peon-cum-Chowkidar/Peon/Helper/Peon-cum-Cook. (Rs. 2550-3200)	Matric		100% direct.
2.	Duplicating/Photostat Machine Operator (Rs.3050-4590)	Promotional Post	5 Years Experience as Helper	100 % through promotion.
3.	Clerk-cum-Typist Diary-cum-Despatch Clerk/Store Clerk/Receptionist-cum-PBX Operator or equivalent (Rs.3050-4590)	Graduate (2 nd Divn.) Speed in typewriting 40 W.P.M. with 2 yrs. experience	5 years experience in the scale of Rs.2550-3200 & having speed in type-writing 40 w.p.m.	75 % direct 25 % through promotion.
4.	Sr. Clerk/Sr. Receptionist-cum-PBX Operator or equivalent (Rs.4000-6000)	Promotional Post	5 years exp. in the scale of Rs.3050-4590	100 % through promotion.
5.	Assistant or equivalent (5000-7850)	Promotional Post	5 years exp. in the scale of Rs.4000-6000	100% through promotion.
6.	Section Officer or equivalent (Rs.5450-8000)	Promotional Post	5 years exp. as Asstt. or equivalent	100 % through promotion.
7.	Manager or equivalent (Rs.6500-10500)	MBA with 2 years experience in the relevant field.	5 years exp. as Section Officer or Equivalent	50 % direct 50 % through promotion.
8.	Sr. Manager or equivalent (Rs.8000-13500)	Promotional Post	5 years exp. in the scale of Rs.6500-10500	100 % through promotion.
9.	Asstt. General Manager (Rs.10000-13900)	MBA in the relevant field with at least 5 years experience out of which 2 years should be in an executive position in the relevant field.	5 years exp. as Sr. Manager or equivalent	25 % direct 75 % through promotion.
10.	Company Secretary (Rs.10000-13900)	A member of the Institute of Company Secretaries of India with at least 3 yrs. exp. as Company Secretary.	--	100 % direct.
11.	Dy. General Manager or equivalent (Rs.12000-16500)	MBA in the relevant field or equivalent degree with at least 7 yrs. exp. out of which 5 years should be in an executive position in the relevant field.	5 yrs. exp. as Asstt. General Manager or equivalent /Comp. Secretary.	50 % direct 50 % through promotion.

12.	General Manager or equivalent (Rs.15100-18300)	Promotional Post	Min. 5 yrs. Exp. as Dy. Gen. Manager or equivalent/ Company Secretary.	100% through promotion.
13.	Chief General Manager (Rs.18400-22400)	Promotional Post	Min. 5 yrs. Exp. as General Manager or equivalent / Comp. Secretary	100% through promotion.

CADRE- PERSONNEL & ADMINISTRATION-I

1.	Steno Typist (Rs.3050-4590)	Graduate with speed in shorthand and typewriting at 80/40 W.P.M. should have proficiency in use on Computer.	5 yrs. exp. in the scale of Rs.2550-3200 & having shorthand and typewriting speed at 80/40 w.p.m.	75 % direct. 25 % through promotion.
2.	Jr. Scale Stenographer (Rs.4000-6000)	Promotional Post	5 yrs. exp. as Steno – Typist.	100% through promotion.
3.	Sr. Scale Stenographer (Rs.5000-7850)	Graduate (2 nd Divn.) with English shorthand/typewriting speed at 100/ 40 W.P.M. resp. with 5 years relevant experience. Should have proficiency in use of Computer	5 yrs. exp. as Jr. Scale Stenographer	75% through promotion. 25% direct.
4.	Personal Assistant (Rs.5450-8000)	Promotional Post	5 yrs. exp. as Sr. Scale Stenographer	100% through promotion.
5.	Private Secretary (Rs.6500-10500)	Promotional Post	5 yrs. exp. as Personal Assistant	100% through promotion.

CADRE- PERSONNEL & ADMINISTRATION-II

1.	Sweeper (Rs.2550-3200)	Literate with 2 years experience.	--	100% direct
2.	Mali (Rs.2550-3200)	Literate with knowledge of gardening with 2 years experience.	--	100% direct
3.	Driver (Rs.4000-6000 + Rs. 200 spl.)	Literate with valid license for driving with 4 years exp.	--	100% direct

CADRE :- FINANCE & ACCOUNTS

1.	Accounts Clerk (Rs.3050-4590)	1 st Class B.Com with 1 year experience	--	100% Direct
2.	Senior Clerk (A/c) (Rs.4000-6000)	Promotional Post	Minimum 5 years Exp. as Accounts Clerk	100% through promotion
3.	Accounts Assistant/Cashier (Rs.5000-7850)	1 st Class M. Com with 1 Year experience in the relevant field.	Min. 5 years Exp. as Sr. Clerk.	50% through promotion 50% Direct.
4.	Section Officer (A/c) (Rs.5450-8000)	Promotional post	Min. 5 years Exp. as Accounts Asstt./Cashier.	100% through promotion
5.	Manager or equivalent (Rs.6500-10500)	C.A. having 2 years experience in relevant field	Min. 5 years Exp. as section officer.	50% through promotion 50% direct
6.	Sr. Manager or equivalent (Rs.8000-13500)	Promotional Post	Min. 5 years experience as Manager	100% through promotion
7.	Asstt. Gen. Manager or	C.A. with 5 years Experience in	Min. 5 years Exp. as Sr.	75% through Promotion

	equivalent (Rs.10000-13900)	the Executive Position in the relevant field.	Manager	25% Direct.
8.	Dy. General Manager or Equivalent (Rs.12000-16500)	C.A. having 7 years experience out of which at least 5 years in the Executive position in the relevant field.	Min. 5 years Exp. as Asstt. General Manager.	50% through promotion 50% Direct.
9.	General Manager or Equivalent (Rs.15100-18300)	Promotional Post	Min. 5 years Exp. as Dy. General Manager	100% through promotion
10.	Chief General Manager (Rs.18400-22400)	Promotional Post	Min. 5 years Exp. as General Manager	100% through promotion

CADRE:- COMPUTERS

1.	Data Entry Operator (Rs.4000-6000)	Graduate with Data Entry Course.	Min. 2 years Exp. in relevant field.	100% Direct.
2.	Jr. Programmer/Computer Optr. (Rs.5000-7850)	1 st Class Graduate with one year P.G. Diploma in Computer Programming from any recognized University/ equivalent DOE recognized course or B.Sc.(Computer Science) in 1 st Class.	Min. 5 years Exp. as Data Entry Opr.	50% through promotion 50% Direct.
3.	Asstt. Programmer (Rs.5450-8000)	Promotional Post	Min. 5 years Exp. as Jr. programmer.	100% through promotion
4.	Programmer or equivalent (Rs.6500-10500)	1 st Class BE/ B. Tech. in Computer Sc. / MCA having 1 years experience in relevant field.	Min. 5 years Exp. as Asstt. Programmer.	50% through promotion 50% direct
5.	System Analyst or Equivalent (Rs.8000-13500)	Promotional post	Minimum 5 year experience as Programmer	100% through promotion
6.	Sr. System Analyst or equivalent (Rs.10000-15200)	1 st Class BE/B.Tech. in Computer Sc./MCA having 5 yrs. experience in the Executive Position in the relevant field.	Min. 5 years Exp. as System Analyst.	75% through Promotion 25% Direct.
7.	Dy. General Manager or Equivalent Rs.12000-16500)	1 st Class BE/B. Tech. in Computer Sc./MCA having 7 years exp. out of which at least 5 years in the Executive position in the relevant field.	Min. 5 years Exp. as Sr. System Analyst.	50% through promotion 50% Direct.
8.	General Manager or Equivalent (Rs.15100-18300)	Promotional Post	Min. 5 years Exp. as Dy. General Manager	100% through promotion
9.	Chief General Manager (Rs.18400-22400)	Promotional Post	Min. 5 years Exp. as General Manager	100% through promotion

CADRE:- R & D CENTRES

1.	Dy. General Manager or Equivalent (Rs.12000-16500)	1 st Class BE/B. Tech. in relevant field having 7 years experience out of which at least 5 years in the Executive position in the relevant field.	Min. 5 years Exp. as Asstt. General Manager	50% through promotion 50% Direct.
2.	General Manager or Equivalent (Rs.15100-18300)	Promotional Post	Min. 5 years Exp. as Dy. General Manager.	100% through promotion

3.	Chief General Manager (Rs.18400-22400)	Promotional Post	Min. 5 years Exp. as General Manager	100% through promotion
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(A) ELECTRONICS

1.	Junior Technician (Rs.3050-4590)	Promotional post	Min. 5 years Exp. as Helper	100% through promotion
2.	Senior Technician (Rs.4000-6000)	Promotional Post	Min. 5 yrs. Exp. as Junior Technician	100% through promotion
3.	Jr. Tech. Assistant (Rs.5000-7850)	1 st Class Diploma in Electronics/M.Sc with 1 year experience in the relevant field.	Min. 5 years Exp. as Sr. Technician.	50% through promotion 50% Direct.
4.	Sr. Tech. Asstt. (Rs.5450-8000)	Promotional post	Min. 5 years Exp. as Jr. Tech. Asstt.	100% through promotion
5.	Technical Manager or equivalent (Rs.6500-10500)	1 st Class BE/B. Tech. in Electronics having 2 years experience in relevant field.	Min. 5 years Exp. as Sr. Tech. Asstt.	50% through promotion 50% direct
6.	Sr. Tech. Manager or equivalent (Rs.8000-13500)	Promotional Post	Min. 5 years Exp. as Technical Manager	100% through promotion
7.	Asstt. General Manager or equivalent (Rs.10000-15200)	1 st Class BE/B.Tech in Electronics with 5 years exp. in the Executive Position in the relevant field.	Min. 5 years Exp. as Sr. Tech. Manager	75% through Promotion 25% Direct.

(B) GENERAL MAINTENANCE

1.	Junior Technician (Rs.3050-4590)	Promotional Post	Min. 5 years Exp. as Helper	100% through promotion
2.	Senior Technician (Rs. 4000-6000)	Promotional Post	Min. 5 years Exp. as Junior Technician	100% through promotion
3.	Jr. Tech. Assistant (Rs.5000-7850)	1 st Class Diploma in Civil/Mech./Electronics/or relevant field/M.Sc. with one year exp. in the relevant field.	Min. 5 years Exp. as Sr. Technician.	50% through promotion 50% Direct.
4.	Sr. Tech. Asstt. (Rs.5450-8000)	Promotional post	Min. 5 years Exp. as Jr. Tech. Asstt.	100% through promotion
5.	Technical Manager or equivalent (Rs.6500-10500)	Promotional Post	Min. 5 years Exp. as Sr. Tech. Asstt.	100% through promotion
6.	Sr. Tech. Manager or equivalent (Rs.8000-13500)	Promotional Post	Min. 5 years Exp. as Technical Manager	100% through promotion
7.	Asstt. General Manager or equivalent (Rs.10000-15200)	Promotional Post	Min. 5 years Exp. as Sr. Tech. Manager	100% through promotion

(C) MECHANICAL

1.	Junior Technician (Rs.3050-4590)	Matric with ITI	Min. 5 yrs. Exp. as Helper	50% Direct. 50% through Promotion
2.	Senior Technician (Rs.4000-6000)	Matric with ITI with Min. 3 years Exp.	Min. 5 years Exp. as Jr. Technician.	25% Direct 75% through promotion
3.	Jr. Tech. Assistant (Rs.5000-7850)	1 st Class Diploma in Mech. or related field with 1 year experience in relevant field.	Min. 5 years Exp. as Sr. Technician.	50% through promotion 50% Direct.
4.	Sr. Tech. Asstt. (Rs.5450-8000)	Promotional post	Min. 5 years Exp. as Jr. Tech. Asstt.	100% through promotion
5.	Technical Manager or equivalent (Rs.6500-10500)	1 st Class BE/B. Tech. in Mechanical or related field having 2 years experience in relevant field.	Min. 5 years Exp. as Sr. Tech. Asstt.	50% through Promotion 50% Direct.
6.	Sr. Tech. Manager or equivalent (Rs.8000-13500)	Promotional Post	Min. 5 years Exp. as Technical Manager	100% through promotion
7.	Asstt. General Manager or equivalent (Rs.10000-15200)	1 st Class BE/B.Tech in Mechanical or related field with 4 years experience.	Min. 5 years Exp. as Sr. Tech. Manager	75% through Promotion 25% Direct.

(D) DRAWING SECTION (MECHANICAL -I)

1.	Draftsman (Rs.5000-7850)	2 Years Diploma from ITI in Draftsman with 5 Years experience in relevant field.		100% Direct
2.	Sr. Draftsman (Rs.5450-8000)	Promotional Post	Min. 5 years Exp. as Draftsman	100% through promotion

(E) CNC TOOL ROOMS/CAD/CAM (MECHANICAL-II)

1.	Junior Technician (Rs.3050-4590)	Matric with ITI	Min. 5 yrs. Exp. as Helper	50% Direct. 50% through Promotion
2.	Senior Technician (Rs.4000-6000)	Matric with ITI with Min. 3 years Exp.	Min. 5 years Exp. as Jr. Technician.	25% Direct 75% through promotion
3.	Jr. Tech. Assistant (Rs.5000-7850)	1 st Class Diploma in Mech. or related field with 1 year experience in relevant field.	Min. 5 years Exp. as Sr. Technician.	50% through promotion 50% Direct.
4.	Sr. Tech. Asstt. (Rs.5450-8000)	Promotional Post	Min. 5 years Exp. as Jr. Tech. Asstt.	100% through promotion
5.	Technical Manager or equivalent (Rs.6500-10500)	1 st Class BE/B. Tech. in Mechanical or related field having 2 years experience in relevant field.	Min. 5 years Exp. as Sr. Tech. Asstt.	50% through Promotion 50% Direct
6.	Sr. Tech. Manager or equivalent (Rs.8000-13500)	Promotional Post	Min. 5 years Exp. as Technical Manager	100% through promotion

7.	Asstt. General Manager or equivalent (Rs.10000-15200)	1 st Class BE/B.Tech in Mechanical or related field with 5 years experience.	Min. 5 years Exp. as Sr. Tech. Manager	75% through Promotion 25% Direct.
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(F) OPTICS

1.	Junior Technician (Rs.3050-4590)	Matric with 7 years experience in the relevant field.	Min. 5 yrs. Exp. as Helper	50% Direct. 50% through Promotion
2.	Senior Technician (Rs.4000-6000)	Graduate with Min. 5 years experience.	Min. 5 years Exp. as Jr. Technician.	25% Direct 75% through promotion
3.	Jr. Tech. Assistant (Rs.5000-7850)	1 st Class M.Sc. (Phy) or related field with 1 year experience in relevant field.	Min. 5 years Exp. as Sr. Technician.	50% through promotion 50% Direct
4.	Sr. Tech. Asstt. (Rs.5450-8000)	Promotional Post	Min. 5 years Exp. as Jr. Tech. Asstt.	100% through promotion
5.	Technical Manager or equivalent (Rs.6500-10500)	1 st Class M.Tech. (Optics/Opto-Electronics) or related field having 2 Years experience in relevant field.	Min. 5 years Exp. as Sr. Tech. Asstt.	50% through Promotion 50% Direct.
6.	Sr. Tech. Manager or equivalent (Rs.8000-13500)	Promotional Post	Min. 5 years Exp. as Technical Manager	100% through promotion
7.	Asstt. General Manager or equivalent (Rs.10000-15200)	1 st Class M.Tech. (Optics/Opto-Electronics) or related field with 4 years experience	Min. 5 years Exp. as Sr. Tech. Manager	75% through Promotion 25% Direct.

(G) ELECTRO CHEMICAL

1.	Junior Technician (Rs.3050-4590)	Promotional Post	Min. 5 years Exp. as Helper	100% through promotion
2.	Senior Technician (Rs.4000-6000)	Promotional Post	Min. 5 years Exp. as Jr. Technician.	100% through promotion
3.	Jr. Tech. Assistant (Rs.5000-7850)	1 st Class Diploma in Electronics/M.Sc. with 1 year experience in the relevant filed.	Min. 5 years Exp. as Sr. Technician.	50% through promotion 50% Direct.
4.	Sr. Tech. Asstt. (Rs.5450-8000)	Promotional Post	Min. 5 years Exp. as Jr. Tech. Asstt.	100% through promotion
5.	Technical Manager or equivalent (Rs.6500-10500)	Promotional Post	Min. 5 years Exp. as Sr. Tech. Asstt.	100% through Promotion
6.	Sr. Tech. Manager or equivalent (Rs.8000-13500)	Promotional Post	Min. 5 years Exp. as Technical Manager	100% through promotion
7.	Asstt. General Manager or equivalent (Rs.10000-15200)	Promotional Post	Min. 5 years Exp. as Sr. Tech. Manager	100% through Promotion

CADRE – PROJECT & MARKETING

1.	Junior Technician (Rs.3050-4590)	Promotional Post	Min. 5 years Exp. as Helper.	100% through promotion
2.	Senior Technician (Rs.4000-6000)	Promotional Post	Min. 5 years Exp. as Jr. Technician.	100% through promotion
3.	Jr. Tech. Assistant (Rs.5000-7850)	1 st Class Diploma in Electronics/M.Sc. with 1 year experience in the relevant filed.	Min. 5 years Exp. as Sr. Technician.	50% through promotion 50% Direct.
4.	Sr. Tech. Asstt. (Rs.5450-8000)	Promotional Post	Min. 5 years Exp. as Jr. Tech. Asstt.	100% through promotion
5.	Technical Manager or equivalent (Rs.6500-10500)	1 st Class BE/B.Tech. in electronics having 2 years experience in relevant filed.	Min. 5 years Exp. as Sr. Tech. Asstt.	50% through promotion 50% direct
6.	Sr. Tech. Manager or equivalent (Rs.8000-13500)	Promotional Post	Min. 5 years Exp. as Technical Manager	100% through promotion
7.	Asstt. General Manager or equivalent (Rs.10000-15200)	1 st Class BE/B.Tech. in Electronics with 5 years exp. in the Executive Position in the relevant filed.	Min. 5 years Exp. as Sr. Tech. Manager	75% through Promotion 25% Direct.
8.	Dy. General Manager or equivalent (Rs. 12000-16500)	1 st Class BE/B.Tech. in Electronics having 7 years experience out of which at least 5 years in the Executive position in the relevant field.	Min. 5 years Exp. as Asstt. General Manager	50% through promotion 50% Direct.
9.	General Manager or Equivalent (Rs.15100-18300)	Promotional Post	Min. 5 years Exp. as Dy. General Manager	100% through promotion
10.	Chief General Manager (Rs.18400-22400)	Promotional Post	Min. 5 years Exp. as General Manager	100% through promotion

APPENDIX 'C'

Sr. No.	Designation Appellate of Post Authority	Appointing Authority	Nature of Penalty	Authority empowered to impose penalty	
1	2	3	4	5	6

Minor Penalties

1.	All Posts	Managing Director	(i) Warning with a copy in the personal file. (Character roll); (ii) Censure; (iii) Withholding of promotion; (iv) Recovery from pay of the whole or part of any pecuniary loss caused by negligence or breach of orders, to the Corporation or to a company an association or body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Corporation; and (v) withholding of increments of pay without cumulative effect.	Managing Director	Board
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Major Penalties:-

- (vi) withholding of increments of pay with cumulative effect.
- (vii) reduction to lower stage in time scale of pay for a specified period with further directions as to whether or not the Corporation employee will earn increments of pay during the period of such reduction and whether, on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;
- (viii) reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Corporation employees to the time scale to pay, grade, post or service from which he was reduced, with or without further direction regarding conditions of restoration to the grade or post or service from which the Corporation employee was reduced and his seniority and pay on such restoration to that grade, post or service;

- (ix) Compulsory retirement;
- (x) removal from service which shall not be a disqualification for future employment under the Corporation;
and
- (xi) dismissal from service which shall ordinarily be a disqualification for future employment under the Corporation.