

"ഭരണഭാഷ- മാതൃഭാഷ"



കേരള സർക്കാർ



സംഗ്രഹം

കൃഷി വകുപ്പ് - കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷൻ ലിമിറ്റഡ് - കാംകോയുടെ നിലവിലുള്ള നിയമന ചട്ടത്തിൽ Technical & Supervisory തസ്തികകളുടെ നിയമന രീതികളും യോഗ്യതകളും ഉൾപ്പെടുത്തിയിട്ടുള്ള 'Annexure B' യിൽ ഭേദഗതി വരുത്തിയ നടപടിക്കും, കാംകോയുടെ പ്രൊമോഷൻ റൂൾ "Recruitment Rules for various posts in KAMCO"-യിൽ 'Annexure C' 'KAMCO Details of Managerial and Supervisory Posts' ആയി ഉൾപ്പെടുത്തിയ കാംകോ മാനേജിംഗ് ഡയറക്ടറുടെ നടപടിക്കും അംഗീകാരം നൽകി - ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

കൃഷി (പി.യു) വകുപ്പ്

സ.ഉ.(കെ) നം.68/2021/കൃഷി

തീയതി, തിരുവനന്തപുരം, 30/07/2021

- പരാമർശം:-
- 1) 20.07.2019-ലെ സ.ഉ. (കെ)നം.96/2019/കൃഷി.
 - 2) കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷൻ ലിമിറ്റഡ് മാനേജിംഗ് ഡയറക്ടറുടെ 24/09/2019, 14/10/2019 തീയതികളിലെ KB2/54 നമ്പർ കത്തുകൾ.
 - 3) 29/11/2019-ലെ പി.യു3/207/2019/അഗ്രി നമ്പർ കത്ത്.
 - 4) 09/01/2021, 30/01/2021 തീയതികളിലെ 3996, 4004 നമ്പർ കാംകോ ഡയറക്ടർ ബോർഡ് യോഗ തീരുമാനങ്ങൾ.
 - 5) കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷൻ ലിമിറ്റഡ് മാനേജിംഗ് ഡയറക്ടറുടെ 30/01/2021-ലെ KAMCO/MD/GD നമ്പർ കത്ത്.
 - 6) കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ സെക്രട്ടറിയുടെ 26/05/2021 തീയതിയിലെ A3-1/50022/2018/KPSC (Dummy) നമ്പർ കത്ത്.
 - 7) 07/07/2021 തീയതിയിലെ AGRI-PU3/207/2019-AGRI നമ്പർ കത്ത്.
 - 8) 10/07/2021-ലെ 4040 നമ്പർ കാംകോ ഡയറക്ടർ ബോർഡ് യോഗ തീരുമാനം.
 - 9) കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷൻ ലിമിറ്റഡ് മാനേജിംഗ് ഡയറക്ടറുടെ 12/07/2021-ലെ KAMCO/MD/GD നമ്പർ കത്ത്.

ഉത്തരവ്

കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷനിലെ ഓഫീസർ വിഭാഗത്തിന്റെ സ്റ്റാഫ് പാറ്റേൺ പരാമർശം (1) പ്രകാരം ഉത്തരവായിരുന്നു. മേൽ ഉത്തരവിൽ ഓരോ വിഭാഗത്തിലും അംഗീകരിച്ചു നൽകിയ തസ്തികകൾ ഉൾപ്പെടുത്തി Special Rules for Recruitment and Promotion of Managerial and Supervisory Employees under the KAMC Employees Staff Bye-Laws - 1973 പ്രകാരം പ്രൊപ്പോസൽ സമർപ്പിക്കുന്നതിന് കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷൻ മാനേജിംഗ് ഡയറക്ടർക്ക് നിർദ്ദേശം നൽകുകയുണ്ടായി. ആയതിന്റെ അടിസ്ഥാനത്തിൽ പരാമർശം (2) പ്രകാരം കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷൻ ലിമിറ്റഡ് മാനേജിംഗ് ഡയറക്ടർ പ്രൊപ്പോസൽ സമർപ്പിച്ചിരുന്നു.

(2) പ്രസ്തുത പ്രൊപ്പോസലിൽ അപാകതകൾ കണ്ടെത്തിയതിനാൽ ആയത് പരിഹരിക്കുന്നതിനായി വിശദമായ പഠനം നടത്തുന്നതിന് ഇൻസ്റ്റിറ്റ്യൂട്ട്-ഫോർ-മാനേജ്മെന്റ്-ഇൻ-ഗവൺമെന്റ് (ഐ.എം.ജി.)-യെ പരാമർശം (3) ന്റെ അടിസ്ഥാനത്തിൽ പ്രകാരം ചുമതലപ്പെടുത്തുകയും, ഐ.എം.ജി. സമർപ്പിച്ച വിശദമായ സ്റ്റഡി റിപ്പോർട്ട് (കരട് റൂൾ) 30/01/2021-ൽ ചേർന്ന കാംകോയുടെ 368-ാമത് ഡയറക്ടർ ബോർഡ് യോഗ തീരുമാനം നം.-4004 പ്രകാരം അംഗീകരിക്കുകയും, കാംകോയിലെ പ്രമോഷൻ റൂൾ (സ്പെഷ്യൽ റൂൾസ് ഫോർ റിക്രൂട്ട്മെന്റ് ആൻഡ് പ്രമോഷൻ ഓഫ് മാനേജീരിയൽ ആൻഡ് സൂപ്പർവൈസറി എംപ്ലോയീസ് അണ്ടർ കാംകോ എംപ്ലോയീസ് സ്റ്റാഫ് ബൈലോസ് 1973), കാംകോ സ്റ്റാഫ് ബൈലോയിലെ Part I (Clause 6), Part II (Clause 9 (i)) എന്നിവയിൽ നിഷ്കർഷിച്ചിട്ടുള്ളതു പ്രകാരം കാംകോ സ്റ്റാഫ് ബൈലോ 1973-ന്റെ പാർട്ട് IX ആയി ഉൾപ്പെടുത്തുവാൻ തീരുമാനിക്കുകയും ചെയ്തിരുന്നു. ആയതിന്റെ അടിസ്ഥാനത്തിൽ പരാമർശം (5) പ്രകാരം കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷൻ മാനേജിംഗ് ഡയറക്ടർ പുതുക്കിയ പ്രൊപ്പോസൽ സമർപ്പിക്കുകയുണ്ടായി. പ്രസ്തുത പ്രൊപ്പോസലിൽ പരാമർശം (6) പ്രകാരം കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ ഉപദേശം ലഭ്യമാക്കിയിട്ടുണ്ട്. ആയതിന്റെ അടിസ്ഥാനത്തിൽ കൃഷി വകുപ്പിലെ ഉദ്യോഗസ്ഥർ, കാംകോ ഡയറക്ടർ ബോർഡിലെ സർക്കാർ പ്രതിനിധികൾ എന്നിവരുടെ സാന്നിധ്യത്തിൽ കാംകോ മാനേജ്മെന്റ് പ്രതിനിധികളുമായി 18/06/2021-ന് ചർച്ച നടത്തുകയും കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ ലഭ്യമാക്കിയ ഭേദഗതി നിർദ്ദേശങ്ങൾ അംഗീകരിയ്ക്കുന്നതിന് യോഗം ശുപാർശ ചെയ്യുകയുണ്ടായി. ടി യോഗതീരുമാനങ്ങളുടെ അടിസ്ഥാനത്തിൽ, 'പ്രമോഷൻ റൂൾ' കാംകോ സ്റ്റാഫ് ബൈലോയിലെ Part I (Clause 6), Part II (Clause 9 (i)) എന്നിവയിൽ നിഷ്കർഷിച്ചിട്ടുള്ളതു പ്രകാരം കാംകോ സ്റ്റാഫ് ബൈലോ 1973-ന്റെ പാർട്ട് IX ആയി ഉൾപ്പെടുത്തുവാനുള്ള പ്രൊപ്പോസലിന്മേൽ; കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷനിലെ വിവിധ തസ്തികകളിലേയ്ക്ക് 29/07/1999-ലെ ബോർഡ് തീരുമാന പ്രകാരം നിലവിലുള്ള നിയമന ചട്ടത്തിൽ ("Recruitment Rules for various posts in KAMCO") 'Annexure A' ആയി Technical & Supervisory തസ്തികകളൊഴികെയുള്ളവയുടേയും, 'Annexure B' ആയി Technical & Supervisory തസ്തികകളുടേയും നിയമനരീതികളും, യോഗ്യതകളും ഉൾപ്പെടുത്തിയിരിയ്ക്കുന്നതിനാൽ സർക്കാരിന്റെ അംഗീകാരത്തിനായി ലഭ്യമാക്കിയിട്ടുള്ള കരട് ചട്ടങ്ങൾ (Promotion Rule) "Recruitment Rules for various posts in KAMCO" യിൽ 'Annexure C' ആയി ഉൾപ്പെടുത്തുവാനും, ആയതിന്റെ ടൈറ്റിൽ ആയി "KAMCO – Details of Managerial and Supervisory Posts" എന്ന് നാമകരണം ചെയ്യുന്നതിനും കെ.പി.എസ്.സി-യുടെ ഇത് സംബന്ധിച്ചുള്ള ഭേദഗതി കൂടി ഉൾപ്പെടുത്തി ഡയറക്ടർ ബോർഡ് ശുപാർശയോടെ കരട് റൂൾ അന്തിമമായി പുറപ്പെടുവിയ്ക്കുന്നതിനാവശ്യമായ നടപടി സ്വീകരിച്ച് പ്രൊപ്പോസൽ സർക്കാരിൽ അടിയന്തരമായി ലഭ്യമാക്കുവാനും പരാമർശം (7) പ്രകാരം നിർദ്ദേശിച്ചിരുന്നു.

(3) 10/07/2021-ൽ ചേർന്ന കാംകോയുടെ 374-ാമത് ബോർഡ് യോഗം ടി വിഷയം വിശദമായി ചർച്ച ചെയ്യുകയും, കരട് സ്പെഷ്യൽ റൂൾ അംഗീകരിയ്ക്കുന്നത് സംബന്ധിച്ച് കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ നിർദ്ദേശിച്ച ഭേദഗതികളിന്മേൽ പരാമർശം (7) പ്രകാരമുള്ള ഭേദഗതി നിർദ്ദേശത്തിനും, നിലവിലെ ചട്ടങ്ങളിൽ പരാമർശം (6) പ്രകാരം നിർദ്ദേശിച്ചിട്ടുള്ള ഭേദഗതി നിർദ്ദേശങ്ങൾക്കും 4040-ാം നമ്പർ ബോർഡ് റസല്യൂഷൻ പ്രകാരം അംഗീകാരം നൽകിയിരുന്നു. ആയതിന്റെ അടിസ്ഥാനത്തിൽ 16/07/2021 തീയതിയിലെ 8/2021 ഓഫീസ് ഓർഡർ പ്രകാരം "Annexure B" - Details of Technical and Supervisory തസ്തികകളുടെ നിയമന രീതികളിലും യോഗ്യതകളിലും ആവശ്യമായ ഭേദഗതിയും, 16/07/2021 തീയതിയിലെ 09/2021 ഓഫീസ് ഓർഡർ പ്രകാരം "KAMCO-Details of Managerial and Supervisory Posts" എന്ന് നാമകരണം ചെയ്ത് "Annexure C" ആയി ഉൾപ്പെടുത്തുന്നതിനും കാംകോ മാനേജിംഗ് ഡയറക്ടർ കരട് നടപടിക്രമം അംഗീകരിച്ചു നൽകുകയുണ്ടായി. കാംകോയിലെ പ്രമോഷൻ റൂൾ "Recruitment Rules for various posts

in KAMCO-യിൽ 'Annexure C' ആയി 'KAMCO Details of Managerial and Supervisory Posts' ഉം കൂടി നിലവിലെ റൂളിൽ ഉൾപ്പെടുത്തി അന്തിമ ഉത്തരവ് പുറപ്പെടുവിക്കുന്നതിന് പരാമർശം (9) പ്രകാരം കാംകോ മാനേജിംഗ് ഡയറക്ടർ പ്രൊപ്പോസൽ ലഭ്യമാക്കിയിരുന്നു.

(4) സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ചു, 10/07/2021-ലെ കാംകോ ഡയറക്ടർ ബോർഡിന്റെ 4040-ാം നമ്പർ തീരുമാന പ്രകാരവും, കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷന്റെ പരാമർശം (6) ഉപദേശത്തിന്റെ അടിസ്ഥാനത്തിലും 'Annexure B'-യിലെ Technical & Supervisory തസ്തികകളുടെ നിയമനരീതികളും യോഗ്യതകളും ആവശ്യമായ ഭേദഗതി വരുത്തിയ നടപടിക്കും, 20/07/1999-ലെ കാംകോ ഡയറക്ടർ ബോർഡ് ഉത്തരവ് പ്രകാരം നിലവിലുള്ള കാംകോയുടെ പ്രൊമോഷൻ റൂൾ ആയ "Recruitment Rules for various posts in KAMCO"-യിൽ 'Annexure C' ആയി 'KAMCO Details of Managerial and Supervisory Posts' ഉൾപ്പെടുത്തിയ കാംകോ മാനേജിംഗ് ഡയറക്ടറുടെ നടപടിക്കും അംഗീകാരം നൽകി ഉത്തരവാകുന്നു.

(5) Annexure C - 'KAMCO Details of Managerial and Supervisory Posts' അനുബന്ധമായി ചേർക്കുന്നു.

(ഗവർണ്ണറുടെ ഉത്തരവിൻ പ്രകാരം)
ബോബി ആന്റണി
അഡീഷണൽ സെക്രട്ടറി

മാനേജിംഗ് ഡയറക്ടർ, കേരള അഗ്രോ മെഷിനറി കോർപ്പറേഷൻ ലിമിറ്റഡ്.
സെക്രട്ടറി, കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ, തിരുവനന്തപുരം (ആമുഖ കത്ത് സഹിതം.)
പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ (ആഡിറ്റ്), കേരള, തിരുവനന്തപുരം.
അക്കൗണ്ടന്റ് ജനറൽ (എ & ഇ), കേരള, തിരുവനന്തപുരം.
ഡയറക്ടർ ബോർഡിലെ എല്ലാ അംഗങ്ങൾക്കും (എം.ഡി. കാംകോ മുഖേന).
ആസൂത്രണ-സാമ്പത്തികകാര്യ (ബി.പി.ഇ) വകുപ്പ് (16/02/2021-ലെ പി.എൽ.ജി.ഇ.എ-
ബി.പി.ഇ2/42/2021-പി.എൽ.ജി.ഇ.എ പ്രകാരം)
വെബ് & ന്യൂ മീഡിയ, വിവര പൊതുജന സമ്പർക്ക വകുപ്പ്.
സ്റ്റോക്ക് ഫയൽ / ഓഫീസ് കോപ്പി.

ഉത്തരവിൻ പ്രകാരം

Signed by Praveen B
Date: 31-07-2021 10:06:41
Reason: Approved

പകർപ്പ്:- ബഹു. കൃഷിവകുപ്പ് മന്ത്രിയുടെ പി.എസ്.
കൃഷി വകുപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറിയുടെ പി.എ.

Annexure-C

KAMCO-Details of Managerial and Supervisory Posts.

1. Constitution of Service: The services are classified into as follows :

Grade I - Posts in the scale of pay of Rs. 45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000 (G-10) and above.

Grade II - Posts in the scale of pay of Rs.42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-87000(G-9)

Grade III - All other employees other than those covered by the Standing order^{ie.} in the scale of pay of Rs.39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000 (G-8)

2. Category

Category I - Managing Director

Category II - Technical

A. Mechanical Wing

(Production, Marketing, Materials, Purchase, Stores, Research and Development, Quality Assurance, Vendor Development Cell)

- i. General Manager (G-14)
- ii. Deputy General Manager (G-13)
- iii. Senior Manager (G-12)
- iv. Manager (G-11)
- v. Deputy Manager (G-10)
- vi. Assistant Manager (G-9)
- vii. Assistant Engineer (G-8)

B. Civil Wing

- i. Manager (G-11)
- ii. Deputy Manager (G-10)
- iii. Assistant Executive Engineer (G-9)
- iv. Assistant Engineer (G-8)

C. Electrical Wing

- i. Manager (G-11)
- ii. Deputy Manager (G-10)
- iii. Assistant Manager (G-9)

Category III - Non-Technical

A. Human Resources Wing

- i. General Manager (G-14)
- ii. Deputy General Manager(G-13)
- iii. Senior Manager (G-12)
- iv. Manager (G-11)
- v. Deputy Manager (G-10)
- vi. Assistant Manager(G-9)
- vii. Superintendent (G-8)
- viii. Superintendent [Fair copying] (G-8)

B. Security Wing

- (i) Assistant Manager (G-9)

C. Finance Wing

- i. Deputy General Manager (G-13)
- ii. Senior Manager (G-12)
- iii. Manager(G-11)
- iv. Deputy Manager (G-10)
- v. Assistant Manager (G-9)
- vi. Superintendent (G-8)

D. Secretarial Wing

- i. Personal Secretary (G-9)

E. Systems Wing

- i. Senior Manager (G-12)

- ii. Manager (G-11)
- iii. Deputy Manager (G-10)
- iv. Assistant Manager (G-9)
- v. Programmer(G-8)

3. Qualification and Method of Appointment

Sl. No.	Category	Method of Appointment	Qualification and Experience
(1)	(2)	(3)	(4)
	I. Managing Director	Appointment by Government	
	II. Technical		
	A. Mechanical Wing		
(i)	General Manager (G-14)	(1)By Promotion from qualified Deputy General Manager (G-13)	Educational Qualification I. A degree in Mechanical/Agricultural/ Automobile Engineering II. MBA Experience At least 2 years Service in G-13 category
		(2)In the absence of (1), Direct Recruitment by the Corporation	Educational Qualification I. A first class degree in Mechanical/Agricultural / Automobile Engineering from a recognized university II. MBA from a recognized University III. Desirable - M.Tech. Experience At least 20 years post qualification experience in farm machinery/automobile manufacturing industry in a government/quasi government or a public/registered private sector undertaking and should have handled independently Materials/QA/Marketing/Production.

(ii)	Dy. General Manager (G-13)	<p>(1) By Promotion from qualified Senior Manager (G-12)</p> <p>(2) In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>A degree in Mechanical / Agricultural / Automobile Engineering</p> <p>Experience</p> <p>At least 2 years Service in G-12 category</p> <p>Educational Qualification</p> <p>I. A first class degree in Mechanical/ Agricultural / Automobile Engineering from a recognized university.</p> <p>II. Desirable – MBA / M.Tech.</p> <p>Experience</p> <p>At least 15 years post qualification experience in the relevant engineering field in a government/quasi government or a public/registered private sector undertaking.</p>
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(iii)	Senior Manager (G-12)	<p>(1) By Promotion from qualified Manager (G-11)</p> <p>(2) In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>1) A degree in Mechanical / Agricultural / Automobile Engineering.</p> <p>Experience</p> <p>At least 2 Years Service in G-11 category.</p> <p>Educational Qualification</p> <p>I. A first class degree in Mechanical/ Agricultural/ Automobile Engineering from a recognized University.</p> <p>II. Desirable – MBA / M.Tech.</p> <p>Experience</p> <p>At least 13 years post qualification experience in the relevant engineering field in a government/quasi government or a public/registered private sector undertaking.</p>
(iv)	Manager (G-11)	<p>(1) By Promotion from qualified Deputy Manager (G-10)</p> <p>(2) In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>A degree / diploma in Mechanical/ Agricultural / Automobile Engineering.</p> <p>Experience</p> <p>At least 2 years Service in G-10 category</p> <p>Educational Qualification</p> <p>I. A first class degree in Mechanical/ Agricultural / Automobile Engineering from a recognized university.</p> <p>II. Desirable – MBA / M.Tech.</p> <p>Experience</p> <p>At least 10 years post qualification experience in the relevant engineering field in a government/quasi government or a public/registered private sector undertaking.</p>

(v)	Dy. Manager (G-10)	<p>(1)By Promotion from qualified Assistant Manager (G-9)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>A degree / diploma in Mechanical / Agricultural/ Automobile Engineering.</p> <p>Experience</p> <p>At least 2 years Service in G-9 category</p> <p>Educational Qualification</p> <p>I. A first class degree in Mechanical/ Agricultural / Automobile Engineering from a recognized university.</p> <p>II. Desirable – MBA / M.Tech.</p> <p>Experience</p> <p>At least 6 years post qualification experience in the relevant engineering field in a government/quasi government or a public/registered private sector undertaking.</p>
vi	Asst. Manager (G-9)	<p>(1)By Promotion from qualified Assistant Engineer (G-8)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>At least 2 years Service in G-8 category</p> <p>Educational Qualification</p> <p>A first class degree in Mechanical/ Agricultural / Automobile Engineering from a recognized university.</p> <p>Experience</p> <p>At least 3 years post qualification experience in the relevant engineering field in a government/quasi government or a public/registered private sector undertaking.</p>

vii	Asst. Engineer (G-8)	<p>1. Promotion by Selection</p> <p>2. Direct recruitment through KPS C.</p> <p>Note: The ratio between 1st and 2nd Method of appointment shall be 1:1</p>	<p>Educational Qualification</p> <p>I. Pass in SSLC</p> <p>II. Diploma in Mechanical/Metallurgical/Automobile/Agricultural Engineering/ITC/ITI Certificates in the trade of Fitter/Motor Mechanic/Tractor Mechanic/Mechanic Agricultural Machinery/Painter/Electrician/Draftsman Mechanical/Machinist/Turner.</p> <p>Experience</p> <p>By selection from Chief Mechanic / Charge-hand / Chief Draftsman / Technical Assistant / Mechanic / Operator/ Draftsman / Painter / Electrician having at least 5 years service in Grade-6</p> <p>Educational Qualification</p> <p>A first class degree in Mechanical/ Agricultural / Automobile Engineering from a recognized university.</p>
<p>Note:-All Officers possessing educational qualification other than prescribed in column (4) above as on 31.12.2020 shall continue in the common seniority list for different grades under Category -II - Technical – A) Mechanical Wing.</p>			
B. CIVIL WING			
(i)	Manager (G-11)	(1)By Promotion from qualified Deputy Manager (G-10)	<p>Educational Qualification</p> <p>A degree in Civil Engineering</p> <p>Experience</p> <p>At least 2 years Service in G-10 category</p>
(ii)	Deputy Manager (G-10)	(1)By Promotion from qualified Assistant Executive Engineer (G-9)	<p>Educational Qualification</p> <p>A degree / diploma in Civil Engineering</p> <p>Experience</p> <p>At least 2 years Service in G-9 category.</p>

(iii)	Assistant Executive Engineer (G-9)	<p>(1) By Promotion from qualified Assistant Engineer (G-8)</p> <p>(2) In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>A degree / diploma in Civil Engineering</p> <p>Experience</p> <p>At least 2 years Service in G-8 category</p> <p>Educational Qualification</p> <p>A first class degree in Civil Engineering from a recognized university</p> <p>Experience</p> <p>At least 3 years post qualification experience in Civil Engineering in a government/quasi government or a public/registered private sector undertaking.</p>
(iv)	Asst. Engineer (G-8)	<p>(1) Promotion by selection</p> <p>(2) Direct Recruitment through KPSC.</p> <p>Note: The ratio between 1st and 2nd Method of appointment shall be 1:1.</p>	<p>By selection from Civil Overseer having at least 5 years experience in Grade-6.</p> <p>Educational Qualification</p> <p>A first class degree in Civil Engineering from a recognized university.</p>
	<u>C. ELECTRICAL WING</u>		
(i)	Manager (G-11)	By Promotion from qualified Deputy Manager (G-10)	By selection from Dy. Manager (G-10 category) having at least 2 years experience.
(ii)	Deputy Manager (G-10)	By Promotion from qualified Assistant Manager (G-9)	By selection from Assistant Manager (G-9 category) having at least 2 years experience.

(iii)	Assistant Manager (G-9)	Direct Recruitment through KPSC.	<p>Educational Qualification</p> <p>A first class degree in Electrical/Electrical and Electronics Engineering from a recognized university.</p> <p>Experience</p> <p>At least 3 years service post qualification experience in a government/quasi government or a public/registered private sector undertaking.</p>
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III. Non-Technical		
A. Human Resources Wing		

(i)	General Manager (G-14)	<p>(1)By Promotion from qualified Deputy General Manager(G-13)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. Post Graduate Degree or Diploma in Personnel Management/Social Service or MBA (Personnel/HR) or MSW or Degree in Law.</p> <p>Experience</p> <p>At least 2 Years Service in G-13 category</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. MBA(Personnel/HR)/MSW from a recognized university/Institute.</p> <p>III. Degree in Law</p> <p>Experience</p> <p>At least 20 years post qualification experience in the human resource management in a government/quasi government or a public/registered private sector undertaking.</p>
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(iii)	Senior Manager (G-12)	<p>(1)By Promotion from qualified Manager (G-11)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. Post Graduate Degree or Diploma in Personnel Management/Social Service or MBA (Personnel/HR) or MSW or Degree in Law.</p> <p>Experience</p> <p>At least 2 years Service in G-11 category.</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. MBA(Personnel/HR)/MSW from a recognized university/Institute.</p> <p>III. Degree in Law</p> <p>IV. Experience</p> <p>At least 13 years post qualification experience in the human resource management in a government/quasi government or a public/registered private sector undertaking.</p>
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(iv)	Manager (G-11)	<p>(1)By Promotion from qualified Deputy Manager (G-10)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>Experience</p> <p>At least 2 years Service in G-10 category</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University / National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. MBA(Personnel/HR)/MSW from a recognized university/Institute.</p> <p>III. Degree in Law</p> <p>Experience</p> <p>At least 10 years post qualification experience in the human resource management in a government/quasi government or a public/registered private sector undertaking.</p>
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(v)	Deputy Manager (G-10)	<p>(1)By Promotion from qualified Assistant Manager/ Personal Secretary on the basis of original seniority at (G-9) level.</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institutions established by Government of Kerala.</p> <p>Experience</p> <p>At least 2 years Service in G-9 category.</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. MBA(Personnel/HR)/MSW from a recognized university/Institute.</p> <p>Experience</p> <p>At least 6 years post qualification experience in the human resource management in a government/quasi government or a public/registered private sector undertaking.</p>
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(vi)	Assistant Manager (G-9)	<p>(1)By Promotion from qualified Superintendent (G-8)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>Experience</p> <p>At least 2 years service in G-8 category.</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. MBA(Personnel/HR)/MSW from a recognized university/Institute.</p> <p>Experience</p> <p>At least 3 years post qualification experience in the human resource management in a government/quasi government or a public/registered private sector undertaking.</p>
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(vii)	Superintendent (G – 8))	<p>(1)By Promotion from qualified Assistant (Grade-6)</p> <p>(2)In the absence of (1), Direct Recruitment through KPSC</p>	<p>Educational Qualification</p> <p>Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>Experience</p> <p>At least 5 years service in the post of Assistant in Grade –6.</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. MBA (Personnel/HR) / MSW from a recognized institution.</p>
(viii)	Superintendent {Fair Copying}(G-8)	By Promotion from qualified Typist-Clerk (Grade-6)	<p>Educational Qualification</p> <p>I. Pass in SSLC Examination</p> <p>II. Typewriting English (Higher) KGTE /MGTE or equivalent.</p> <p>Experience</p> <p>At least 5 years service in the post of Typist-Clerk in Grade –6.</p>
	B. SECURITY WING		
(i)	Assistant Manager G-9	Direct Recruitment through KPS C	Retired JCO with minimum 15 years service in the Active Defence Service.
	C. FINANCE		

(i)	Dy. General Manager (G-13)	<p>(1)By Promotion from qualified Senior Manager (G-12)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>C.A / I.C.W.A</p> <p>Experience</p> <p>At least 2 years Service in G-12 category</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala or its equivalent.</p> <p>II. C.A / I.C.W.A</p> <p>Experience</p> <p>At least 15 years post qualification experience in managerial capacity in a government/quasi government or a public/registered private sector undertaking.</p>
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(ii)	Senior Manager (G-12)	<p>(1)By Promotion from qualified Manager (G-11)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>C.A / I.C.W.A</p> <p>Experience</p> <p>At least 2 years Service in G-11 category</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala or its equivalent.</p> <p>II. C.A / I.C.W.A</p> <p>Experience</p> <p>At least 13 years post qualification experience in managerial capacity in a government/quasi government or a public/registered private sector undertaking.</p>
(iii)	Manager (G-11) [Costing/Accounts/ Finance]	<p>(1)By Promotion from qualified Deputy Manager (G-10)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>By selection from Dy. Manager(G-10 category) having at least 2 years service.</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala or its equivalent.</p> <p>II. AICWA / ACA</p> <p>Experience</p> <p>At least 10 years post qualification experience in the Cost / Accounts works in a government/quasi government or a public/registered private sector undertaking.</p>

(iv)	Dy. Manager (G-10)	<p>(1)By Promotion from qualified Assistant Manager (G-9)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>Bachelors Degree in Commerce / BBA from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>Experience</p> <p>At least 2 years Service in G-9 category</p> <p>Educational Qualification</p> <p>I. Degree from recognized university.</p> <p>II. C.A / I.C.W.A</p> <p>Experience</p> <p>At least 5 years post qualification experience in managerial capacity in a government/quasi government or a public/registered private sector undertaking.</p>
(v)	Asst. Manager (G-9)	<p>(1)By Promotion from qualified Superintendent(G- 8)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>By selection from Superintendent(G-8 category) having at least 2 years service.</p> <p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. Pass in C.A/ICWA intermediate examination.</p> <p>Experience</p> <p>At least 3 years post qualification experience in dealing finance and accounts matters in a government/quasi government or a public/registered private sector undertaking.</p>

(vi)	Superintendent (G-8)	<p>(1)By Promotion from qualified Accountant (Grade-6)</p> <p>(2)In the absence of (1), Direct Recruitment through KPS C</p>	<p>At least 5 years service in the post of Accountant in Grade –6.</p> <p>Educational Qualification</p> <p>I. Any Degree from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>II. Pass in C.A/ICWA intermediate examination</p>
	<u>D. SECRETARIAL WING</u>		
(i)	Personal Secretary (G-9)	By Promotion from qualified Superintendent -HR (G-8)	Selection from Superintendents –HR (G-8 category) with 2 years service.
	<u>E. SYSTEMS WING</u>		

(i)	Senior Manager (G – 12)	<p>(1)By Promotion from qualified Manager (G-11)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>By selection from Managers (G–11 category) having at least 2 years service.</p> <p>Educational Qualification</p> <p>First class degree in B.Tech (Computer Science/ Electronics/ Electronics & Telecommunication/ Information Technology) MCA/ M.Sc Computer Science from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>Experience</p> <p>I. At least 13 years experience in a leading organization of which at least three years should be in ERP implementation, maintenance and programming. Knowledge in Oracle essential.</p> <p>II. Strong in Oracle/MS/SQL Server database, SQL and PL/SQL database programming and performance tuning, Client server and DOT net technologies.</p> <p>III. Experience in PB/VB, VB.Net, ASP. Net C.Net.</p> <p>IV. Experience in System Analysis, Solutions Design and Systems Development and Implementation.</p> <p>Desirable - Experience in ERP implementation</p>
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(ii)	Manager (G-11)	<p>(1)By Promotion from qualified Deputy Manager (G-10)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>By selection from Deputy Managers (G – 10 category) having at least 2 years service.</p> <p>Educational Qualification</p> <p>First class degree in B.Tech (Computer Science/ Electronics/ Electronics &Telecommunication/ Information Technology)/MCA/ M.Sc Computer Science from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>Experience</p> <p>I. At least 10 years experience in a leading organization of which at least three years should be in ERP implementation, maintenance and programming. Knowledge in Oracle essential.</p> <p>II. Strong in Oracle/MS/SQL Server database, SQL and PL/SQL database programming and performance tuning, Client server and DOT net technologies.</p> <p>III. Experience in PB/VB, VB.Net, ASP. Net, C.Net.</p> <p>IV. Experience in System Analysis, Solutions Design and Systems Development and Implementation.</p> <p>Desirable - Experience in ERP implementation.</p>
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(iii)	Dy. Manager (G-10)	<p>(1)By Promotion from qualified Assistant Manager (G-9)</p> <p>(2)In the absence of (1), Direct Recruitment by the Corporation</p>	<p>Educational Qualification</p> <p>MCA/B.Tech (Computer Science / Electronics / Electronics & Telecommunication/Information Technology)</p> <p>Experience</p> <p>At least 2 years service in G-9 category</p> <p>Educational Qualification</p> <p>First class degree in B.Tech (Computer Science / Electronics / Electronics & Telecommunication / Information Technology)/ MCA/M.Sc Computer Science from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>Experience</p> <p>I. At least 6 years experience in a reputed organization of which minimum three years should be in programming.</p> <p>II. Strong in Oracle/MS/SQL Server database, SQL and PL/SQL database programming and performance tuning, Client server and DOT net technologies.</p> <p>III. Experience in PB/VB, VB.Net, ASP. Net, C.Net.</p> <p>IV. Experience in System Analysis, Solutions Design and Systems Development and Implementation.</p> <p>Desirable - Experience in ERP implementation</p>
(iv)	Assistant Manager (G-9)	(1)By Promotion from qualified Programmer(G-8)	<p>Educational Qualification</p> <p>I. Bachelors Degree from a UGC recognized University/National Institutes</p>

			<p>established by the Central Government or Institution established by Government of Kerala.</p> <p>II. Diploma in Data Processing or Computer Programming and Applications for a period not less than one year.</p> <p>Experience</p> <p>At least 2 years service in G-8 category</p> <p>Educational Qualification</p> <p>First class Degree in B.Tech (Computer Science / Electronics / Electronics & Telecommunication / Information Technology)/ MCA/M.Sc Computer Science from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.</p> <p>Experience</p> <p>I. At least three years experience in medium to large scale software project development and implementation.</p> <p>II. Strong in Oracle/MS/SQL Server database, SQL and PL/SQL database programming and performance tuning, Client server and DOT net technologies.</p> <p>III. Experience in PB/VB, VB.Net, ASP. Net, C.Net.</p> <p>IV. Experience in System Analysis, Solutions Design and Systems Development and Implementation.</p> <p>Desirable - Experience in ERP implementation</p>
		(2)In the absence of (1), Direct Recruitment by the Corporation	

(v)	Programmer (G-8)	Direct Recruitment through KPSC	Educational Qualification First class Degree in B.Tech (Computer Science / Electronics / Electronics & Telecommunication / Information Technology)/MC A/M.Sc Computer Science from a UGC recognized University/National Institutes established by the Central Government or Institution established by Government of Kerala.
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4. PROMOTION CRITERIA

4.1 Promotion to the post of officers in G8 shall be based on selection from eligible candidates by the selection committee comprising of Chairman, Managing Director, General Manager - Technical and General Manager – (HR). The quorum of the committee shall be three including Managing Director

4.1.1 Promotion to other posts in workmen category will be made by a Committee consisting of Chairman, Managing Director and two senior officers in the GM/DGM level as decided by MD. The quorum of the committee shall be three including Managing Director.

4.1.2 Promotion to the post of Assistant Manager in G-9 and above up to G-14 will be made by a committee consisting of the Chairman, Managing Director, Director (Nominee of Finance Department) and Director (Nominee of Agricultural Department) of Government of Kerala. The quorum of the committee will be three including MD.

4.2. Promotions will be made only against a vacancy. Promotions will be effected only to the next higher post in the same discipline viz; Technical Category – Mechanical, Electrical, Civil and Non-Technical Category – HR, Finance, Security, Secretarial, Systems etc. The disciplines such as HR, Finance, Security, Systems and Secretarial will be under the Non-technical wing and Technical wing consist of Production, QA, Purchase, stores in all units and materials, Marketing, R&D, VDC at corporate office. Civil and Electrical will be separate wing under Technical Category. Promotions will be made only when there is necessity to fill up vacant posts. The filling up of posts for promotion shall be as per the staff pattern approved by the Government.

4.2.1 For promotion to higher posts from G-8 and above, the required minimum qualifying service in the feeder category is 2 years. But if a vacancy exist and a candidate who is otherwise eligible and completed probation in the just lower feeder category, he may be temporarily promoted till he or she attains the minimum qualifying service.

4.3. Seniority, performance, educational qualifications and general disposition will form the basis for granting promotion. These will be judged with reference to the personal records and periodic performance appraisals of the employees and Interview. Disciplinary action faced and punishment obtained during the period preceding 3 years from the date of the promotion interview shall make him ineligible for promotion.

4.3.1 The period of assessment of performance will be 3 years prior to the date of consideration for promotion. On promotion to higher posts, fixation increment as per existing Government rule shall be made applicable.

4.3.2 For promotions against each vacancy, a select list should be prepared based on the suitability of the candidate from the feeder category / categories of each discipline of the Technical and Non-Technical category. After the approval of the list by the Board of Directors, Managing Director will make the appointment. A list once prepared shall be valid for three years from the date of approval of the Board of Directors.

4.3.3 Promotions to the posts from Assistant Manager onwards are based on the suitability of the candidate, based on the weightage, as given below.

Sl.No	Weightage factors	Maximum weightage in terms of % (Total 100).
1	Seniority	50
2	Performance rating (Average of last three years)	40
3	Interview	10

4.3.4 The senior most gets a weightage of 50 for the first factor (Seniority). Lower weightage to be given to the candidates in line with their position in the seniority list. Candidates having GOOD rating in the annual performance appraisal get a maximum of 40 as weightage and those with SATISFACTORY rating, 30. Ranking in the interview shall be the average of marks awarded by the members of the select committee. Select list shall be prepared based on the total marks assigned in respect of each of the above factors. Promotion will be granted based on the rank in the select list.

5. RECRUITMENT CRITERIA

5.1 Open recruitment through Kerala Public Service Commission (KPSC) will be made for the posts for which direct recruitment alone are prescribed as per the method of recruitment for each post. In all other cases, open recruitment as per guidelines issued by Government of Kerala, in this regard, from time to time will be resorted to only in case suitable internal candidates are not available, except for the post of Asst. Engineer. In the case of Asst. Engineer in G-8, 50% of the vacancies will be filled up by KPSC.

5.2 In the case of direct recruitment to the posts of Asst. Engineers and Superintendents in Grade-8, the initial posting shall be as trainees for two years with a consolidated pay of Rs.22,000/- during the first year of training and Rs.25,000/- during the second year, after which they shall be placed on probation for a period of one year within a continuous period of two years on time scales of pay for the respective posts. The Board can revise the consolidated wages as and when required.

5.3 Normal age limit for direct recruitment will be 36 years in case of posts in G-8 (Normal relaxation in age limit at par with KS&SSR shall be applicable) and 40 years in case of posts in Grade 9, 10; 45 years in case of G11, 12; 50 years in case of G 13

and 55 years in case of posts in Grade –14 (Normal relaxation in age limit at par with KS&SSR shall be applicable).

5.4 The vacancies in G-8, for which direct recruitment is prescribed, will be reported to the PSC. All the vacancies in G-9 and above, wherein direct recruitment is necessitated as per these rules, will be filled up as per guidelines issued by Government of Kerala, in this regard, from time to time.

6. GRADE PROMOTION

In order to motivate employees for continued efficient service in the company, a scheme as specified in Annexure II will be introduced so that the employees who do not get promotion to higher posts may get a chance for improvements in their grades. For the purpose of granting grade promotion, the training period of employees who come under the purview of the KAMCO Staff Bye-laws will be counted.

The following rules for fixation of pay on grade promotion are made applicable to the officers covered by the Special Rules subject to the conditions in rule 28A of KSR as amended from time to time.

6.1 Time Bound Higher Grade

Time bound higher grade will be granted to the Officers of this Corporation as detailed below: **(with effect from 20-01-2016)**

- a. Those on entry posts with the scale of pay of Rs.39500–83000 (G-8), two higher grades as detailed below will be given:

Revised pay scale in the entry post	1 st time bound higher grade for 8 years service in the entry post	2 nd time bound higher grade for 15 years of service in the entry post and the first regular promotion / time bound higher grade, taken together.
Rs.39500-83000	Rs.42500-87000	Rs.45800-89000

- b. (i) For direct recruits against posts carrying the scale of pay of Rs.42500-87000 and Rs.45800-89000, one higher grade as shown below will be given:

Revised pay in the entry post	Time bound higher grade for 8 years of service in the entry post
Rs.42500-87000	Rs.45800-89000

- ii. For direct recruits against posts carrying scale of pay of Rs. 45800-89000 time bound higher grade will be given in the next higher time scale. The other general conditions for time bound higher promotion shall be as per the rules issued by the Government in this regard from time to time.

(c) In the case of time bound grade promotions to higher scales of pay, the pay in the higher time scale will be fixed in terms of Rule 28-A, Part-I K.S.R as amended from time to time. The next increment in the higher scale will fall due on completion of 12 months from date of coming over to the higher grade. The employee will, however, have the option to avail the higher grade on a subsequent date not later than the date of his next increment in the lower scale.

(d) On getting regular promotion from a time bound higher grade post to a higher scale or the same scale of pay, pay will be fixed as per Rule 30, Part I K.S.R. as amended from time to time

- e. The sanctioning of higher grade and fixation of pay will be governed by respective provisions in the KSR and corresponding pay revision order issued by Government from time to time and as approved by the Board of Directors of the Corporation.
 - f. Grade promotion will be granted to the employees on completion of the prescribed qualifying service in each grade. For the purpose of granting grade promotion, the training period of employees who come under the purview of the KAMCO Staff Bye-laws will be counted.
7. The details of cadre strength with Scale of pay and Grade Promotion / Promotion Chart are enclosed as Annexure- I & II respectively.

Signed by Praveen B

Date: 31-07-2021 10:31:07

Reason: Approved
Section Officer

ANNEXURE – I

DETAILS OF POSTS & SCALE OF PAY

Sl.No	Grade	Name of Post	Cadre strength	Scale of Pay
1	G 14	General Manager	2*	89000-2000-97000-2200-108000-2400-120000
2	G 13	Deputy General Manager	5	85000-2000-97000-2200-108000-2400-117600
3	G 12	Senior Manager	7	77400-1800-81000-2000-97000-2200-108000-2400-115200
4	G 11	Manager	11	68700-1650-72000-1800-81000-2000-97000-2200-108000-2400-110400
5	G 10	Deputy Manager	17	45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000

6	G 9	Assistant Manager	26	42500-1100-48000-1200- 54000-1350-59400-1500- 65400-1650-72000-1800- 81000-2000-87000
		Assistant Manager (Security)	1	
		Personal Secretary	3	
7	G 8	Assistant Engineer	36	39500-1000-42500-1100- 48000-1200-54000-1350- 59400-1500-65400-1650- 72000-1800-81000-2000-83000
		Superintendent (HR)	5	
		Superintendent(Accounts)	5	
		Programmer	2	
		Superintendent(Fair Copying)	1	
Grand Total			121	

*Out of the two General Manager posts, one General Manager post should be operated in the Technical category and another in the Non-Technical category, A- HR.

ANNEXURE – IIGRADE PROMOTION / PROMOTION CHART

(For Time Bound Higher Grades, Govt. Rules are applicable)

