



सत्यमेव जयते

# The Kolkata Gazette

*Extraordinary*  
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## PART II - Advertisements, Notices

### Notice

No legal responsibility is accepted for the publication of advertisements/ public notices in this part of the Kolkata Gazette. Persons notifying the advertisements/ publications will remain solely responsible for the legal consequences and also for any other misrepresentation etc.

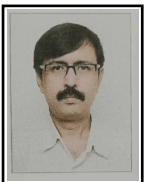
By Order,  
Public Enterprises &  
Industrial Reconstruction Department  
Government of West Bengal

THE KOLKATA GAZETTE, EXTRAORDINARY, March 02, 2024

## Application for Publication of Public Notice

I SUBHRA KAMAL DHAR, son of DIPAK DHAR R/o FLAT 3A,45,DUM DUM PARK,KOLKATA- 700055, have been authorized by the SYAMA PRASAD MOOKERJEE PORT,KOLKATA to publish the Rules & Regulations as per the enclosed text matter.

It is certified that, I on behalf of SYAMA PRASAD MOOKERJEE PORT,KOLKATA have complied with all other legal requirements in this connection.



The information published in this Gazette Notification has been provided by me, this is true & correct to the best of my knowledge and belief.

If any legal issue arises in this regard at any stage, I shall be personally responsible for any consequences arising therefrom.



श्यामा प्रसाद मुखर्जी पोर्ट, कोलकाता  
Syama Prasad Mookerjee Port, Kolkata  
15, स्ट्रैंड रोड/15, Strand Road,  
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वेबसाइट-Website: [www.smpportkolkata.shipping.gov.in](http://www.smpportkolkata.shipping.gov.in)

सामान्य प्रशासन विभाग  
General Administration Department



वसुधैव कुटुम्बकम्  
ONE EARTH • ONE FAMILY • ONE FUTURE

No. Admn/7740/3/RSP/E/III

Date: 07.02.2024

**To whomsoever it may concern**

The Board of Major Port Authority of Syama Prasad Mookerjee Port, Kolkata (SMPK) [formerly Kolkata Port Trust] in its meetings held on 23.09.2022 and 30.03.2023, resolved to recommend the draft SMP, Kolkata Employees' (RS&P) Regulations, 2022, subject to the approval of the Central Government. The said draft Regulations, pursuant to Sections 72 (1) and 72 (2) (c) & (i) of the Major Port Authorities Act 2021, are being notified hereto for general information of the public. If anybody has any comments/observations with regard to the said draft Regulations and the Schedule attached thereto, the same may be intimated to the Secretary, SMP, Kolkata, 15, Strand Road, Kolkata-700001, in writing either by post or through email ID ([secretary@kolkataporttrust.gov.in](mailto:secretary@kolkataporttrust.gov.in)) within 01 month from the date of publication of this notification.

The said draft SMP, Kolkata Employees' (RS&P) Regulations, 2022, have also been hoisted in the website of SMP, Kolkata (<https://smpportkolkata.shipping.gov.in>).

(S.K.Dhar)

Secretary (I/C)

For an on behalf of

The Board of Major Port Authority of SMP, Kolkata

**GOVERNMENT OF INDIA**  
**MINISTRY OF PORTS, SHIPPING AND WATERWAYS**  
**(PHRD DIVISION)**  
**NOTIFICATION**

In exercise of the powers conferred by *sub-section 1 and 2 (i) of Section 72 of the Major Port Authorities Act, 2021 (1 of 2021)*, the Central Government hereby approves the Syama Prasad Mookerjee Port, Kolkata Employees' (Recruitment, Seniority and Promotion) Regulations, 2022 made by the Board of Major Port Authority for Syama Prasad Mookerjee Port, Kolkata as set out in the Schedule annexed to this Notification.

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

**SCHEDULE**

**SYAMA PRASAD MOOKERJEE PORT, KOLKATA EMPLOYEES' (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2022**

In exercise of the powers conferred by *Section 72 (1) and (2) (i) of the Major Port Authorities Act, 2021 (Act 1 of 2021)* and in supersession of KoPT Employee's (RS&P) Regulations, 2013 and all previous rules, bye-laws, framed in this respect, except things done or omitted to be done under the said rules, regulations or bye-laws before such supersession, the Board of Major Port Authority for Syama Prasad Mookerjee Port, Kolkata hereby makes the following regulations, namely:

**1. SHORT TITLE AND COMMENCEMENT:**

(i) These Regulations may be called the Syama Prasad Mookerjee Port, Kolkata Employees' (Recruitment, Seniority and Promotion) Regulations, 2022.

(ii) They shall come into force on the date of publication of the approval of the Central Government as required under the provisions of Section 72 of *Major Port Authorities Act, 2021* in the Gazette of India.

**2. APPLICATION:**

These Regulations shall apply to all posts created under *Section 18* of the Act under the Board including those covered by *clause (a) of sub-section (1) of section 18 of the Act*.

### 3. **DEFINITION:**

In these regulations, unless the context otherwise requires

- (a) "Act" means the Major Port Authorities Act, 2021 (Act 1 of 2021).
- (b) "Analogous post" means a post of which the duties and level of responsibilities and the pay ranges are comparable to those of the post to which selection is to be made.
- (c) "Appointing Authority" in relation to any grade or post means the authority empowered under the Calcutta Port Trust Employees' (Classification, Control and Appeal) Regulations, 1987 along with subsequent amendments, to make appointment to that grade or post.
- (d) (i) "Board", "Chairman", "Deputy Chairman" and "Head of Department" have the meanings respectively assigned to them under the Act.  
  
(ii) "Head of Division" means the Officer- in - Charge of the respective division at Kolkata Dock System and Haldia Deck Complex.
- (e) "Class-I Posts", "Class-II Posts", "Class-III Posts" and "Class-IV Posts" shall have the same meaning as assigned to them in Regulations 4 of the Calcutta Port Trust Employees' (Classification, Control and Appeal) Regulations, 1987. and as amended from time to time.
- (f) "Departmental Promotion Committee" means a Committee constituted from time to time under regulation 26 of these regulations for the purpose of making recommendation for promotion to or confirmation in any grade or post.
- (g) "Direct Recruit" means person recruited on the basis of a competitive examination or test and/or interview by Services Selection Committee.
- (h) "Employee" means an employee of the Board.
- (i) "Grade" means any of the grades specified in the Schedule of Employees prepared and sanctioned under *Section 20* of the Act.
- (j) "Lien" means the title of an employee to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post to which he has been appointed on regular basis and on which he is not on probation.

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

- (k) "Permanent Employee" means an employee who has been substantively appointed to a permanent post.
- (l) "Schedule" means the Schedule appended to these regulations.
- (m) "Scheduled Castes" and "Scheduled Tribes" shall have the meanings respectively assigned to them in Clauses (24) and (25) of article 366 of the Constitution of India.
- (n) "Select list" in relation to any grade or posts means the select list prepared in accordance with Regulation 13 for that grade or posts.
- (o) "Selection Post" means a post declared as such under regulation 5 of these regulations.
- (p) "Services Selection Committee" means the Committee constituted under regulation 12 of these regulations for the selection of candidates by means of a written test, a trade test and/or interview for appointment to posts earmarked for direct recruitment.
- (q) "Temporary Employee" means an employee holding a temporary post or officiating in a permanent post or on probation in his appointment in the service of the Board.
- (r) "Cadre" means the strength of a service, or a part of a service sanctioned as a separate unit, consisting of posts or categories of posts in the *Syama Prasad Mookerjee Port, Kolkata*, the incumbents of which are eligible to be considered for transfer or for promotion by selection or non-selection basis.

#### **4. MANNER OF APPOINTMENT:**

All appointments to the posts to which these regulations apply shall be made in accordance with the provisions of these regulations. Appointment may be made either by promotion or by absorption or deputation or direct recruitment. Deputation will be from employees from Central Govt., State Govts., autonomous bodies, Govt. Companies fulfilling the criteria of eligibility prescribed for the post. The normal period of deputation is 3 years which is extendable to four years. In exceptional circumstances, that can be extended to five years. However, an employee of a Board of any Major Port Authority will not be eligible for deputation to the HoD level posts in Major Port Authorities as mentioned in the Schedule.

4. (A) Provided that the appointment in respect of posts treated as Heads of Department and posts one level below the HOD, all the vacancies shall be filled by \*Composite method of recruitment "i.e. through promotion/absorption failing which by deputation and failing both by direct recruitment. The promotion/absorption will be from the officers from Major Port Authorities fulfilling the criteria of eligibility prescribed in the schedule annexed to the regulation."

4. (B) Officiating appointment to a higher post whether on "selection" or "non-selection" basis will not confer on any such appointee any right of future appointment to the post.

**5. SCHEDULES:**

The manner of appointment i.e. whether by direct recruitment or by departmental promotion or absorption or deputation, the qualification, age, education, training, requirements of experience, classification of posts as selection posts or non-selection posts and other matters connected with the appointments to various posts shall be shown in the Schedule annexed to these Regulations in respect of Class-I posts. In respect of Class-II, Class-III and Class-IV posts, the manner of appointment shall be as laid down by the Board from time to time. The Schedule shall also show the authorized permanent and temporary strength of the various grades as shown in the Schedule of Employees prepared under the provisions of *Section 20* of the Act. This strength is liable to change from time to time under the provisions of *Section 20* of the Act. The eligibility requirements prescribed for direct recruitment will apply in the case of promotion to the extent mentioned in Column 9 of the schedule and requirement of experience for promotion will be as prescribed in Column 12 of the schedule.

Provided that the prescribed upper age limits may be relaxed by the Central Govt. in case of HODs/Dy. HoDs. and by Chairman in all other cases for reasons to be recorded in writing for direct recruitment / absorption / deputation as under: -

- (i) up to 5 years where the minimum experience prescribed is 10 years or more and up to 3 years where the minimum experience prescribed is 5 to 9 years.
- (ii) in the case of a candidate who is an ex-serviceman, i.e. ex-employee of India's Defence Forces, and who has put in not less than 6 months continuous service in the Defence Forces, up to the extent of the service rendered by him in the Defence Forces plus three years where the vacancy to be filled is a vacancy reserved for such ex-servicemen and dependants of those killed in action and up to the extent of the service rendered by him in the Defence Forces, where the vacancy to be filled is an unreserved vacancy; and
- (iii) in the case of a candidate belonging to the Scheduled Castes or the Scheduled Tribes or other backward classes in accordance with such orders as the Central Government may issue from time to time in this regard.

Provided further that the requirement of experience is relaxable at the discretion of the Central Govt. in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes and OBC, if at any stage of selection, the Central Govt. is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

## **6. ROSTER OF VACANCIES:**

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

## **7. RESERVATION:**

(1) Orders issued by the Central Government from time to time for reservation of posts under it, whether to be filled by direct recruitment or promotion in favour of the Scheduled Castes and the Scheduled Tribes shall apply mutatis mutandis to all appointments covered by these regulations.

(2) Orders issued by the Central Government from time to time for the reservation of posts under it in favour of other backward classes, ex-servicemen and dependants of those killed in action, sportsmen and physically handicapped persons and any other categories to be specific by Central Govt. shall also apply mutatis mutandis to appointments covered by these regulations and to which direct recruitment is made.

## **8. NATIONALITY CHARACTER PHYSICAL FITNES ETC. FOR DIRECT RECRUITMENT:**

(1) In order to be eligible for direct recruitment to any grade or post, a candidate must be –

- (a) Citizen of India; or
- (b) a subject of Nepal; or
- (c) a subject of Bhutan; or
- (d) a Tibetan refugee who came over to India before the 1st January,1962 with the intention of permanently settling in India; or
- (e) a person of Indian origin who has migrated from Pakistan, Bangladesh, Burma, Sri Lanka or the East African countries of Kenya, Uganda, the United Republic of Tanzania, Zambia, Malawi, Zaire and Ethiopia and Vietnam with the intention of permanently settling in India.

Provided that a candidate belonging to category (a) shall produce such proof of his nationality as the Chairman may, from time to time, require. Provided further that a candidate belonging to categories (b), (c), d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India;

Provided also that a candidate in whose case the proof of nationality or a certificate of eligibility is necessary may be provisionally appointed, pending the production by him of the necessary certificate in his favour from the Central Government, as the case may be. In such cases, the provisional appointment shall not exceed a period of one year.

(2) The Chairman may, with the prior approval of the Central Government, modify or waive any of the requirements of sub regulation (1) when an appointment for work of a special nature is to be made and it is not practicable to obtain a suitable candidate who fulfils the requirements of these regulations.

(3) No person,

(a) Who has entered into or contracted a marriage with person having a spouse living; or

(b) Who having a spouse living, has entered into or contracted a marriage with any person;

Shall be eligible for appointment to any grade or post to which these regulations apply, provided that the Central Govt., in case of HODs and Dy. HoDs, and Chairman, in all other cases, may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this sub regulation.

(4) A candidate must satisfy the appointing authority that his character and antecedents are such as to make him suitable for appointment to any grade or post. No candidate who has been convicted by a Court of law for an offence involving moral turpitude or who has been adjudged as an insolvent shall be eligible for appointment to a grade or post.

(5) A candidate shall be in good mental and physical health and free from any physical defects likely to interfere with the discharge of his duties as an employee of the Board. A candidate who after such medical examination as the Central Govt. in case of HODs and Dy. HoDs and Chairman in all other cases may specify, is found not to satisfy requirements, shall not be appointed.

(6) If any question arises whether a candidate does or does not satisfy all or any of the requirements of this regulation, the same shall be decided by the Central Govt. in case of HODs and Dy. HoDs and Chairman in all other cases.

## **9. ELIGIBILITY OF EXISTING EMPLOYEES FOR DIRECT RECRUITMENT:**

When the posts required to be filled by direct recruitment are advertised, employees already in service *in any Major Port possessing the prescribed qualification and experience* may also apply, provided that the age limit in such cases shall not exceed 55 years.

## **10. ADVERTISEMENT OF VACANCIES:**

(1) Vacancies of Class-III and Class-IV posts to be filled by direct recruitment shall be notified to the Employment Exchange. In case, sufficient number of eligible and suitable candidates are not available, the vacancies are to be advertised in Newspapers published within the State. Class-I and Class-II posts intended to be filled by direct recruitment shall be advertised in national and local dailies and/or Employment News.

*(2) In case of following entry level Class-I post when the appointment is to be made by Direct Recruitment only, the candidates who have qualified the mains exam of the relevant examination conducted by Union Public Service Commission and have appeared in final interview will be considered:-*

- i) Deputy Manager (Admn) /Deputy Manager (Personnel) / Deputy Manager (Estate) and equivalent level posts.*
- ii) Medical Officer and equivalent level posts.*
- iii) Deputy Manager (Traffic) and equivalent level posts.*
- iv) Deputy Manager (Mechanical) / Electrical / Electronics & Communication) /Deputy Manager (MM) and equivalent level posts.*
- v) Deputy Manager (Civil) and equivalent level posts.*
- vi) Deputy Manager (Hydraulic Research & Engg.) under Hydraulic Study Deptt.*

*The recruitment procedure of above posts will be as under:*

*On occurrence of any vacancy, SMP, Kolkata, with the approval of the Chairman, will advertise, the post inviting application from the candidates.*

- i) Who has appeared in the interview for examination for Civil Service Examination/Engineering Service Examination/Combined Medical Service Examination, result of which have been declared by UPSC till the date of closure of inviting applications; and*
- ii) Meets the eligibility conditions as mentioned in SMPK Employees' Recruitment, Seniority and Promotion (RSP) Regulations.*
- iii) The zone of consideration will be 3 times of the number of vacancies.*
- iv) The candidates will be asked to bring their original certificates, documents and score card of the exam conducted by UPSC.*
- v) The Services Selection Committee constituted under the provision of RSP Regulations, will assess the suitability of candidates on the basis of marks obtained in concerned Examinations conducted by UPSC. No separate interview will be conducted at the Port Trust level.*

- vi) *The best score of past three years of the concerned examination of UPSC shall be considered for the purpose of deciding the suitability of candidates.*
- vii) *The final merit list will be prepared from amongst the candidates found suitable by the Services Selection Committee.*
- viii) *After final selection, the appointment order will be issued by the Appointing Authority i.e., Dy. Chairman/Chairman of the Major Port.*
- ix) *For different categories of following entry level Class I posts, a candidate who have appeared in the interview of the exams mentioned against them will only be considered:-*

<i>Sr. No.</i>	<i>Name of the Department</i>	<i>Name of the post</i>	<i>Exams conducted by UPSC</i>
<i>1.</i>	<i>GAD</i>	<i>Deputy Manager (Admn)/Deputy Manager (Personnel) /Deputy Manager (Estate) and equivalent level posts.</i>	<i>Civil Service Examination (CSE)</i>
<i>2.</i>	<i>Medical</i>	<i>Medical Officer and equivalent level posts</i>	<i>Combine Medical Service Examination (CMSE)</i>
<i>3.</i>	<i>Traffic</i>	<i>Deputy Manager (Traffic) and equivalent level posts</i>	<i>Civil Service Examination (CSE)</i>
<i>4.</i>	<i>Mech. Engg/ Elec. Engg</i>	<i>Deputy Manager (Mech /Electrical /Electronics &amp; Communication) /Deputy Manager (MM) and equivalent level posts.</i>	<i>Engineering Service Examination (ESE) of respective department</i>
<i>5.</i>	<i>Civil Engg</i>	<i>Deputy Manager (Civil)and equivalent level posts</i>	<i>Engineering Service Examination (ESE)</i>
<i>6.</i>	<i>Hydraulic Study Dept.</i>	<i>Deputy Manager (Hydraulic Research &amp;Engg.) under Hydraulic Study Deptt</i>	<i>Engineering Service Examination (ESE)</i>

(3) The crucial date for determining the qualification, experience and age shall be the first day of the month in which the post is notified / advertised unless otherwise specified.

#### **11. CONDUCT OF WRITTEN OR SKILL TESTS IN CERTAIN CASES:**

The Appointing Authority may decide whether a written or a Skill test or both should be held and also name the officer who should hold the said test and

the manner in which the test should be held and other details thereof. It shall be open to the Appointing Authority to engage a consultant or a firm of consultants to conduct a written or skill test.

*In case of promotion from Class-III to Class-I post, there shall be a provision of written test followed by viva-voce.*

**12. SERVICES SELECTION COMMITTEE:**

(1) There shall be a Services Selection Committee for each grade or post, as mentioned in sub regulation (2) for making selection including interview and /or written test of candidates for appointment to different posts by direct recruitment.

(2) The category of posts and the composition of the Services Selection Committees referred to in sub regulation (1) shall be the following, namely:

**(a) (i) For HODs at KDS and HDC**

- |  |   |          |
|--|---|----------|
| (i) Joint Secretary in the Ministry of Shipping looking after the charge of PHRD   | - | Chairman |
| (ii) Chairman of the SMPK  | - | Member   |
| (iii) Any other Port Chairman or an Officer having wide experience in the field to be nominated by the Ministry of Ports, Shipping and Waterways | - | Member   |
| (iv) Representative of SC/ST & OBCs nominated by the Member Ministry of Shipping, if applicable  | - | Member   |

**(a) (ii) For Class-I posts having the pay scale of Rs. 80,000-2,20,000/- and above (in the pay structure from 1.1.2017) and the posts earmarked as Dy. HoD in the schedule for Class-I posts of KDS:-**

- |  |   |          |
|--|---|----------|
| (i) Dy. Chairman   | - | Chairman |
| (ii) HOD in charge of the Department in which the vacancy occurs                         | - | Member   |
| (iii) HOD in charge of the GAD   | - | Member   |
| (iv) Representative of SC/ST & OBCs nominated by the Chairman/Dy. Chairman if applicable | - | Member   |

(Any other Head of Department to be nominated by Chairman in case vacancy occurs under HOD in charge of the GAD).

(The recommendation of the Services Selection Committee with regard to appointment in the posts earmarks as Dy. HoD level in the schedule for Class-I posts shall on being concurred in by the Chairman, SMP, Kolkata, be sent to the Ministry for approval).

**(b) (i) For Class-I posts the maximum of pay scale of which exceeds Rs. 1,80,000/- (in the pay structure from 1.1.2017) KDS**

- |  |   |          |
|--|---|----------|
| (i) Dy. Chairman   | - | Chairman |
| (ii) HOD in charge of the Department in which the vacancy occurs                         | - | Member   |
| (iii) HOD in charge of the GAD   | - | Member   |
| (iv) Representative of SC/ST & OBCs nominated by the Chairman/Dy. Chairman if applicable | - | Member   |

(Any other Head of Department to be nominated by Chairman in case vacancy occurs under HOD in charge of the GAD).

**(b) (ii) For Class-I posts other than those covered above and class-II posts of KDS:-**

- |  |   |          |
|--|---|----------|
| (i) HOD in charge of the GAD   | - | Chairman |
| (ii) HOD in charge of the Department in which the Member vacancy occurs                  | - | Member   |
| (iii) GM (Finance)/CGM (Finance)   | - | Member   |
| (iv) Representative of SC/ST & OBCs nominated by the Chairman/Dy. Chairman if applicable | - | Member   |

(Any other Head of Department to be nominated by Chairman in case vacancy occurs under HOD in charge of the GAD/ Finance Department).

**(c) (i) For Class-I posts the maximum of pay scale of which exceeds Rs. 2,20,000/- (in the pay structure from 1.1.2017) HDC and the posts earmarked as Dy. HoD in the schedule for Class-I posts of HDC:-**

- |   |   |          |
|---|---|----------|
| (i) Dy. Chairman  | - | Chairman |
| (ii) General Manager (M&S)  | - | Member   |
| (iii) GM in charge of the Department in which the vacancy occurs                          | - | Member   |
| (iv) Representative of SC/ST & OBCs nominated by the Chairman/Dy. Chairman, if applicable | - | Member   |

(Any other GM - in - charge to be nominated by Dy. Chairman (H) in case vacancy occurs under GM - in - charge of the P&IR Division)

**(c) (ii) For Class I posts other than those covered above and class-II Posts HDC:-**

- |   |   |          |
|---|---|----------|
| (i) GM - in-charge of the Division in which the vacancy occur                             | - | Chairman |
| (ii) GM in charge of P&IR Division  | - | Member   |
| (iii) Any other GM to be nominated by DC(H)   | - | Member   |
| (iv) Representative of SC/ST & OBCs nominated by the Chairman/Dy. Chairman, if applicable | - | Member   |

(Any other GM - in - charge to be nominated by Dy. Chairman (H) in case vacancy occurs under GM- in - charge of the P&IR Division)

**(d) For Class-III posts, KDS**

- |   |   |          |
|---|---|----------|
| i) An officer of the rank not below that of Deputy to the Head of GAD   | - | Chairman |
| ii) An officer of the rank not below that of Deputy to the Head of the department in which the vacancy occurs | - | Member   |
| iii) One officer of the rank not below that of Deputy to Head Finance Department                              | - | Member   |
| iv) Representative of SC/ST & OBCs nominated by the Chairman/Dy. Chairman, if applicable                      | - | Member   |

(One officer of the rank not below that of Deputy of Head to be nominated by Chairman in case vacancy occurs under HOD in charge of the GAD/ Finance Department.)

**e) For Class-IV posts, KDS**

- |   |   |          |
|---|---|----------|
| i) A Class-I officer of the GAD below the rank of Deputy to the Head                                    | - | Chairman |
| ii) A Class-I officer below the rank of Deputy to the HoD of the department in which the vacancy occurs | - | Member   |
| iii) A Class-I officer of the rank below the Deputy to the HoD of Finance Department                    | - | Member   |
| iv) Representative of SC/ST & OBCs nominated by the Chairman/Dy. Chairman, if applicable                | - | Member   |

(One officer of the rank below that of Deputy of Head to be nominated by Chairman in case vacancy occurs under HOD in charge of the GAD/ Finance Department.)

**f) For Class-III posts, HDC**

- i) An officer, in the grade not below Rs. 80,000-2,20,000/- of the Division in which the vacancy occurs - Chairman
- ii) An officer , in the grade not below Rs. . 80,000-2,20,000/- of the P&IR Division - Member
- iii) An officer , in the grade not below Rs. 80,000-2,20,000/- of any other Division , to be nominated by DC(H) - Member
- iv) Representative of SC/ST & OBCs nominated by the Chairman/Dy. Chairman, if applicable - Member

(Any other officer of equivalent rank, to be nominated by DC(H). in case the vacancy occurs under the P&IR Division)

**g) For Class-IV posts HDC**

- i) A class-I officer in the grade not below Rs. 60,000-1,80,000/- of the Division in which the vacancy occurs - Chairman
- ii) A class-I officer, in the grade not below Rs. 60,000-1,80,000/-of the P&IR Division - Member
- iii) A class-I officer in the grade not below Rs. 60,000-1,80,000/- of any other Division to be nominated by DC(H) - Member
- iv) Representative of SC/ST & OBCs nominated by the Chairman/Dy. Chairman, if applicable - Member

(Any other officer of equivalent rank, to be nominated by DC(H), in case the vacancy occurs under the P&IR Division).

The Appointing Authority may also nominate any person not in the service of the Board to be a member of a Services Selection Committee if such a person is specialised in the relevant field. Where any member of a Services Selection Committee is not available, the Appointing Authority may nominate another officer of appropriate level in his place to attend the meeting.

(3) Where recruitment to vacancies in grades common to more than one department is made in a common selection, the composition of the committee shall be decided by the Chairman in each case.

### **13. SELECT LIST**

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

### **14. CONSIDERATION OF RECOMMENDATIONS OF SERVICES SELECTION COMMITTEE AND ADHOC APPOINTMENTS**

All appointments by direct recruitment shall be made by the Appointing Authority on the recommendations of the concerned Services Selection Committee.

Provided that it shall be open to the Appointing Authority, for reasons to be recorded in writing, not to accept the recommendations of Services Selection Committee.

Provided further that where the Appointing Authority is an authority subordinate to the Chairman and the authority disagrees with such recommendations in any case, it shall record its reasons for such disagreement and submit the case to the Chairman who shall decide the same.

Provided also that in the case of a purely temporary post, a leave vacancy or a vacancy earmarked for direct recruitment requiring immediate filling up, the Chairman may appoint a person who is eligible to fill the vacant post for a period of six months at a time and not exceeding one year on ad hoc basis subject to the condition that:

- (1) Ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the Recruitment Rules.
- (2) Total period of appointment to a temporary post will not exceed the tenure of the post.
- (3) In other cases the temporary appointment should be replaced by a regular appointment from the select list as soon as possible.

### **15. CANVASSING SUPPORT - A DISQUALIFICATION**

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

## **16. SUPPRESSION OF FACTS - A DISQUALIFICATION**

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

## **17. CANCELLATION OF APPOINTMENT ORDER**

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

## **18. PAYMENT OF TRAVELLING ALLOWANCE FOR ATTENDING INTERVIEW**

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

## **19. PROBATION PERIOD**

(1) Every person appointed to a post by direct recruitment or promotion or absorption shall, subject to the provisions of sub-regulation (2) & (3), be on probation for a period of two years except in case of persons appointed on absorption basis through composite method of recruitment in the posts of HODs and Dy. HODs carrying the scales of pay of **Rs. 80,000 - 2,20,000/-** and above.

Provided that where the appointment itself is for a period specified in the appointment order, such appointment shall stand terminated on the expiry of such period, unless such period is extended by the appointing authority.

Provided that, when the appointment is made by the direct recruitment and the posts carries a scale of pay, the maximum of which does not exceed **Rs. 2,20,000/-**, the period of probation shall be one year.

Provided that, there shall not be any probation in case of appointment by promotion within class-III and class-IV grades.

Provided further that, if an employee on probation to a grade or post is appointed to officiate in a higher grade or post, he shall be eligible to count the

duration of his appointment to a higher grade or post to complete probation in his lower grade or post. Similarly, if an employee has previously been appointed to officiate in a grade or post, he may on appointment to the similar grade or post on probation will be eligible to count such officiating period (excluding Ad-hoc service) to complete probation in the grade or post.

(2) The period of probation may, if the appointing authority deems fit, be extended for a specific period at a time, but the total period of such extensions shall not, save where any extension is necessary by reason of any departmental or legal proceedings pending against the employee, exceed one year.

(3) During the period of his probation an employee may be required to undergo such departmental training and pass such departmental tests as the appointing authority may, from time to time, specify in this behalf.

## **20. CONFIRMATION OF EMPLOYEES ON PROBATION**

### **(1) General**

(i) Confirmation will be made only once in the service of an employee which will be in the entry grade.

(ii) Confirmation is de-linked from the availability of permanent vacancy in the grade. In other words an officer who has successfully completed the probation may be considered for confirmation.

### **(2) Confirmation in the grade to which initially recruited**

(i) As at present, the appointee should satisfactorily complete the probation.

(ii) The case will be placed before DPC (for confirmation).

(iii) A specific order of confirmation will be issued when the case is cleared from all angles.

### **(3) On Promotion**

(i) If the recruitment rules do not prescribe any probation, an officer promoted on regular basis (after following the prescribed DPC, etc., procedure) will have all the benefits that the person confirmed in that grade would have.

(ii) Where probation is prescribed, the appointing authority will on completion of the prescribed period of probation assess the work and conduct of the officer himself and in case the conclusion is that the officer is fit to hold the higher grade, he will pass an order declaring that the person concerned has successfully completed the probation. If, work of the officer has not been satisfactory or needs to be watched for some more

time, he may revert him to the post or grade from which he was promoted, or extend the period of probation as the case may be.

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

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

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

## **21. DISCHARGE OR REVERSION OF EMPLOYEES ON PROBATION**

- (1) If an employee on probation in his first appointment is not considered fit, on the basis of his conduct or performance, for confirmation at the end of the period of probation prescribed in **regulation 19**, he shall be discharged from the service of the Board.
- (2) If an employee on probation who holds a lien on a post and does not complete the period of probation as specified under **Regulation 19** to the satisfaction of the appointing authority, he may be reverted to the post on which he holds a lien.
- (3) If an employee during the period of probation on a post is considered unfit for further retention in that post on the basis of performance or conduct or failure to pass the departmental test if prescribed, he shall be liable to be

discharged from service at any time if he has no lien on any post or reverted to the post in which he holds a lien.

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

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

**23. REVERSION DUE TO FAILURE IN DEPARTMENTAL TEST**

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

**24. SENIORITY LIST**

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

**25. FIXATION OF SENIORITY**

(1) The seniority of persons directly recruited to a grade and persons appointed on the basis of departmental promotion shall be assigned inter se seniority according to rotation of vacancies between direct recruits and promotees which shall be based on the quota of vacancies in the grade reserved for direct recruitment and promotion as indicated in the schedule. In cases where exchange of vacancies has been resorted to as per *Regulation 6*, the seniority will be as per the mode of filling up.

(2) Direct recruits shall be ranked inter-se in the order of merit in which they are placed in the select list on the basis of their performance in the examination or interview or both, the recruits of an earlier select list being ranked senior to those of a later select list.

(3) Persons appointed against promotion quota of vacancies shall be ranked inter se according to the order in which they are approved for promotion by the Appointing Authority.

(4) Notwithstanding anything contained in sub-regulations (1) to (3) above, the seniority already determined prior to the commencement of these regulations shall remain unaffected.

**26. DEPARTMENTAL PROMOTION COMMITTEE**

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

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

**27. FIELD OF SELECTION FOR PROMOTION**

(1) Where one or more posts in a grade are required to be filled by promotion through selection method from employees holding posts in the feeder grade in accordance with the prescribed recruitment rules employees holding the eligible posts and having the prescribed qualifications and experience for promotion shall be considered for promotion if they fall within the zone of consideration.

(2) The following procedure shall be observed while recommending employees for promotion through selection method:

a) The Departmental Promotion Committee (DPC) shall determine the merit of those being assessed for promotion with reference to the prescribed benchmark and accordingly grade the officers as 'fit' or 'unfit'. Only those who are graded 'fit' by the DPC shall be included and arranged in the select list in order of their inter-se seniority in the feeder grade. Those Officers who are graded as 'unfit' by the DPC shall not be included in the select list.

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

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

**Note:** For absorption to the post carrying pay scale of Rs 80,000-2,20,000/- and above and for which composite method of recruitment is adopted, the benchmark in the overall grading shall be 'Very Good'. In all other cases, the benchmark shall be "Good".

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

## **28. ADHOC APPOINTMENTS**

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

## **29. COMPASSIONATE APPOINTMENTS**

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

## **30. INTERPRETATION**

In the application of these Regulations all the instructions of the Central Government as amended from time to time which are not contrary to any of the provisions of these Regulations and all instructions issued from time to time by the Central Government which cover matters not specifically covered will be followed.

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

This Regulation will be applicable for the various Pay Scales and Pay points etc. as existing on the date of notification and as may be revised from time to time in future.

## **31. REPEAL AND SAVINGS**

The Kolkata Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations, 2013, procedures, practices, and customs corresponding to these regulations and in force immediately before the commencement of these

regulations *i.e. Syama Prasad Mookerjee Port, Kolkata Employees' (Recruitment, Seniority and Promotion) Regulations, 2022* are hereby repealed.

Provided that any order made or action taken under the regulations, procedures, practices, and customs so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations.



(S.K.Dhar)

Secretary(I/C)

For an on behalf of

The Board of Major Port Authority of SMP, Kolkata

## Recruitment Rules for Class-I Posts of Civil Engineering Deptt. including Environment Wing

Sl. No	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age Limit for Direct Recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) educational qualifications (c) experience for direct recruits will apply in case of promotion/ absorption/ deputation	Period of probation (in yrs)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Dy. Manager (Civil Engineering)	17	Class-I	50000-160000/- (Pre-revised 9100 – 15,100/-)	Selection	30 However, this will not apply in the case of UPSC candidates	<p><b>Essential:-</b></p> <p>a) Degree or equivalent in Civil Engineering from a recognised University / Institution.</p> <p><b>Desirable:-</b></p> <p>2 years experience in executive cadre in Planning / Construction / Design / Maintenance preferably of Port and Marine Structures in an Industrial / Commercial / Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) No. However a Diploma in Civil Engg. from a recognised University/ Institution is essential.</p> <p>(c) No</p>	2	<p>Direct Recruitment (66.2/3%)</p> <p>Promotion – (33.1/3%)</p>	Promotion from Asst. Manager (Civil Engg.) in the scale of pay of Rs 40000-140000/- (pre-revised Rs.8,600 – 14,600/-) with 3 years regular service in the grade OR From Class-III employees in the scale of pay of Supervisor in the respective discipline of Civil Engg. Deptt. with 5 years regular service in the grade, subject to passing departmental examination, as may be prescribed by the Chairman of SMP, Kolkata.	Out of 44 existing posts of Executive Engineer, 17, will be re-designated as Deputy Manager (Civil Engg.) in the scale of pay of Rs.50000-160000/- (pre-revised Rs.9100-15100/-) and 01 will be re-designated as Dy. Manager (Env.) in the scale of pay of Rs. 50000-160000/- (Pre-revised 9100 – 15,100/-) and rest 26 will be re-designated as Manager (Civil Engg.) in the scale of pay of Rs.50000-160000/- (pre-

												revised 10750-16750/-). The candidate fulfilling the above qualification should have appeared in the interview in any of the last three <i>Engineering Services Examination</i> conducted by UPSC and result of which have been declared by the closing date of advertisement of the post issued by SMPK
2	Manager (Civil Engineering)	26	Class-I	50000-160000/- (Pre-revised 10,750 – 16,750/-)	Select ion	35	i) Degree or equivalent in Civil Engineering from a recognised University / Institution.  ii) 5 years experience in executive cadre in Planning / Construction / Design / Maintenance preferably of Port and Marine Structures in	(a) No  (b) No. However, a Diploma in Civil Engg. from a recognised University / Institution is essential  (c) No.	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Dy. Manager (Civil) in the scale of pay of Rs 50000-160000/- (Pre-revised Rs.9100 – 15100/-) with 5 years regular service in the grade failing which Dy. Manger (Civil) in the scale of pay of Rs 50000-160000/- (Pre-revised Rs.9,100 – 15,100) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs. 50000-160000/- (Pre-revised Rs.9,100 –15,100/-) and Rs.40000-	Out of 44 existing posts of Executive Engineer , 26, will be re-designated as Manager( Civil Engg.) in the scale of pay of Rs.50000-160000/- (pre-revised Rs.10750-16750/-) and 01 will be re-designated as Dy. Manager (Env.) in the scale of pay of Rs. 50000-160000/- (Pre-revised 9100 –

							an Industrial / Commercial /Govt. Undertaking.				140000/-Pre-revised Rs.8,600-14,600/-) in the respective discipline of Civil Engineering Department. Absorption / deputation will be of officers holding analogous posts or feeder post with experience as mentioned above, in a Major Port Trust.	15,100/-) and rest 17 will be re-designated as Dy. Manager (Civil Engg.) in the scale of pay of Rs.50000-160000/- (pre-revised 9100-15100/-)
3	Sr. Manager ( Civil Engineering)	9	Class-I	60000-180000/-	Select ion	40	i) Degree or equivalent in Civil Engineering from a recognised University / Institution. ii) 9 years Experience in executive cadre in Planning / Construction/ Design/ Maintenance preferably of Port and Marine Structures in an Industrial / Commercial /Govt. Undertakings.	(a) No  (b) No. However, a Diploma in Civil Engg. from a recognised University / Institution is essential.  (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Manager(Civil) in the scale of pay of Rs 50000-160000/- (Pre-revised Rs.10,750 – 16,750/-) with 4 years regular service in the grade, failing which Manager (Civil)...(*) in the scale of pay of Rs 50000-160000/- (Pre-revised Rs.10,750-16,750/-) with 2 years regular service in the grade and a combined service of 9 years in the scales of pay of Rs 50000-160000/- (Pre-revised Rs.10,750 – 16,750/-) and Rs. 50000-160000/- (Pre-revised Rs. 9,100-15,100/-) in the respective discipline of Civil Engineering Department.	Superintending Engineer is re-designated as Sr. Manager ( Civil Engg.) Out of Ten posts in the scale of pay of Rs.60000-180000/- Nine are being operated as Sr. Manager (Civil Engg.) and one post as Sr. Manager (Env.)

											Absorption / deputation will be of Officers holding analogous posts or feeder post with experience as mentioned above in a Major Port Trust.	
4	Dy. General Manager (Civil Engg.)	4	Class-I (Dy. HoD)	80000-220000/-	Selection	42	i) Degree or equivalent in Civil Engineering from a recognised University/ Institution. ii) 12 years experience in executive cadre in Planning / Construction/ Design/ Maintenance preferably of Port and Marine Structures in an Industrial/ Commercial/ Govt undertaking.	(a) No (b) Yes (c) No	NA	By absorption through composite method failing by deputation from other Govt organisations and failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or post of Sr. Manager (Civil Engg.) and equivalent posts in the respective discipline of Civil Engineering Department in the scale of pay of Rs 60000-180000/- with 3 years regular service in the grade in a Major Port Trust or Sr. Manager (Civil Engg.) and equivalent posts in the respective discipline of Civil Engineering Department with 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs 50000-160000/- (Pre-revised Rs.10,750-16,750) and Rs 60000-180000/- in the respective discipline of Civil	Deputy Chief Engineer is re-designated as Dy. General Manager (Civil Engg.)

										<p>Engineering Department in a Major Port Trust will be eligible.</p> <p>For deputation, officers holding analogous posts or officers holding post of Sr. Manager (Civil) and equivalent posts in the respective discipline of Civil Engineering Department in the scale of pay of Rs 60000-180000/- /- with 3 years regular service in the grade in Govt/PSUs /Autonomous Bodies will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.</p>		
5.	General Manager (Civil Engineering)/ Chief General Manager (Civil Engineering)	1	Class-I (HOD)	100000-260000/-  To be elevated to the scale of pay of Rs. 1,20,00-2,80,000/- (Pre-revised Rs. 51,300-73,000/-) after completion	Selection	45	<p>i) Degree or equivalent in Civil Engineering from a recognised University / Institution.</p> <p>ii) 15 years experience in executive cadre in Planning / Construction /</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	NA	<p>By absorption through composite method failing which by deputation from other Govt. organisations and failing both by direct recruitment.</p>	<p>For absorption through composite method, officers holding posts in the scale of pay of Rs.80000-220000/- with 3 years regular service in the grade in the Civil Engg. Deptt. of a Major Port Trust will be eligible.</p>	Chief Engineer is re-designated as G.M(Civil Engg.)/C.G.M. (Civil Engg.)

				of 3 years regular service upon consideration by the Competent Authority			Design / Maintenance preferably of Port and Marine Structures in an Industrial / Commercial / Govt undertaking..					For deputation, Officers holding analogous posts or post of General Manager (Civil Engg.) and equivalent in Civil Engg. Deptt. in the grade or officers holding post of Dy. General Manager (Civil Engg.) and equivalent post in the Civil Engg. Deptt. in the scale of pay of Rs.80000-220000/- and above with 3 years regular service in the grade in Govt./Semi Govt./ PSUs or Autonomous Bodies (other than Major Port Trust) will be eligible. The selection will be by merit for which the benchmark in the overall grading in the APARs will not be below "Very Good".
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## Recruitment Rules for Class-I Posts of Environment Wing under Civil Engineering Deptt.

Sl. No	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age Limit for Direct Recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b)educational qualifications (c) experience for direct recruits will apply in case of promotion/ absorption/ deputation	Period of probation (in yrs)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Dy. Manager (Environment)	1	Class-I	50000-160000/- (Pre-revised Rs.9,100-15,100/-)	Selection	30	Masters in Environment Engg. or Doctorate in Ecology/ environment.  Desirable :- 2 years experience in the related field.	a)No b)Yes c) Yes	2	By deputation, failing which by direct recruitment.	Deputation will be of officers holding any equivalent post in Govt. /Semi-Govt./PSUs/Autonomous Bodies and failing which by direct recruitment.	Out of combined strength of four officers, at any point of time there will be only two officers under Environment Wing
2	Manager (Environment)	1	Class-I	50000-160000/- (Pre-revised Rs.10,750-16,750/-)	Selection	35	Masters in Environment Engg. or doctorate in Ecology/ environment with five years experience.	N. A.	2	By promotion, failing which by deputation, failing both by direct recruitment	Promotion from Dy. Manager (Envrn.) in the scale of pay of Rs 50000-160000/- (Pre-revised Rs.9100 – 15100/-) with 5 years regular service in the grade. Deputation will be of officers holding analogous posts or feeder post with experience as mentioned above, in any Govt./Semi Govt. Organisation /PSUs/Autonomous	The present post of Safety & Anti Pollution Officers in the scale of pay of Rs. 50000-160000/- (Pre-revised Rs.10,750-16,750/-) presently under Marine Deptt. is to be operated and re-designated as Manager

											Bodies.	(Env.) under Civil Engg. Deptt. Out of combined strength of four officers, at any point of time there will be only two officers under Environment Wing
3	Sr. Manager (Environment)	1	Class-I	Rs60000-180000/-	Selection	40	<p>i) Masters in Environment Engg. or Doctorate in Ecology/ Environment.</p> <p>ii) 9 years exp. in the related field.</p>	<p>a)No b)Yes c)No</p>	2	By promotion from Manager (Envrn.) failing which by deputation, failing both by direct recruitment.	<p>Promotion from Manager (Envrn.) in the scale of pay of Rs 50000-160000/- (Pre-revised Rs.10,750 – 16,750) with 4 years regular service in the grade, failing which Manager(Envrn.) in the scale of pay of Rs 60000-180000/- (Pre-revised Rs.10,750-16,750/-) with 2 years regular service in the grade and a combined service of 9 years in the scales of pay of Rs 60000-180000/- (Pre-revised Rs.10,750 – 16,750/-) and Rs. 50000-160000/- (Pre-revised Rs. 9,100-15,100/-) in the respective discipline of Environment Wing of Civil Engineering Department.</p> <p>Deputation will be of</p>	<p>Out of ten posts in the scale of pay of Rs60000-180000/- Nine are being operated as Sr. Manager (Civil Engg.) and one will be operated as Sr. Manager (Env.)</p> <p>Out of combined strength of four officers, at any point of time there will be only two officers under Environment Wing</p>

											Officers holding analogous posts or feeder post with experience as mentioned above in any Govt./Semi Govt. organisation /PSUs/Autonomous Bodies.	
4	Dy. General Manager (Env)	1	Class-I (Dy. HoD)	Rs80000-220000/-	Select ion	42	i) Masters degree in Environment Engg. or Doctorate in Ecology/ Environment or degree in Civil Engg. with corporate membership of approved Engg. Institute. ii) Twelve years experience in the related field.	a) No b) Yes c) No	2	By absorption through composite method, failing which by deputation, and failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or post of Sr. Manager (Envrn.) and equivalent posts in the respective discipline of Environment Wing of Civil Engineering Department in the scale of pay of Rs 60000-180000/- with 3 years regular service in the grade in a Major Port Trust or Sr. Manager (Envrn.) and equivalent posts in the respective discipline of Civil Engineering Department with 2 years regular service in the grade and a combined service of 7 years in the scale of pay of Rs 50000-160000/- (Pre-revised Rs 10,750 – 16,750) and Rs 60000-180000/- in the respective discipline of a Major Port Trust will be	Out of combined strength of four officers, at any point of time there will be only two officers under Environment Wing

											<p>eligible.</p> <p>Deputation will be of officers holding analogous posts or the post of Sr. Manager (Environment) or equivalent with 3 years regular service in the grade in any Govt./Semi Govt. organisation/ PSUs/Autonomous Bodies.</p> <p>The selection will be by merit for which the benchmark in the overall grading in the APARs will not be below "Very Good.</p>	
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## Recruitment Rules for Class I posts of Estate Division under General Administration Department

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-Selection	Upper Age Limit for Direct Recruitment (In years)	Educational and other qualifications prescribed for direct recruitment	Whether a) age b) educational qualifications c) experience for direct recruits will apply in case of promotion /absorption/ deputation	Period of Probation (In years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Dy. Manager (Estate)	6	Class-I	50000-160000/- (Pre revised 9100-15100/-)	Selection	30  However, this will not apply in the case of UPSC candidates	<u>Essential:</u> - a) Honours/ Post Graduate degree with 60% marks in any discipline or a 1 <sup>st</sup> class degree in any discipline where the concerned university does not offer any honours course. OR Post Graduate Degree/ Diploma in Architecture /Town & Country	(a) No  (b) No, However, in case of promotion of SMPK officials on roll as on 15.10.2013, Degree in any discipline or Diploma in engineering (any stream) from a recognised	2	By direct recruitment – 66.2/3%.  By promotion – 33.1/3%	Promotion from Asstt. Manager (Estate ) in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade, failing which officers from any department /division of SMPK (except Medical Deptt.) in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade	Out of four existing posts of Sr. Estate Manager in the common scale of Rs. 50000-160000/- two will be re-designated as Deputy Manager ( Estate) in the scale of pay of Rs. 50000-160000/- (pre-revised

						<p>Planning or Corporate Membership of Institution of Surveyor (India)</p> <p><b>Desirable: -</b></p> <p>i) A degree in Law from a recognised University.</p> <p>ii) Two years executive experience in Estate Management, Valuation or Land Records in an Industrial / Commercial/ Govt. Undertaking.</p>	<p>University/ Institution will be essential.</p> <p>(c ) No</p>				<p>Rs.9100-15100/--) and rest 2 will be re-designated as Manager (Estate) in the scale of pay of Rs. 50000-160000/- (pre-revised 10750-16750/-). Additionally, two posts each of Sr. Asstt. TM and Dy. PO of Traffic and Labour &amp; IR respectively in the scale of pay of Rs.50000-160000/- (pre-revised Rs.9100-15100/-) have been transferred permanently in terms of Ministry's letter</p>
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													No.PD2401 5/80/2018- PD-III dated 14.7.20. <b>Only for the first occasion of filling up of the newly created posts, they will be filled up by officers in the same pay scale with 2 years experience in Estate Division, if they opt for the same.</b> The candidate fulfilling the above qualificatio n should have appeared in the interview in any of the last three <i>Civil Services Examinatio</i>
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												<i>n conducted by UPSC and result of which have been declared till the closing date of advertisement of the post issued by SMPK.</i>
2.	Manager (Estate)	4	Class-I	50000-160000/- (Pre revised 10750-16750/-)	Selection	35	<u>Essential:-</u> i) Honours/ Post Graduate degree with 60% marks in any discipline or a 1 <sup>st</sup> class degree in any discipline where the concerned university does not offer any honours course., or Post Graduate Degree/ Diploma in Architecture/ Town and Country Planning OR, corporate membership of Institution of Surveyor (India) (ii) Five years executive	(a) No  (b) No, However, in case of promotion of SMPK officials on roll as on 15.10.2013, Degree in any discipline or Diploma in engineering (any stream) from a recognised University/ Institution will be essential.  (c) No	2	By promotion, failing which by absorption/ deputation, failing both by direct recruitment.	<u>Promotion</u> from Dy. Manager (Estate) in the scale of pay of Rs. 50000-160000/- (Pre revised 9100-15100/-) with 5 years regular service in the grade, failing which Dy. Manager (Estate) in the scale of pay of Rs. 50000-160000/- (pre-revised 9100-15100/-) with 2 years regular service in the grade and a combined service of 8 years in the scales of pay of Rs. 50000-160000 (pre revised 9100-	Out of four existing posts of Sr. Estate Manager in the common scale of Rs. 50000-160000/- two will be re-designated as Manager ( Estate) in the scale of pay of Rs50000-160000/- (pre-revised Rs.10750-16750/-) and rest two will be re-designated as Dy.

						<p>experience in Estate Management, Valuation or Land Records in an Industrial/ Commercial/ Govt. Undertaking.</p> <p><u>Desirable: -</u></p> <p>A degree in Law from a recognised University</p>				<p>15100/-) and 40000-140000/- in the discipline of Estate Deptt. or any other department /division of SMPK (except Medical</p> <p>Absorption/ deputation will be of Officers holding pre-analogous posts, or post of Dy. Manager ( Estate ) and other equivalent posts in the scale of pay of Rs. 50000-160000/- (pre-revised 9100-15100/-) with 5 years regular service in the grade in a Major Port Trust.</p>	<p>Manager (Estate) in the scale of pay of Rs. 50000-160000/- (pre-revised Rs.9100-15100/-). Additionally, one post each of Sr. ATM and Dy. PO in the pre-revised scale of Rs.10750-16750/- of Traffic and Labour &amp; IR respectively have been transferred permanently in terms of Ministry's letter No.PD2401 5/80/2018-PD-III dated 14.7.20.</p> <p><b>Only for the first occasion of</b></p>
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												filling up of the newly created posts, they will be filled up by officers in the same pay scale with 2 years experience in Estate Division, if they opt for the same.
3	Sr. Manager (Estate )	4	Class-I	60000-180000/-	Selection	40	<u>Essential:-</u> i) Honours/ Post Graduate degree with 60% marks in any discipline or a 1 <sup>st</sup> class degree in any discipline where the concerned university does not offer any honours course, OR, Post Graduate Degree/ Diploma in Architecture/ Town and Country Planning	(a) No  (b) No, However, in case of promotion of SMPK officials on roll as on 15.10.2013, Degree in any discipline or Diploma in engineering (any stream) from a recognised University/	2	By promotion, failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Manager (Estate) in the scale of pay of Rs. 50000-160000/- (Pre revised 10750-16750) with 4 years regular service in the grade, failing which Manager (Estate) in the scale of pay of Rs50000-160000/- (pre-revised Rs.10750-16750/-) with 2 years regular service in the grade and a combined	Deputy Estate Manager is re designated as Sr. Manager (Estate). 3 posts of Sr. Hydrograph er of Marine Dept. in the scale of pay of Rs.60000-180000/- have been transferred permanently in terms of

						<p>OR, corporate membership of Institution of Surveyor (India)</p> <p>(ii) Eleven years executive experience in Estate Management, Valuation or Land Records in an Industrial /Commercial/ Govt. Undertaking.</p> <p><u>Desirable:</u></p> <p>(i) A degree in Law from a recognised university.</p>	<p>Institution will be essential.</p> <p>( c) No</p>			<p>regular service of 9 years in the scale of pay of Rs. 50000-160000/- (pre-revised Rs.9100-15100/-) and Rs. 50000-160000/- (pre-revised Rs.10750-16750/-) in the discipline of Estate Division or any other department / division of SMPK (except Medical Deptt.)</p> <p>Absorption/ deputation will be of Officers holding analogous posts or post of Manager (Estate) and other equivalent posts in the scale of pay of Rs.50000-160000 (Pre revised 10,750-16,750/- with</p>	<p>Ministry's letter No.PD2401 5/80/2018-PD-III dated 14.7.20.</p> <p><b>Only for the first occasion of filling up of the newly created posts, they will be filled up by officers in the same pay scale with 2 years experience in Estate Division, if they opt for the same.</b></p>
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											4 years regular service in the grade in a Major Port Trust.	
4	Dy. General Manager (Estate)	2	Class-I (Dy. HoD)	80000-220000/-	Selection	42	<p><u>Essential</u> Degree with a Post Graduate degree/ diploma in Architecture/ Town and Country Planning or Degree in Civil Engineering from a recognised university/ institution or corporate membership of Institution of Surveyor (India).</p> <p>(ii) Fourteen years executive experience in Estate Management, Valuation or Land Records in an Industrial/ Commercial/ Govt. Undertaking</p>	(a) No (b) Yes , (c ) No	N.A.	By absorption through composite method failing, which by deputation failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts OR the post of Sr. Manager (Estate) and equivalent post in the respective discipline of GAD/ Estate Division in the scale of pay of Rs.60000-180000/- with 3 years regular service in the grade , OR Sr. Manager (Estate) and equivalent posts in the respective discipline of GAD/Estate with 2 years regular service in the grade and a	Estate Manager is re designated as Dy. General Manager (Estate). Additionally, one post of Dy. CME of M&EE Deptt. in the scale of pay of Rs.32900-58000/- has been transferred permanently in terms of Ministry's letter No.PD2401 5/80/2018-PD-III dated 14.7.20.

							<p><u>Desirable: -</u> (i) A degree in Law from a recognised university.</p>				<p>combined regular service of 7 years in the scale of pay Rs.50000-160000/- (pre-revised Rs.10750-16750/-) and Rs.60000-180000/- taken together in a Major Port Trust will be eligible.</p> <p>For deputation, Officers holding analogous posts or post of Sr.. Manager (Estate) and equivalent posts in the respective discipline of GAD/Estate in the scale of pay of Rs.60000-180000/- in Govt./ PSUs or Autonomous bodies with 3 years regular service in the grade will be eligible.</p>	
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											The selection is by merit for which the benchmark in overall grading in the APAR/ACRs will not be below “very good”.	
5	Dy. Manager (Estate Legal)	1	Class-I	50000-160000/- (Pre-revised 9100-15100)	Selection	30	<u>Essential:</u> i) Must be a Law Graduate with five years standing experience. ii) Must have experience in drafting documents. Knowledge of procedures and practice in Civil and Commercial Laws and also knowledge of Labour Laws and practice and procedures in labour Court's and Tribunals.	NA	2	By direct recruitment, failing which by Temporary transfer from Legal Division.	N/A	Sr. Assistant Estate Manager (Legal) is re designated as Dy. Manager (Estate Legal)

## Recruitment Rules for Class-I posts of Finance Department

Sl. No	Name of the post	No. of post	Classification	Scale of pay (Rs.)	Whether selection or Non-Selection	Upper Age Limit for Direct Recruitment (In years)	Educational and other qualifications prescribed for direct recruitment	Whether a)age b)educational qualifications c)experience for direct recruits will apply in case of promotion/absorption/deputation	Period of Probation (In years)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Dy. Manager (Fin.)	13	<b>Class-I</b>	50000-160000/- (Pre-revised 9,100-15,100/-)	Selection	30 However, this will not apply in the case of UPSC candidates.	<b>Essential :-</b> Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. <b>Desirable :-</b> 2 years experience in Executive cadre in the field of Finance,	(a) No (b) No , however aDegree from a recognized University is essential. (c) No	2	By direct recruitment – 66.2/3% By promotion 33.1/3%	Promotion from <b>Asstt. Manager (Fin.)</b> in the scale of pay of Rs.40000-140000/- (Pre-revised Rs 8,600 – 14,600/-) with 3 years regular service in the grade.	Out of 23 existing posts of Sr. Accounts Officer, 13 will be re-designated as Deputy Manager (Finance) in the scale of pay of Rs.50000-

							Accounting in an Industrial/ Commercial/ Govt.Undertaking.					160000/- (pre-revised 9100-15100/-) and rest 10 will be re-designated as Manager (Finance) in the scale of pay of Rs.50000-160000/- (pre-revised 10750-16750/-).
2.	Manager (Fin.)	10	Class-I	50000-160000/- (Pre-revised 10,750-16,750/-)	Selection	35	<p><b>Essential :-</b></p> <p>i) Member of Institute of Chartered Accountants of India or of Institute of Cost &amp; Works Accountants of India.</p> <p>ii) 5 years experience in Executive cadre in the field of Finance, Accounting in an Industrial/</p>	<p>(a) No</p> <p>(b) No, however a Degree from a recognized University is essential.</p> <p>(c) No.</p>	<b>2</b>	By promotion failing which by absorption/ deputation, failing both by direct recruitment .	Promotion from <b>Dy. Manager (Fin.)</b> in the scale of pay of Rs50000-160000/- (Pre-revised 9,100-15,100/-) with 5 years regular service in the grade failing which <b>Dy. Manager (Fin.)</b> in the scale of pay of Rs.50000-160000/- (Pre-revised 9,100-	Out of 23 existing posts of Sr. Accounts Officer, 10 will be re-designated as Manager (Finance) in the scale of pay of Rs.50000-160000/-

							Commercial/ Govt. Undertaking.				15,100/-) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs.50000-160000/- (Pre-revised 9,100-15,100/-) and 40000-140000/- (Pre-revised Rs.8,600 – 14,600) in the respective discipline of Finance Department.	(pre-revised 10750-16750/-) and rest 13 will be re-designated as Deputy Manager ( Finance) in the scale of pay of Rs.50000-160000/- (pre-revised 9100-15100/-)
											Absorption/ deputation will be of officers holding analogous posts or post of <b>Dy. Manager (Fin.)</b> in the scale of pay of Rs50000-160000/- (Pre-revised 9,100-15,100/- ) with 5 years regular service in the grade in a Major Port Trust.	

3.	Sr. Manager (Fin.)	5	Class-I	60000-180000/-	Selection	40	<p><b>Essential :-</b></p> <p>i) Member of Institute of Chartered accountants of India or Institute of Costand WorksAccountants of India.</p> <p>ii) 9 years experience in executive cadre in the field of Finance, Accounting in an Industrial/ Commercial/Go vt. Undertaking.</p>	<p>(a) No</p> <p>(b) No, however a Degree from a recognized University is essential.</p> <p>(c) No</p>	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment .	Promotion from Manager (Fin.) in the scale of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/-) with 4 years regular service in the grade failing which Manager (Fin.) in the scale of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/-) and Rs.50000-160000/- (Pre-revised Rs.9,100-15,100/-) in the respective discipline of Finance Department.	Dy. Chief Accounts Officer is re-designated as Sr. Manager (Fin.)
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											Absorption/deputation will be of officers holding analogous posts or post of <b>Manager (Fin.)</b> in the scale of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/-) with 4 years regular service in the grade in a Major Port Trust.	
4.	Deputy General Manager (Fin.)	2	Class-I (Dy. HoD)	80000-220000/-	Selection	42	<b>Essential :-</b> i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Work Accountants of India. ii) 12 years experience in Executive cadre in the field of Finance, Accounting in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes. However, Relaxable for promotes with Master degree in Business Administration with specialization in Finance vide GSR No. 408(E) dated 04.06.2019 (c) No	NA	By absorption through composite method failing which by deputation from other government organizations and failing both by direct recruitment .	For absorption through composite method, Officers holding analogous posts <b>or Sr. Manager (Fin.)</b> and equivalent posts in respective discipline of Finance Department in the scale of pay of Rs50000-160000/- (Pre-revised 13,000 – 18,250/-) with 3 years regular service in the grade in a Major Port Trust <b>or Sr.</b>	Sr. Dy. Chief Accounts Officer is re-designated as D. G. M. (Fin.)

										<p><b>Manager (Fin.)</b> and equivalent posts in respective discipline of Finance Department with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/- ) and Rs.60000-180000/- (Pre-revised 13,000 – 18,250/-) in the respective discipline of Finance Department in a Major Port Trust will be eligible.</p> <p>For deputation, Officers holding analogous posts or holding posts of <b>Sr. Manager (Fin.)</b> and equivalent posts in respective discipline of</p>
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										<p>Finance Department in the scale of pay of Rs.60000-180000/- (Pre-revised Rs.13,000-18,250/-) in Govt./Semi-Govt./PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in APARs will not be below "Very Good".</p>		
5.	General Manager (Fin)/ Chief General Manager (Fin.)	1	Class-I (HoD)	100000-260000/-  To be elevated to the scale of pay of Rs. 1,20,000-2,80,000/- (Pre-revised Rs.	Selection	45	<b>Essential :-</b>  i) Member of Institute of Chartered Accountants of India or of Institute of Costand Works Accountants of India.	(a) No (b) Yes * (c) No  * Relaxable for promotes with Master degreein BusinessA	N. A.	By absorption through composite method failing by deputation and failing both by direct recruitment	For absorption through composite method, Officers holding Posts in the scale of pay of Rs.80000-220000/- with 3 years regular service in the grade in the Finance	Financial Adviser & Chief Accounts Officer is re-designated as G.M./C.G. M. (Fin.)

				51300-73000/-) after completion of 3 years regular service upon consideration by the Competent Authority			ii) 15 years experience in Executive cadre in the field of Finance, Accounting in an Industrial/ Commercial/ Government Undertaking.	Administration with specialization in Finance vide GSR No. 408(E) dated 04.06.2019 .		.	<p>Department of a Major Port Trust will be eligible.</p> <p>For Deputation, Officers holding analogous posts or officers holding posts of Dy. General Manager (Finance) and equivalent posts in the scale of pay 80000-220000/- and above with 3 years regular service in the grade in Government/Semi Govt./PSUs/Autonomous Bodies (other than Major Port Trust) will be eligible.</p> <p>The selection will be by merit for which the benchmark in overall grading in the APARs will not be below "very good" .</p>
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## Recruitment Rules for Class I posts of General Administration Department (Main Administration)

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-Selection	Upper Age Limit for Direct Recruitment (In years)	Educational and other qualifications prescribed for direct recruitment	Whether a)age b)educational qualifications c)experience for direct recruits will apply in case of promotion /absorption/ deputation	Period of Probation (In years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Dy. Manager (Admn.)	3	Class-I	50000-160000/- (Pre revised 9100-15100)	Selection	30 However, this will not apply in the case of UPSC candidates.	<u>Essential</u> a) A degree from a recognized university. <u>Desirable</u> i)Post Graduate degree/ diploma in Personnel Management/Industrial Relations/ Social Work / Labour Welfare or allied subjects or Degree in Law from a recognized university/ Institutions. iii)Two years	(a) No. (b) Yes. (c) No	2	By direct recruitment – 66.2/3%  By Promotion – 33 1/3 %	Promotion from Asstt. Manager (Admn.) in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade , failing which officers holding equivalent posts of Asstt. Manager in the respective discipline of GAD in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade	Out of 4 existing posts of Sr. Assistant Secretary/Sr. Asstt. Secretary(PR), two posts will be re-designated as Dy. Manager (Admn) in the scale of Rs.50000-160000/- (pre-revised 9100-15100/-) and rest two will be re-designated as Manager (Admn.) in the scale of pay of Rs.50000-

							experience in executive cadre in the field of General Administration , Personnel, Industrial Relations etc. in an Industrial/ Commercial/ Govt. Undertaking.					160000/- (pre-revised 10750-16750/-). Additionally, one post of EO has been transferred from Marine Deptt.  The candidate fulfilling the above qualification should have appeared in the interview in any of the last three <i>Civil Services Examination conducted by UPSC and</i> result of which have been declared till the closing date of advertisement of the post issued by SMP, Kolkata.
2.	Manager (Admn.)	2	Class I	50000-160000/- (Pre revised 10750-16750/-)	Selecti on	35	<u>Essential</u> i) A degree in any discipline from a recognized University  ii) Five years experience in executive cadre in the field of	(a) No.  (b) Yes  (c) No.	2	By Promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Dy. Manager (Admn.) in the scale of pay of Rs.50000-160000/- (Pre revised Rs.9100-15100) with 5 years regular service in the grade, failing which Dy.	Out of 4 existing posts of Sr. Assistant Secretary/Sr. Asstt. Secretary(PR), two posts will be re-

							<p>General Administration, Personnel, Industrial Relations etc. in an Industrial/ Commercial /Govt Undertaking.</p> <p><u>Desirable</u> I) Post Graduate degree/ diploma in Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare or allied subjects or Degree in Law from a recognized University/ Institution.</p>			<p>Manager (Admn.) in the scale of pay of Rs. 50000-160000/- (Pre revised Rs.9100-15100) with 2 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs. 50000-160000/- (Pre revised Rs.9100-15100) and Rs.40000-140000/- (pre-revised Rs.16400-40500/-) taken together in the respective discipline of GAD.</p> <p>The Dy. Manager (OL) (erstwhile Hindi Officer) with 5 years regular service in the scale of pay Rs. 50000-160000/- (Pre revised Rs.9100-15100) is also eligible for promotion after passing the departmental examination conducted by SMP, Kolkata.</p> <p>Absorption/deputation will of officers holding analogous posts or post of Dy. Manager (Admn.) in the scale of pay of Rs. 50000-160000/- (Pre revised Rs.9100-</p>	<p>designated as Dy. Manager (Admn.) in the scale of Rs. 50000-160000/- (pre-revised 9100-15100/-) and rest two will be re-designated as Manager (Admn.) in the scale of pay of Rs. 50000-160000/- (pre-revised 10750-16750/-)</p>
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											15100) with 5 years regular service in the grade in a Major Port Trust.	
3	Sr. Manager (Admn.)	2	Class I	60000-180000/-	Selecti on	40	<u>Essential</u> i)A degree in any discipline from a recognized University  ii)Nine years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/ Commercial/ Govt.. <u>Desirable:-</u> i) Post Graduate Degree/ Diploma in Personnel Management/I ndustrial Relations/Soci al Work/	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Manager (Admn.) in the scale of pay of Rs.50000-160000/- (Pre revised Rs.10750-16750) with 4 years regular service in the grade, failing which Manager (Admn.) and other equivalent posts in General Administration Deptt. in the scale of pay of Rs. 50000-160000/- (Pre revised 10750-16750) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs. 50000-160000/- (Pre revised Rs.10750-16750) and Rs. 50000-160000/- (Pre revised Rs.9100-15100) in the respective discipline of GAD. Absorption/deputatio n will be of officers holding analogous	The existing post of Deputy Secretary will be re-designated as Sr. Manager (Admn.)

							Labour Welfare/ Allied subjects or Degree in Law from a recognized University/ Institution.				posts or post of Manager (Admn.) and other equivalent post in GAD in the scale of pay of Rs. 50000-160000/- (Pre revised Rs.10750-16750) with 4 years regular service in the grade in a Major Port Trust.	
4.	Dy. General Manager (Admn.)	2	Class I (Dy. HoD)	80000-220000/-	Selection	42	<p><u>Essential:</u></p> <p>i) A degree in any discipline from a recognized University</p> <p>ii) Twelve years experience in executive cadre in the field of General Administration, Personnel &amp; Industrial Relations etc. in an Industrial/ Commercial/ Govt. Undertaking.</p> <p><u>Desirable</u></p> <p>i) Post Graduate degree/ diploma in Personnel Management/ Industrial</p>	(a) No. (b) Yes (c) No.	2	By absorption through composite method failing deputation from other organizations and failing both by direct recruitment.	For absorption through composite holding analogous posts or the post of Sr. Manager (Admn.) and equivalent posts in the respective discipline of GAD in the scale of pay of Rs.60000-180000/- with 3 years regular service in the grade in a Major Port Trust or Sr. Manager (Admn.) and equivalent posts in the respective discipline of GAD with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.50000-160000/- (Pre revised Rs.10750-16750) and Rs.60000-180000/- in the respective discipline of GAD in a Major Port Trust	Sr. Deputy Secretary is re-designated as Dy. General Manager (Admn.)

							Relations/ Social work/Labour Welfare or allied subjects or Degree in Law from a recognized University/ Institutions.				will be eligible. For Deputation, Officers holding analogous posts or post of Sr. Manager (Admn.) and equivalent posts in the respective discipline of GAD in the scale of pay of Rs.60000-180000/- in Govt/Semi Govt. /PSUs/ Autonomous Bodies with 3 years regular service in the grade will be eligible.  The selection will be by merit for which the bench mark in the overall grading in the ACRs will not be below “very good”.	
5.	General Manager (Admn.)/ Chief General Manager (Admn.)	1	Class-I (HOD)	100000- 260000/-  to be elevated to Rs. 1,20,00- 2,80,000/- (Pre-revised Rs. 51,300- 73,000/- )after completion of 3 years regular service upon consideration by the Competent Authority.	Selecti on	45  However in case of officers of any Major Port Trust, possessing prescribed qualifica tion and experienc e may also apply provided	<u>Essential:-</u> (i)A degree in any discipline from a recognized University (ii) 15 years experience in executive cadre in the field of General Admn., Personnel & Industrial Relations etc. in an Industrial/ Commercial/	(a) No (b) Yes (c) No	N. A.	By absorption through composite method failing which by deputation failing both by direct recruitment	For absorption through composite method, Officers holding posts in the scale of pay of Rs.80000-220000/- with 3 years regular service in the grade in the General Administration/ Human Resource Development Deptt. of a Major Port Trust will be eligible.  For Deputation, Officers holding analogous posts or post of G.M. (Admn) and equivalent posts	Existing posts of Secretary will be re- designated as General Manager (Admn.)/ Chief General Manager (Admn.)

						the age limit in such cases shall not exceed 55 years	Govt. Undertaking. <u>Desirable:-</u> Post Graduate degree/ diploma in Personnel Management/Industrial Relations/ Social work/ Labour Welfare or allied subjects or Degree in Law from a recognized university/ Institution.				in GAD/HRD in the scale of pay of Rs.100000-260000/- in the grade or officers holding the post of Dy. G.M. (Admn) and equivalent posts in GAD/HRD in the scale of pay of Rs.80000-220000/- and above with 3 years regular service in the grade in Govt./Semi Govt. /PSUs/Autonomous Bodies(other than Major Port Trust) will be eligible. The selection will be by merit for which the bench mark in the overall grading in the ACRs will not be below “very good”.	
<b><u>Recruitment Rules for Dy. Manager (OL) (erstwhile Hindi Officer) and Welfare Officer (Sports) of General Administration Deptt. (Main)</u></b>												
6	Dy. Manager (OL)	1	Class I	50000-160000/- (Pre-revised 9100 - 15100)	Selecti on	30	Degree of a recognised University in Hindi with English as a subject or Degree of a recognised University in English with Hindi as a	(a) No (b) Yes (c) No	2	Direct Recruitme nt 66 2/3% Promotion 33 1/3%	Promotion from Sr. Hindi Translator in the scale of pay of Rs.23600 – 56300 (2012 scale) with 5 years regular service, subject to passing the qualifying/ departmental examination as may be prescribed by the	Assistant Secretary Gr.I (OL) is re designated as Dy. Manager (OL)

							subject or Degree of a recognised University in any subject with Hindi and English as subjects or Degree of a recognised University in any subject with Hindi medium and English as a subject.				Chairman, SMPK.	
7.	Welfare Officer (Sports)	1	Class-I	50000-160000/- (Pre revised 9100 - 15100/-)	Selecti on	30	Essential: i) A degree in any discipline from any recognised university. Relaxable in the case of an outstanding sports man.  ii) Must have represented any State at National level in any Major Sports and Games. iii) Experience in organising sports/ games at local level.  Desirable:	N.A.	2	Direct Recruitment	N.A.	

							Degree or diploma in social work/ personnel management/ Industrial Relation from a University or a recognised Institute.					
<b>Recruitment Rules for Dy. Manager(Security) of General Administration Department(Main) (Security Wing)</b>												
8.	Dy. Manager ( Security)	1	Class-I	50000-160000/- (Pre-revised 9100 - 15100)	Selecti on	30  Upper age limit for DR will be as per Cl.5 (ii) of RSP Regulation (2013) applicable for ex-service men.	<u>Essential:</u> A degree from a recognized university. Experience:- An ex –Army officer not below the rank of Lieutenant or equivalent or ex-Police Officer not below the rank of Inspector with 8 years experience.	a)No.  b)Yes.  c)No.	2	By direct recruitment – 66.2/3% .  By promotion – 33.1/3% Failing which by absorption / deputation , failing both by direct recruitment.	Promotion from Asstt. Manager(Security) In the scale of pay of Rs. 40000-140000/- with 3 years regular service in the grade. For absorption/ deputation will be from officers holding analogous post or officer holding the post of Security Officer in the scale of pay of Rs.40000-140000/-with 3 years regular service in the grade in any Major Port Trust.	Asstt. Supdt. (Security) is re-designated as Dy. Manager ( Security).
<b>Recruitment Rules for Private Secretaries in General Administration Department (Main)</b>												
9.	Dy. Manager (Secretarial)	1	Class-I	50000-160000/- (Pre-revised 9100 -	Selecti on	30	Essential :- i) A degree from a recognised university.	(a) No  (b) Yes  (c) No	2	By promotion failing which by absorption/	Promotion from PA to HOD in the scale of pay of Rs.40000-140000/- with 3 years regular service in the	The existing post of PS to Dy. Chairman has been re-designated as

				15100)			<p>ii) Proficiency in stenography and typewriting with a speed of 120/40 w.p.m. respectively</p> <p>iii) Knowledge of Computer Application.</p> <p>iv) Five years experience as stenographer/ PA in an Industrial/ Commercial/ Govt. Undertaking.</p>			deputation , failing both by direct recruitment.	grade. Absorption/ deputation will be of Officers holding analogous post or feeder post with 3 years regular service in the grade in a Major Port.	Dy. Manager (Secretarial).
10.	Manager (Secretarial)	1	Class-I	50000-160000/- (Pre-revised 10750-16750/-)	Selecti on	35	<p>Essential :-</p> <p>i) A degree from a recognised university.</p> <p>ii) Proficiency in stenography and typewriting with a speed of 120/40 w.p.m. respectively</p> <p>iii) Knowledge of Computer Application.</p> <p>iv) Eight years experience as stenographer/ PA in an Industrial/ Commercial/ Govt. Undertaking</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Dy. Manager(Secretarial) in the scale of pay of Rs. 50000-160000/- (Pre-revised 9100 - 15100) with 5 years regular service in the grade failing which Dy. Manager (Secretarial) with 2 years regular service in the scale of pay of 50000-160000/- (Pre-revised 9100 -15100) and a combined regular service of 8 years in the scale of pay of Rs. 50000-160000/- (Pre-revised 9100 -15100) and Rs.40000-140000/-.	The existing post of PS to Chairman has been re-designated as Manager (Secretarial).

											holding analogous post or feeder post with 5 years regular service in the grade in a Major Port Trust.	
11.	Sr. Manager (Secretarial)	1	Class-I	60000-180000/-	Selecti on	40	Essential :- i) A degree from a recognised university. ii) Proficiency in stenography and typewriting with a speed of 120/40 w.p.m. respectively iii) Knowledge of Computer Application. iv) Twelve years experience as stenographer/ PA in an Industrial/ Commercial/ Govt. Undertaking	(c) No (d) Yes (c) No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Manager (Secretarial) in the scale of pay of Rs. 50000-160000/- (Pre-revised 10750 - 16750) with 4 years regular service in the grade failing which Manager (Secretarial) with 2 years regular service in the scale of pay of 50000-160000/- (Pre-revised 10750 - 16750) and a combined regular service of 9 years in the scale of pay of Rs. 50000-160000/- (Pre-revised 10750 -16750) and Rs. 50000-160000/- (Pre-revised Rs.9100-15100).  Absorption/ deputation will be of Officers holding analogous post or holding post of Manager (Secretarial) with 4 years regular service in the grade in a Major Port Trust.	The existing post of Sr. PS to Chairman has been re-designated as Sr. Manager (Secretarial).

## Recruitment Rules for Class-I posts of Hydraulic Study Department

SL No.	Name of the Post	No. of Posts	Classification	Scale of pay (RS.)	Whether Selection or Non-Selection	Upper Age limit for direct recruitment (in years)	Educational and other Qualification, prescribed for Direct Recruitment	Whether (a) Age (b) Educational Qualifications (c) Experience for Direct Recruits will apply in the case of promotion/absorption/Deputation	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or promotion/absorption/deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1 (a)	Dy. Manager (Hydraulic Research & Engg.)	6	Class-1	50000-160000/-  ( Pre-revised 9,100 – 15,100/-)	Selection	30  However, this will not apply in the case of UPSC candidates	<b>Essential:</b>  1 <sup>st</sup> class graduate degree in Civil Engineering	N/A	2	By Direct Recruitment only	N/A	Existing 18 post of Executive Engineer /Sr. Scientific Officer in the scale of pay of Rs.50000-160000/- is split and re-designated as Dy. Manager (Hydraulic Research & Engg) for 6 posts and Dy. Manager (Computing



1. (b)	Dy. Manager (Computing & Instrumentation)	3	Class-I	20,600 – 46,500/-  ( Pre- revised 9,100 – 15,100/-)	Selection	30	<b>Essential:</b>  Post graduate degree in Mathematics /Statistics <b>OR</b> 1 <sup>st</sup> class graduate degree in Electronics/ Instrumentation / Electrical/Comp uter Sc. & Engineering	(a) No  (b) No  (c) No	2(Two)	By Direct Recruitment 66.67% :  By promotion 33.33%:	Out of two posts, one post will be recruited from candidates having Post graduate degree in Mathematics /Statistics and the other post will be recruited from 1st class graduate degree in Electronics/ Instrumentation/ Electrical /Computer Sc. & Engineering  Promotion  From Asst. Manager (Computing & Instrumentation) OR equivalent post in the scale of pay of Rs. 40000-140000/- (Pre-revised 8,600 – 14,600/-) with 3 years regular service in the grade.	Existing 18 post of Executive Engineer /Sr. Scientific Officer in the scale of pay of Rs.50000- 160000/- is split and re- designated as Dy. Manager (Hydraulic Research & Engg) for 6 posts and Dy. Manager (Computing & Instrumentati on) for 3 posts in the scale of Rs.50000- 160000/- (pre-revised Rs.9100- 15100/-)
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2.	Manager (Hydraulic Research & Engg.)	9  (Out of Nine Posts, Six posts will be filed up from the candida tes having civil enginee ring qualific ation).	Class-1	50000- 160000/-  ( Pre- revised 10,750 – 16,750/-)	Selection	35	<b>Essential:</b>  (i)1 <sup>st</sup> class graduate degree in Civil Engineering  Or  Post graduate degree in Mathematics / Statistics  Or  1 <sup>st</sup> class graduate degree in Electronics/ Instrumentation/ Electrical/Comput er Sc. & Engineering  (ii) 5 yrs experience in formulation/ execution/ research in River/ Coastal Engineering works/ Mathematical Modelling of tidal river hydraulics / procurement & maintenance of systems related to Navigational Aids and hydrographic survey.	(a) No  (b) Yes  (c) No	2 (Two)	By Promotion; Failing which by absorption, deputation; Failing both by Direct Recruitment.	Promotion from Dy. Manager (Hydraulic Research & Engg) / Dy. Manager (Computing & Instrumentation) in the scale of pay of Rs. 50000-160000/- (Pre-revised 9,100 – 15,100/-) with 5 years regular service in the grade.  Absorption/ deputation will be from officers holding analogous posts or officers holding scale of pay of Rs.50000- 160000/- (pre- revised Rs.9100- 15100/- ) with 5 years regular service in the grade in a Major Port Trust.	Existing 18 post of Executive Engineer /Sr. Scientific Officer in the scale of pay of Rs.50000- 160000/- is split and re- designated as Manager (Hydraulic Research & Engg.) for 9 posts in the scale of Rs.50000- 160000/- (pre-revised Rs.10750- 16750/-)
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3.	Sr. Manager (Hydraulic Research & Engg.)	7  (Out of seven posts, four posts will be filled up from candida tes having Civil Engine ering Qualifi cation).	Class-1	60000- 180000/-	Selection	40	<p><b>Essential:</b></p> <p>(i) 1<sup>st</sup> class graduate degree in Civil Engineering Or  Post graduate degree in Mathematics /Statistics Or  1<sup>st</sup> class graduate degree in Electronics/ /Instrumentation / Electrical/ Computer Sc.&amp; Engineering</p> <p>(ii) 10 yrs experience in formulation/ execution/ research in River/ Coastal Engineering works/ Mathematical Modelling of tidal river hydraulics / procurement &amp; maintenance of systems related to Navigational Aids and hydrographic survey.</p>	(a) No  (b) Yes  (c) No	2(Two)	By Promotion; Failing which by absorption, deputation; Failing both by Direct Recruitment.	<p><b>Promotion :</b></p> <p>From Manager (Hydraulic Research &amp; Engg) in the scale of pay Rs50000-160000/- ( Pre-revised 10,750 – 16,750/-) with 4 years regular service in the grade. Absorption/deputation will be from officers holding analogous posts or feeder post with 4 years regular service in the grade in a Major Port Trust.</p>	Dy. Director is re-designated as Sr. Manager (Hydraulic Research & Engg )
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4.	Dy. General Manager (Hydraulic Research & Engg.)	2	Class-1 (Dy. HoD)	80000-220000/-	Selection	42	<p><b>Essential:</b></p> <p>(i) 1<sup>st</sup> class graduate degree in Civil Engineering</p> <p>Or</p> <p>Post graduate degree in Mathematics / Statistics</p> <p>Or</p> <p>1<sup>st</sup> class graduate degree in Electronics/ /Instrumentation / Electrical/ Computer Sc.&amp; Engineering</p> <p>(ii) 12 yrs experience in formulation/ execution/ research in River/ Coastal Engineering works/ Mathematical Modelling of tidal river hydraulics / procurement &amp; maintenance of systems related to Navigational Aids and hydrographic survey.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) Yes</p>	N.A.	<p>By absorption through composite method; Failing which by deputation from other Govt. organization and Failing both by Direct Recruitment.</p>	<p>For absorption through composite method, Officers holding analogous post or post of Sr. Manager (Hydraulic Research &amp; Engg) and equivalent posts in the respective discipline of HSD (or equivalent) , in the scale of pay of Rs. 60000-180000/- with 3 year regular service in the grade in a Major Port Trust or Sr. Manager (Hydraulic Research &amp; Engg) and equivalent post in the respective discipline of Hydraulic Study Department or equivalent with 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs. 50000-160000/- and Rs. 60000-180000/- in the respective discipline of Hydraulic Study Department or equivalent of any Major Port Trust will be eligible.</p> <p>For deputation, officers holding analogous posts or</p>
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											<p>holding post of Sr. Manager (Hydraulic Research &amp; Engg) or equivalent posts in the respective discipline in the scale of pay of Rs. 60000-180000/- in Govt/ PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the APARs will not be below "Very good"</p>	
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5.	General Manager (Hydraulic Research & Engg.) / Chief General Manager (Hydraulic Research & Engg.)	1	Class – I (HOD)	100000-260000/-  Elevated to the scale of pay of Rs. 1,20,00-2,80,000/- (Pre-revised Rs. 51,300-73,000/-) after completion of 3 years regular service upon consideration by the Competent Authority	Selection	45  (However in case of Port Employees of any Major Port Trust possessing prescribed qualification and experience may also apply provided the age limit in such cases shall not exceed 55 years)	Essential:  (i) 1 <sup>st</sup> class graduate degree in Civil Engineering <b>OR</b> post graduate degree in Mathematics/ Statistics <b>OR</b> 1 <sup>st</sup> class graduate degree in Electronics/ /Instrumentation / Electrical/ Computer Sc. & Engineering.  (ii) 15 years' experience in Applied Research in complex river system like River Hooghly and Bhagirathi <b>OR</b> formulation/execution in River/Coastal Engineering works/ Mathematical Modelling of river (Tidal and Non-Tidal).	(a) No  (b) Yes  (c) No	N.A.	By absorption through composite method; Failing which by deputation from other Govt. organization and Failing both by Direct Recruitment.	For absorption through composite method, Officers holding post in the scale of pay of Rs, 80000-220000/- with 3 years regular service in the grade in Hydraulic Study Department of Major Port Trust will be eligible.  For deputation, officers holding analogous posts or post of General Manager (Hydraulic Research & Engg.) and equivalent in Hydraulic Study Deptt. in the grade or Officers holding post of Dy. General Manager (Hydraulic Research & Engg.) and equivalent post in Hydraulic Study Deptt., in the scale of pay of Rs. 80,000-2,20,000/- with 3 years regular service in the grade in Govt./Semi Govt./PSUs or Autonomous Bodies (other than Major Port Trusts) will be eligible.  The selection is by merit for which overall grading in the APARs will not be below "very good".	Chief Hydraulic Engineer is re-designated as General Manager (Hydraulic Research & Engg) / Chief General Manager (Hydraulic Research & Engg)
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**Recruitment Rules for Class-I posts of EDP Division under Hydraulic Study Department**

Sl. No	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age Limit for Direct Recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b)educational qualifications (c) experience for direct recruits will apply in case of promotion/ absorption/ deputation	Period of proba-tion (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Dy. Manager (EDP).	10	Class-I	50000-160000/- (Pre-revised 9100-15100)	Selection	30	<b>Essential:-</b> i)Degree in Computer Engineering/Computer Sciences from a recognized University/Institution <b>OR</b> Degree in Maths/Statistics/Operational Research /Economics with post Graduate Diploma in Computer Application/Computer Science/Information Technology from a recognised	(a) No  (b) Yes, However , a degree in any discipline is essential for the SMPK officials on roll, in the feeder post, as on date of notificati	2	Direct recruitment – 66 2/3%  Promotion – 33 1/3%	Promotion from Class-III employees of KDS in the Scale of Pay of Rs. 32500/- 83800/- with 7 years regular service in the grade subject to passing qualifying/ departmental examination as may be prescribed by the Chairman of SMP,	Promotion from Class- III employee is proposed as there is no Class-II posts in the pay scale of Rs.40000-140000/- pre-revised) in EDP Division.  Existing 13 post of

						<p>University/Institution  <b>OR</b>  Degree in Engineering with Post Graduate Diploma in Computer Application / Computer Sciences / Information Technology from a recognized University /Institution</p> <p><b><u>Desirable:-</u></b></p> <p>i) Post Graduate Degree in Maths/Statistic/Operational Research/Economics</p> <p><b>OR</b>  Post Graduate Degree in Computer Science or Computer Engineering or Systems or information Systems or MIS or Information Technology or Computer Applications or Business Admn (PG Degree/Diploma) with specialisation in Systems or Information Systems or MIS or Information Technology and allied subjects from a recognised University/Institution</p>	<p>on of this RSP Regulation.  (c) No</p>			Kolkata.	<p>Dy. Director (EDP) in the scale of pay of Rs.50000-160000/- is split and re-designated as Dy . Manager (EDP) for 10 posts in the scale of Rs.50000-160000/- (pre-revised Rs.9100-15100/-)</p>
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							ii) Two years experience in Programming / Electronic Data Processing / Systems Analysis, etc					
2	Manager (EDP).	3	Class-I	50000-160000/- (Pre-revised 10750 – 16,750/-	Selection	35	<p><b>Essential:-</b></p> <p>i) Degree in Computer Engineering/ Computer Sciences from a recognized University /Institution <b>OR</b> Degree in Maths / Statistics /Operational Research /Economics with post Graduate Diploma in Computer Application /Computer Science /Information Technology from a recognised University/ Institution <b>OR</b> Degree in Engineering with Post Graduate Diploma in Computer Application / Computer Sciences / Information Technology from a recognized University /Institution</p> <p>ii) Five years</p>	<p>a) No</p> <p>b) Yes. However , a degree in any discipline with qualification in computer application is essential for the SMPK officials on roll, in the feeder post, as on date notification of this RSP Regulation.</p> <p>c) No</p>	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from <b>Dy. Manager (EDP)</b> , in the scale of pay of Rs 50000-160000/- (Pre-revised 9100-15100/- with 5 years regular service in the grade failing which <b>Dy. Manager (EDP)</b> in the scale of pay of Rs 50000-160000/- (Pre-revised 9100-15100) with 2 years regular service in the grade and a combined service of 8 years in the scales of pay of Rs 50000-160000/- (Pre-revised 9100-15100) and 40000-140000/- under HSD. Absorption/ deputation will be from	Existing 13 post of Dy. Director (EDP) in the scale of pay of Rs.50000-160000/- is split and re-designated as Manager (EDP) for 3 posts in the scale of Rs.50000-160000/- (pre-revised Rs.10750-16750/-)

						<p>experience in Programming / Electronic Data Processing / Systems Design &amp; Analysis and related fields.</p> <p><b><u>Desirable:-</u></b>  Post Graduate Degree in Maths /Statistic /Operational Research /Economics</p> <p><b>OR</b>  Post Graduate Degree in Computer Science or Computer Engineering or Systems or information Systems or MIS or Information Technology or Computer Applications or Business Admn (PG Degree/ Diploma) with specialisation in Systems or Information Systems or MIS or Information Technology and allied subjects from a recognised University/ Institution.</p>				<p>officers holding analogous posts or feeder post with 5 years regular service in the grade in a Major Port Trust.</p>
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3	Sr. Manager (EDP)	2	Class-I	60000-180000/-	Selection	40	<p><b>Essential:-</b>  i) Degree in Computer Engineering/ Computer Sciences from a recognized University /Institution <b>OR</b> Degree in Maths / Statistics /Operational Research /Economics with post Graduate Diploma in Computer Application /Computer Science /Information Technology from a recognised University/ Institution.  <b>OR</b> Degree in Engineering with Post Graduate Diploma in Computer Application / Computer Sciences / Information Technology from a recognized University /Institution  ii) Nine years experience in Programming / Electronic Data Processing / Systems Design &amp; Analysis and related fields.  <b>Desirable:-</b>  Post Graduate Degree in Maths</p>	<p>a) No  b) Yes. However , a degree in any discipline with qualification in computer application is essential for the SMPK officials on roll, in the feeder post, as on date of notification of this RSP Regulation.  c) No.</p>	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment .	<p>Promotion from <b>Manager (EDP)</b> in the scale of pay of Rs 50000-160000/- (Pre-revised 10750-16750) with 4 years regular service in the grade , failing which <b>Manager (EDP)</b> in the scale of pay of Rs 50000-160000/- (Pre-revised 10750-16750)with 2 years regular service in the grade and a combined service of 9 years in the scales of pay of Rs 50000-160000/- (Pre-revised 9100-15100) and 50000-160000/- (Pre-revised 10750 – 16,750/-) in EDP Division under HSD. Absorption/ deputation will be from officers holding analogous</p>	Senior Deputy Director (EDP) is re-designated as Sr. Manager (EDP)
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						/Statistic /Operational Research /Economics <b>OR</b> Post Graduate Degree in Computer Science or Computer Engineering or Systems or information Systems or MIS or Information Technology or Computer Applications or Business Admn (PG Degree/ Diploma) with specialisation in Systems or Information Systems or MIS or Information Technology and allied subjects from a recognised University/ Institution.				posts or feeder post with 4 years regular service in the grade in a Major Post Trust.	
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## Recruitment Rules for Class I posts of Labour & Industrial Relations Division under General Administration Department

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-Selection	Upper Age Limit for Direct Recruitment (In years)	Educational and other qualifications prescribed for direct recruitment	Whether a)age b)educational c)experience for direct recruits will apply in case of promotion /absorption/ deputation	Period of Probation (In years)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Dy. Manager (Personnel)	3	Class-I	50000-160000/- (Pre revised 9100-15100)	Selection	30  However, this will not apply in the case of UPSC candidates	<u>Essential:</u> - a) A Degree from a recognized university/ institution. <u>Desirable:</u> - (i) Post Graduate degree/ diploma in Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare or allied subjects or degree in Law from a recognized university/ institution. (ii) Two years experience in	(a) No  (b) Yes.  (c) No	2	By direct recruitment – 66.2/3%.  By promotion – 33.1/3%	Promotion from Asstt. Manager (Personnel) , in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade.	Out of existing 9 posts of Dy. Personnel Officer , 3 posts will be re-designated as Dy. Manager (Personnel) in the scale of pay of Rs. 50000-160000/- (Pre revised 9100-15100) and 3 will be re-designated as Manager (Personnel) in the scale of pay of Rs. 50000-160000/- (Pre revised 10750-16750/-). Rest 3 have been transferred to Estate Divn. In terms of Ministry's letter dated 14.7.2020. The candidate

							executive cadre in the field of General Administration, personnel & Industrial Relations etc. in an Industrial/commercial / Govt. Undertaking.					fulfilling the above qualification should have appeared in the interview in any of the last three <i>Civil Services Examination</i> conducted by UPSC and result of which have been declared by the closing date of advertisement of the post issued by SMPK.
2	Manager (Personnel)	3	Class-I	50000-160000/- (Pre revised 10750-16750)	Selection	35	<u>Essential: -</u> (i) A Degree in any discipline from a recognized university/institution. (ii) Five years experience in executive cadre in the field of General Administration, Personnel & Industrial Relations etc. in an Industrial/ Commercial/ Govt. Undertaking. <u>Desirable: -</u> (i) Post Graduate degree/ diploma in Personnel Management/ Industrial	(a) No (b) Yes (c) No	2	By promotion failing which absorption/deputation, failing both by direct recruitment.	Promotion from Dy. Manager (Personnel) in the scale of pay of Rs. 50000-160000/- (Pre revised 9100-15100) with 5 years regular service in the grade failing which, Dy. Manager (Personnel) in the scale of pay of Rs. 50000-160000/- (Pre-revised Rs.9100-15100) with 2 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs. 50000-160000/- (Pre-revised Rs.9100-15100) and 40000-140000/- in the respective	Out of existing 9 posts of Dy. Personnel Officer , 3 posts will be re designated as Dy. Manager (Personnel) in the scale of pay of Rs. 50000-160000/- (Pre revised 9100-15100) and 3 will be re-designated as Manager (Personnel) in the scale of pay of Rs. 50000-160000/- (Pre revised 10750-16750/-). Rest 3 have been transferred to Estate Divn. In terms of Ministry's letter dated 14.7.2020.

							Relations/ Social Work/ Labour Welfare or allied subjects or degree in Law from a recognised university/ institution.				discipline of L&IR Division.  Absorption/ deputation will be of Officers holding analogous posts or Dy. Manager (Personnel) or equivalent posts in the respective discipline of Personnel & I.R. Division in the scale of pay of Rs. 50000-160000/- (Pre-revised Rs.9100- 15100)with 5 years regular service in the grade in a Major Port Trust.	
3	Sr. Manager (Personnel)	1	Class-I	60000- 180000/-	Selectio n	40	<u>Essential: -</u> (i) A Degree in any discipline from a recognized university/ institution.  (ii) Nine years experience in executive cadre in the field of General Administration, personnel & Industrial Relations etc. in an Industrial/ commercial / Govt. Undertaking.	(a) No  (b) Yes  (c ) No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Manager (Personnel). in the scale of pay of Rs. 50000- 160000/- (Pre revised 10750- 16750) with 4 years regular service in the grade, failing which Manager (Personnel) in the scale of pay of Rs. 50000- 160000/- (Pre- revised 10750- 16750) with 2 years regular service in the grade and a combined regular	Personnel Officer is re designated as Sr. Manager (Personnel)

							Desirable: - Post Graduate degree/ diploma in Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare or allied subjects or degree in Law from a recognized university/ institution.				service of 9 years in the scales of pay of Rs. 50000-160000/- (Pre revised 10750-16750) and Rs. 50000-160000/- (Pre revised 9100-15100) in the respective discipline of L & IR Division.  Absorption/ deputation will be of Officers holding analogous posts or Manager (Personnel) or equivalent posts in the respective discipline of Personnel & I.R./Labour & IR Division in the scale of pay of Rs. 50000-160000/- (Pre-revised 10750-16750) with 5 years regular service in the grade in a Major Port Trust.	
4	Dy. General Manager. (Personnel)	1	Class-I (Dy. HoD)	80000-220000/-	Selection	42	Essential: - (i) A Degree in any discipline from a recognized university/ institution (ii) Twelve years experience in executive cadre in the field of General	(a) No (b) Yes. (c) No	2	By absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts or the post of Sr. Manager (Personnel) or officers holding equivalent posts in the respective discipline of P & IR Division/Labour & IR Divn. /GAD in	Sr. Personnel Officer is re designated as Dy. G. M. (Personnel)

						<p>Administration, personnel &amp; Industrial Relations etc. in an Industrial/commercial/ Govt. Undertaking.</p> <p><u>Desirable: -</u>  Post Graduate degree/ diploma in Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare or allied subjects or degree in Law from a recognized university/ institution.</p>				<p>the scale of pay of Rs.60000-180000/- with 3 years regular service in the grade in a Major Port Trust or Sr. Manager (Personnel) or equivalent officers in the respective discipline of P &amp; IR Division/ Labour &amp; IR Divn./GAD with 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs. 50000-160000/- (Pre-revised Rs.10,750-16,750) and Rs.60000-180000/- in the respective discipline of P&amp;IR/ Labour &amp; IR Divn./GAD in a Major Port Trust will be eligible.</p> <p>For deputation, officers holding analogous posts or holding posts of Sr. Manager (Personnel) or equivalent posts in the respective discipline of P&amp;IR / GAD/HRD in the scale of pay of Rs.60000-180000/- in Govt./Semi-Govt./ PSUs or</p>	
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											Autonomous Bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the benchmark in the overall grading in the ACRs will not be below “very good”.	
5	Safety Officer	1	Class-I	50000-160000/- (Pre-revised 10750-16750/-)	Selection	35	i) A Degree in any branch of engineering or technology from a recognized university and must have practical experience of working in a port or similar place in a supervisory capacity for a period not less than 2 years. <b>Or</b> A Degree in Physics and Chemistry from a recognized university and must have practical experience of working in a port or similar place in supervisory capacity for a period not less	N.A.	2	By temporary transfer from the rank of Manager (M&EE)/ Manager (Civil), failing which by deputation / direct recruitment.	N A	

							<p>than 5 years. Or A Diploma in any branch of engineering or technology from a recognized university or institute and must have practical experience of working in a port or similar place in a supervisory capacity for a period not less than 2 years. Plus ii) A Degree or Diploma in Industrial Safety recognised by Central Govt.</p>					
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## Recruitment Rules for Class I posts of Legal Division under General Administration Department

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-Selection	Upper Age Limit for Direct Recruitment (In years)	Educational and other qualifications prescribed for direct recruitment	Whether a)age b)educational qualifications c)experience for direct recruits will apply in case of promotion/absorption/deputation	Period of Probation (In years)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Dy. Manager (Legal)	3	Class-I	50000-160000/- (Pre revised 9100-15100/-).	Selection	30	Essential Degree in Law from a recognised university  <u>Desirable</u> (i) Two years executive experience in a Legal Establishment of an Industrial/ Commercial/ Govt. Undertaking (ii) Post Graduate degree in Law from a recognised university.	(a) No (b) Yes. (c) No	2	By direct recruitment – 66.2/3%.  By promotion – 33.1/3%	Promotion from Class-III employees in the scale of pay of Rs.36500-88700/- in the discipline of Legal Division with 5 years regular service in the grade, subject to passing the qualifying/ departmental examination as may be prescribed by the Chairman of SMP, Kolkata, failing which from Class-III employees of any other deptt./divn. of KDS in the scale of pay of Rs.36500-88700/- with 5 years regular service in that grade, subject	Out of 5 existing posts of Sr. Law Officer, 3 will be re-designated as Deputy Manager (Legal) in the scale of pay of Rs. 50000-160000/- (pre-revised 9100-15100/-) and rest 2 will be re-designated as Manager (Legal) in the scale of pay of Rs. 50000-160000/- (pre-revised Rs.10750-16750/-)

											to passing the qualifying/ departmental examination as may be prescribed by the Chairman of SMP, Kolkata.	
2.	Manager (Legal)	2	Class-I	50000-160000/- (Pre-revised 10750-16750/-)	Selection	35	Essential (i) Degree in Law from a recognised university (ii) Five years executive experience in a Legal Establishment of an Industrial/ Commercial/ Govt. Undertaking  Desirable Post Graduate degree in Law from a recognized university.	(a) No (b) Yes. (c) No	2	By promotion failing which absorption/ deputation, failing both by direct recruitment .	Promotion from Dy. Manager (Legal) in the scale of pay of 50000-160000/- (Pre revised 9100-15100) with 5 years regular service in the grade.  Absorption/ deputation will be of Officers holding analogous post or Dy. Manager(Legal) or equivalent post in the discipline of Legal division in the scale of pay of Rs.50000-160000/- (Pre revised 9100-15100) with 5 years regular service in the grade in any Major Port Trust.	Out of 5 existing posts of Sr. Law Officer, 2 will be re-designated as Manager ( Legal) in the scale of pay of Rs. 50000-160000/- (pre-revised 1075-16750/-) and rest 3 will be re-designated as Dy. Manager (Legal) in the scale of pay of Rs. 50000-160000/- (pre-revised 9100-15100/-)
3	Sr. Manager (Legal)	1	Class-I	60000-180000/- (pre-revised 24,900-	Selection	40	Essential (i) Degree in Law from a recognised university (ii) Nine	(a) No (b) Yes. (c) No	2	By promotion failing which absorption/ deputation,	Promotion from Manager (Legal) in the scale of pay of Rs.50000-160000/- (Pre revised	Dy. Chief Law Officer is re designated as Sr. Manager (Legal)

				50,500/-)			years executive experience in a Legal Establishment of an Industrial/ Commercial/ Govt. Undertaking  Desirable Post Graduate degree in Law from a recognized university.			failing both by direct recruitment .	10750-16750) with 4 years regular service in the grade, failing which, Manager (Legal) in the scale of pay of Rs.50000-160000/-(pre-revised Rs. 10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs.50000-160000/- (Pre revised 10750-16750) and Rs.50000-160000/- (Pre revised 9100-15100) in the discipline of legal Divn.  Absorption/ deputation will be of Officers holding analogous post or Manager (Legal) or equivalent posts in the discipline of Legal division in the scale of pay of Rs.50000-160000/- (Pre revised 10750-16750) with 4
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											years regular service in the grade in a Major Port Trust.	
4.	Dy. General Manager (Legal)	1	Class-I (Dy. HoD)	80000-220000/-  (pre-revised Rs.32,900-58,000/-)	Selection	42	<u>Essential :-</u> (i) Degree in Law from a recognised university  (ii) Twelve years executive experience in a Legal Establishment of an Industrial/ Commercial/ Govt. Undertaking  <u>Desirable :-</u> Post Graduate degree in Law from a recognised university.	(a) No  (b) Yes.  (c) No	N.A.	By absorption through composite method failing which by deputation from other organizations and failing both by direct recruitment .	For absorption through composite method, Officers holding analogous posts or the post of Sr. Manager (Legal) or equivalent posts in the discipline of Legal Division in the scale of pay of Rs.60000-180000/- (pre-revised Rs.24,900-50,500/- ) with 3 years regular service in the grade in a Major Port Trust, or Sr. Manager (Legal) in the scale of pay of Rs.60000-180000/- (pre-revised Rs.24,900-50,500/- ) with 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs.50000-160000/- (Pre	Chief Law Officer is redesignated as Dy. General Manager (Legal)

											<p>revised 10750-16750) and Rs.60000-180000/- (pre-revised Rs. 24,900-50,500/-) in the discipline of Legal Divn. in a Major Port Trust will be eligible.</p> <p>For deputation, Officers holding analogous posts or holding post of <b>Sr. Manager (Legal)</b> or equivalent posts in the discipline of Legal Division in the scale of pay ofRs.60000-180000/- (pre-revised Rs.24,900-50,500/-) in Govt./PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the APARs will not be below “very good”.</p>
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## Recruitment Rules for Class I Posts of Mechanical and Electrical Engineering Department

Sl. No.	Name of the Post	No of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational and other qualification prescribed for direct recruitment	Whether (a) age (b) educational qualifications (c) experience for direct recruits will apply in the cases of promotion/ absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Dy. Manager (Mechanical/ Electrical/ Electronics & Communication)	12	Class-I	50000-160000/-  (Pre-revised 9,100-15100/- )	Selection	30  However, this will not apply in the case of UPSC candidates.	<u>Essential:-</u> a) Degree (4 Yrs) or equivalent in Mechanical/ Electrical/ Electronics and Communication Engineering from a recognized University/ Institution.  <u>Desirable:-</u> Two years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking.	(a) No  (b) No, however a Diploma in Engineering in the relevant discipline from a recognised university/ institution is essential  (c) No	2	By direct recruitment – 66.2/3%.  By promotion – 33.1/3%	Promotion from Asstt. Manager (M &EE) in the scale of pay of Rs. - 40,000-1,40,000/- with 3 years regular service in the grade.	Out of 52 existing posts of Executive Engineer (Mechanical / Electrical/ Electronics & Communication), 12 will be re-designated as Deputy Manager (Mechanical/ Electrical/ Electronics & Communication) in the scale of Rs.50000-160000/-



												have been declared by the closing date of advertisement of the post issued by SMPK.
2.	Manager (Mechanical/ Electrical/ Electronics & Communication)	40	Class-I	50000-160000/-  (Pre-revised 10,750-16750/- )	Selection	35	Essential: -  (i) Degree or equivalent in Mechanical/ Electrical/ Electronics and Communication Engineering from a recognized University/ Institute/ Institution.  (ii) Five years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking.	(a) No  (b) No, however a Diploma in Engineering in relevant discipline from a recognised University/ Institute is essential.  (c) No	2	By Promotion failing which by absorption/ deputation failing both by direct recruitment.	Promotion from Dy. Manager (Mechanical / Electrical/ Electronics & Communication) in the scale of pay of Rs.50000-160000/- (Pre-revised 9100-15100) with 5 years regular service in the grade failing which Dy. Manager (Mechl/ Electrical/ Electronics & Communication) in the scale of pay of Rs. 50000-160000/- (pre-revised 10750-16750/- and rest 10 will be re-designated as Deputy	Out of 52 existing posts of Executive Engineer (Mechanical / Electrical/ Electronics & Communication) , 40 will be re-designated as Manager (Mechanical / Electrical/ Electronics & Communication) in the scale of pay of Rs. 50000-160000/- (pre-revised 10750-16750/- and rest 10 will be re-designated as Deputy



											feeder post with 5 years regular service in the grade in a Major Port Trust.	
3.	Sr. Manager (Mechanical/ Electrical/ Electronics & Communication)	10	Class-I	60000-180000/-	Selection	40	<p><u>Essential: -</u></p> <p>(i) Degree or equivalent in Mechanical/ Electrical/ Electronics and Communication Engineering from a recognized university/ institution.</p> <p>(ii) Nine years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking.</p>	<p>(a) No</p> <p>(b) No, however a Diploma in Engineering in relevant discipline from a recognised University/ Institute is essential.</p> <p>(c) No</p>	2	By Promotion failing which by absorption/ deputation failing both by direct recruitment.	<p>Promotion from Manager (Mechanical / Electrical/ Electronics &amp; Communication) in the scale of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/- ) with 4 years regular service in the grade, failing which Manager (Mechanical / Electrical/ Electronics &amp; Communication) in the scale of pay of Rs. 50000-160000/- (Pre-revised 10,750-</p>	<p>Superintending Engineer (Mechanical/ Electrical/ Electronics and Communication) will be re-designated as Sr. Manager (Mechanical/ Electrical/ Electronics &amp; Communication)</p>



											the grade in a Major Port Trust.	
4.	Dy General Manager (Mechanical/ Electrical/ Electronics & Communication)	3	Class-I (Dy. HoD)	80000-220000/-	Selection	42	<p><u>Essential:</u> -</p> <p>(i) Degree or equivalent in Mechanical/ Electrical / Electronics and Communication Engineering from a recognized University/ Institution</p> <p>(ii) Twelve years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	2	By absorption through Composite method, failing which by deputation from other Govt. organizations, and failing both by direct recruitment.	<p>For absorption through composite method, Officers holding analogous posts or post of Sr. Manager (Mechanical / Electrical/ Electronics &amp; Communication) and equivalent posts in the respective discipline of M&amp;E Engineering. Department / Materials Management Divn in the scale of pay of Rs.60000-180000/- with 3 years regular service in the grade in the respective discipline in a Major Port</p>	<p>Deputy Chief Mechanical Engineer is re-designated as D. G. M. (Mechanical/ Electrical/ Electronics &amp; Communication). One post of Dy. CME of M&amp;EE Deptt. in the scale of pay of Rs.80000-220000/- has been transferred permanently to Estate Division as DGM (Estate) in terms of Ministry's letter No.PD-24015/80/2018-PD-III dated 14.7.2020.</p>





											The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "Very Good".	
5.	General Manager (M & EE)  / Chief General Manager (M&EE)	1	Class-I (HOD)	100000-260000/-  To be elevated to the scale of pay of Rs. 1,20,00-2,80,000/- (Pre-revised Rs. 51,300-73,000/-) after completion of 3 years regular service upon consideration by the Competent Authority	Selection	45	<u>Essential:</u> - (i) Degree or equivalent in Mechanical/ Electrical/ Electronics and Communication Engineering /Naval Architecture from a recognized University/ Institution or MEO 1st class Motor certificate issued under Merchant Shipping Act, 1958. (ii) 15 Years experience in managerial capacity dealing with Mechanical/ Electrical/ Marine/ Electronics Engineering works, out of	(a) No  (b) Yes  (c) No	2	By absorption through Composite method failing which by deputation failing both by direct recruitment.	For absorption through composite method, Officers holding posts in the scale of pay of Rs.90000-240000/- (applicable to categories of Marine Engineers only) with 2 years regular service in the grade or officers holding posts in the scale of pay of Rs.80000-220000/- with 3 years regular service in the grade in the	Chief Mechanical Engineer Is re-designated as G. M. (Mechanical/ Electrical/ Electronics & Communication)/ C.G.M. (Mechanical/ Electrical/ Electronics & Communication)

							<p>which 08 experience will be in workshops undertaking maintenance of cargo handling equipment/ electrical installations/ ship repairs in any Major Port Trust/Industrial/ Commercial/ Govt. undertaking.</p>				<p>Mechanical &amp; Electrical Engg. Deptt. / Materials Management Division / Marine Deptt. in a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or post of General. Manager (Mechanical / Electrical/ Electronics &amp; Communication) and equivalent posts in the Mech. &amp; Elect. Engg. Deptt. in the scale of pay of Rs.100000-260000/- in the grade or officers holding post of Dy. General Manager (Mechanical / Electrical/ Electronics</p>
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											<p>&amp; Communication) and equivalent posts in the Mech. &amp; Elec. Engg. Deptt. in the scale of pay of Rs.80000-220000/- and above with 3 years regular service in the grade in Govt./ PSUs or Autonomous bodies( other than Major Port Trust) will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the ACRs will not be below "very good".</p>	
6.	Safety Officer	1	Class-I	50000-160000/- (Pre-revised 10750-	Selection	35	Degree in any branch of Engineering or Technology with 2 years	a)No. b) Yes. c)No.	2	By temporary transfer from the rank of	For deputation officers holding analogous	In terms of Ministry's letter No.A-29018/02/2

				16750/-)			<p>supervisory experience in a reputed factory in production / maintenance / safety dept. or a degree in Physics and Chemistry with 5 years supervisory experience in a factory in production/ maintenance / Safety Deptt. or a Diploma in any branch of engineering or technology recognised by the State Govt. with 5 years supervisory experience in a factory in production/ maintenance/ Safety Deptt.</p> <p>ii) A degree or diploma or certificate in Industrial Safety recognised by the State Govt.</p>			<p>Manager (Mechanical/ Electrical/ Electronics &amp; Communication) in the scale of pay of Rs. 50000-160000/- (Pre-revised 10750-16750/-) failing which by deputation/ direct recruitment.</p>	<p>posts or officers holding post of Dy. Manager (Mechanical / Electrical/ Electronics &amp; Communication) or equivalent posts in any other Engineering discipline, with 5 years experience in that grade and having requisite qualification , as per Col.8 from any Govt. /PSU/ Autonomous bodies, failing which by direct recruitment .</p>	<p>018-PE-I (part) dated 24.01.2020, to meet up statutory requirements,( if any), under any Act or Regulation, such posts may be designated as “Safety Officer” by special Executive Order to be issued by the Chairman.</p>
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## Recruitment Rules for Class I posts of Materials Management Division under Mechanical & Electrical Engg. Deptt.

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or Non-Selection	Upper Age Limit for Direct Recruitment (In years)	Educational and other qualifications prescribed for direct recruitment	Whether a)age b)educational qualifications c)experience for direct recruits will apply in case of promotion/ absorption/ deputation	Period of Probation (In years)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Dy. Manager (MM)	7	Class I	50000-160000/- (Pre revised 9100-15100)	Selection	30 However, this will not apply in the case of UPSC candidates	<u>Essential</u> :- a)Degree or equivalent in Mechanical/ Electrical Engineering from a recognized University/ Institution.  <u>Desirable</u> :- i) Post Graduate Degree/ Diploma in Materials Management from a recognized University/ Institution. (ii) Two years post qualification experience in Materials Management in an	(a) No (b) No, however a diploma in relevant discipline from a recognized University/ Institution is essential. (c) No	2	By direct recruitment – 66.2/3%.  By promotion – 33.1/3%	Promotion from Class-III employees in the scale of pay of Office Supdt. In the respective discipline of M.M. Div. With 5 years regulars service in the grade, subject to passing qualifying/ departmental examination as may be prescribed by the Chairman of SMP, Kolkata.	Out of existing 9 posts of Dy. Material Manager, 7 will be re-designated as Dy. Manager (MM) in the scale of pay of Rs.50000-160000/- (Pre revised 9100-15100) and rest 2 will be re-designated as Manager (MM) in the scale of pay of Rs.50000-

							Industrial/ Commercial/ Govt. Undertaking.					160000/- (Pre revised Rs.10750- 16750/-). The candidate fulfilling qualificati on should have appeared in the interview in any of the last three <i>Engineeri ng Services Examinati on</i> conducted by UPSC and result of which have been declared by the closing date of advertise ment of the post issued by SMPK.
2.	Manager (MM)	2	Class I	50000- 160000/- (Pre- revised 10,750- 16,750/-)	Selection	35	<u>Essential</u> :- i) Degree or equivalent in Mechanical/ Electrical Engineering	(a)No.  (b) No, however a Diploma in relevant discipline from a recognized	2	By Promotion failing which by absorption/d eputation,	Promotion from Dy. Manager (MM in the scale of pay of Rs.50000- 160000/- (Pre-	Out of existing 9 posts of Dy. Material Manager,

						<p>from a recognized University /Institution.</p> <p>ii) Five years experience in Executive Cadre in the field of Materials Management/ Mechanical Engineering/ Electrical Engineering in an Industrial/ Commercial/ Govt. Undertaking.</p> <p><u>Desirable :-</u> Post Graduate Degree/ Diploma in Materials Management from a recognized University/ Institution.</p>	<p>University/ Institution is essential.</p> <p>(c) No.</p>		<p>failing both by direct recruitment.</p> <p>revised 9,100-15,100/- with 5 years regular service in the grade, failing which Dy. Manager (M&amp;EE) in the scale of pay of Rs.50000-160000/- (Pre-revised 9,100-15,100/- ) with 5 years regular service in the grade, failing both by Dy. Manager (MM) /Dy. Manager (M&amp;EE) in the scale of pay of Rs.50000-160000/- (Pre-revised 9,100-15,100/-)with 2 years regular service in the grade and a combined service of 8 years in the scale of pay of Rs.50000-160000/- (Pre-revised 9,100-15,100/-) and 40000-140000/- in the respective discipline of M.M.Division/ M &amp; E Deptt.</p>	<p>2 will be re-designated as Manager (MM) in the scale of pay of Rs.50000-160000/- (Pre revised 10750-16750/-) and rest 7 will be re-designated as Dy. Manager (MM) in the scale of pay of Rs.50000-160000/- (Pre revised Rs.9100-15100/-).</p>
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											Absorption/ deputation will be of officers holding analogous posts or feeder post with 5 years regular service in the grade in a Major Port Trust.	
3.	Sr. Manager ( MM)	2	Class-I	60000- 180000/-	Selection	40	<u>Essential:-</u> i)Degree or equivalent in Mechanical/El ectrical Engg. from a recognized University/ Institution.  (ii) 9 years experience in Executive cadre in the field of Materials Management/ Mechanical Engg./ Electrical Engg. In an Industrial/ Commercial/G ovt. Undertaking.  <u>Desirable:-</u> i)Post Graduate Degree/ Diploma in	(a) No  (b) No, however, a Diploma in relevant discipline from a recognized University/ Institution is essential.  (c) No	2	By promotion failing which absorption/d eputation, failing both by direct recruitment.	Promotion from Manager (MM) in the scale of pay of Rs.50000- 160000/- (Pre- revised 10,750- 16,750/- ) with 4 years regular service in the grade, failing which Manager (M&EE) in the scale of pay of Rs.50000- 160000/- (pre- revised Rs.10750- 16750/-) with 4 years regular service in the grade, failing both Manager (MM)/ (M&EE) with 2 years regular service in the grade and a combined regular service of 9 years in	The existing posts of Sr. Dy. Materials Manager will be re designated as <b>Sr.</b> Manager (MM)

							Materials Management from a recognized University/ Institution.				the scale of pay of Rs.50000-160000/- (pre-revise Rs.10750-16750/-) and Rs.50000-160000/- (pre-revised (Rs.9100-15100/-) in the respective discipline of MM Division / M&EE Deptt. will be eligible.  Absorption/ deputation will be of officers holding analogous posts or feeder posts with 4 years regular service in the grade in a Major Port Trust.	
4.	Dy. General Manager (MM)	1	Class-I (Dy. HoD)	80000-220000/-	Selection	42	<u>Essential :-</u> i) Degree or equivalent in Mechanical/Electrical Engg. from a recognized University/ Institution. ii) Twelve years experience in Executive cadre in the	(a) No (b) Yes (c) No	2	By absorption through composite method, failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption though composite method. Officers holding analogous posts or Sr. Manager(MM) and equivalent posts in M M Divisions in the scale of pay of the scale of pay	Materials Manager is re designated as Dy. G. M. (MM)

						<p>field of Material Management/ Mechanical Engg./ Electrical Engg. in an Industrial/ Commercial/ Govt. Undertaking.</p> <p><u>Desirable:-</u> Post Graduate degree/ Diploma in Materials Management from a recognized University/ Institution.</p>				<p>of Rs.60000- 180000/- with 3 years regular service in the grade in a Major Port Trust or the post of Sr. Manager (M&amp;EE) in the scale of pay of Rs.60000- 180000/- with 3 years regular service in the grade in a Major Port Trust or Sr. Manager (MM) and equivalent posts in M M Division/M&amp;E E Dept. with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.50000- 160000/- (pre- revised 10750- 16750/-) and Rs.60000- 180000/- in the respective discipline of M M Division /M&amp;E E Dept. in a Major Port</p>	
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											<p>Trust will be eligible.</p> <p>For deputation, officers holding analogous posts or officers holding post of Sr. Manager (MM/Sr. Manager (M&amp;EE) and equivalent posts in M.M. Division/M &amp; E Deptt. in the scale of pay of Rs.60000-180000/- with 3 years regular service in the grade in respective discipline in Govt/Semi-Govt./PSU or autonomous bodies will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in APARs will not be below "Very Good".</p>	
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## Recruitment Rules for Class-I posts of Marine Department

Sl. No	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper age limit for direct recruitment (in year)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) educational qualification (c) experience for direct recruits will apply in the case of promotion/absorption/deputation	Period of Probation (in year)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Deputy Director-II Marine Deptt.	1	Class-I	90000-240000/- Previous (17,500-22,300/-)	Selection	42	Essential Certificate of competency as Master (FG) issued by MOS/Dredge Master Gr.I or equivalent or 1 <sup>st</sup> Class MEO. ii) 10 years experience in the Marine Services of a port of which atleast 5 years in senior administrative position.	a) No. b) Yes. Excepting serving officers with entry qualification prescribed for graduate entry scheme or with passing out certificates from T.S.Rajendra or T.S. Chanakya or B.Sc (Nautical Science) or a Dredge Mate Gr. I certificate. Or a Second Mate (FG) certificate or a First Mate(FG)/ Dredge Master Gr.II certificate and had qualified and served as Pilot Gr.I, Commander, Chief Engineer. c) Yes.	2	By promotion failing which by absorption/deputation, failing both by direct recruitment.	For promotion, officers in the rank of Grade-I Pilot as per Calcutta Pilot Service (other than Haldia Dock Complex) (Training Grading and Seniority) Regulations, 1990 or Commander from D&D service or Commander from Hydrographic service or Chief Engineers from Marine Engineering Service with 1 <sup>st</sup> Class certificate,	Pass out certificate from T.S. Dufferin has been deleted from Col. No.8 , as it is not existing as on date.



											undertaking or Autonomous Bodies. The selection is by merit for which overall grading in the APARs will not be below "very good".	
2.	Dy Director-I Marine Deptt.	1	Class-I (Dy. HoD)	36,600-62,000/- Previous (17,500-22,300)	Selection	45	<p><b>Essential</b></p> <p>Certificate of competency as Master (FG) /Dredge Master Gr.I issued by MOS, or equivalent or 1<sup>st</sup> Class MEO.</p> <p>ii) 12 years experience in the Marine Services of a port of which at least 5 years in senior administrative position.</p>	<p>a) No.</p> <p>b) Yes. Excepting serving officers with entry qualification prescribed for graduate entry scheme with passing out certificates from T.S.Rajendra or T.S. Chanakya or B.Sc (Nauticla Science)a Dredge Mate Gr. I certificate. Or a Second Mate (FG) certificate or a First Mate(FG) certificate/ Dredge Master Grade II .</p> <p>(C) Yes.</p>	2	By absorption through composite method failing which by deputation from Govt. Organisation and failing both by direct recruitment.	For absorption by composite method: - Officers holding analogous posts or the post of Dy. Director-II and equivalent post with 3 years regular service in the grade in a major Port Trust. For deputation, officers holding analogous post or post of Dy. Director-II and equivalent post in the Scale of Pay of Rs. 36,600-62,000/- having 3 years regular service in the grade in	

											any Govt./ Public Sector undertaking or Autonomous Bodies. The selection is by merit for which overall grading in the APARs will not be below "very good".	
3	Director, Marine Department	1	Class-I (HOD)	Rs100000 - 260000/-  To be elevated to the scale of pay of Rs.120000-280000/-  (Pre-revised Rs. 51300-73000/-) after completion of 3 years regular service upon consideration by the Competent Authority	Selection	48  However in case of officers of any Major Port Trust, the age limit shall not exceed 55 years.	Essential:-  i) Certificate of competency as Master(FG) issued by MOS/ Dredge Master Grade-I or equivalent or 1 <sup>st</sup> Class MEO. ii) 15 years experience in the Marine service of a port of which at least 5 years in senior administrative position.	a) No.  b) Yes. Excepting serving officers with entry qualification prescribed for graduate entry scheme or with passing out certificates from T. S. Rajendra, T. S. Chanakya or B.Sc (Nautical Science) or Dredge Mate Gr. I certificate. or a Second Mate (FG) certificate or a First Mate(FG)/ Dredge Master Gr.II certificate will also be eligible.  c) No.	2	By absorption through composite method failing which by deputation and failing both by direct recruitment	For absorption by composite method :-  (i) Officers holding posts of Harbour Master in Category-I Port/Harbour Master (Port/River)/Supdt. Dredger & Despatch Service/ Engineer Supdt./ Chief Hydrographer in KDS or Manager (Marine Operations) in HDC in the scale of pay of Rs. Rs100000-260000/- (pre-revised Rs.43200-66000/-) with one year's regular	.



											<p>holding the post of Harbour Master and its equivalent posts in the scale of pay of Rs.90000-240000/- (pre-revised Rs.36,600-62,000/-) with 2 years regular service in the grade in a Govt./Semi-Govt./ Public Sector undertaking or Autonomous Bodies (other than Major Port Trusts) will be eligible. The selection is by merit for which the benchmark in the overall grading in the APARs will not be below "very good".</p>
<p><b><u>Harbour Master (Port)/ Harbour Master (River)'s Section</u></b></p>											

4.	Second Officer, Pilot Vessel	7	Class-I	50000-160000/- ( Pre revised 10,750-16,750/-)	Selectio n	35	<b>Essential</b> 3 years service as Deck Officer on a sea going vessel, preference being given to those possessing 2 <sup>nd</sup> Mates (FG)/Dredge Mate Gr.I or Mates (Home Trade) /Master Certificate.	N.A.	2	By direct recruitment or by transfer of officers from other marine services of Kolkata Port in possession of the prescribed qualification.	NA	
5.	Trainee Pilot/ Trainee Marine Officer	As per requirement based on retirement profile	Class-I	Stipend of Rs.40000/- Rs.50000/- Rs.60000/- Rs.70000/-, depending on entry qualification. Adjustment in higher stage is subject to passing requisite examination. B.Sc. Nautical Science will start at Rs. 40,000/- ; 2nd Mate (FG) / Dredge Mate Gr-I will start at	Selectio n	(a) Not exceeding 25 years for, B.Sc. Nautical Science Graduates (b) Not exceeding 30 years in case of candidates possessing 1st Mate (FG) / 2nd Mate (FG) / Dredge Master Gr-II / Dredge Mate Gr-I; (c) Not exceeding 40 years for	<u>Essential:</u> Master's (F.G.) /Dredge Master Gr.I or Dredge Master Gr.II or 2 <sup>nd</sup> mate's (F.G.)/ Dredge Mate Gr.I or B.Sc Nautical Science .	N.A.	N.A.	By direct recruitment or by transfer of suitable officers from other Marine service of SNP, Kolkata in possession of required essential qualification.	NA	

				Rs.50,000/-; 1st Mate (FG) / Dredge Master Gr.II will start at Rs.60,000/-; Master of a Foreign Going Ship and Dredge Master Gr-I will start in the regular pay scale of Rs.70,000 – 200000/-.		candidates possessing Master of Foreign Going Ship / Dredge Master Gr-I.					
6.	Pilot	74	1	70000- 200000/- (Pre-revised 14,500- 18,750/-)	Selection	40	<u>Essential –</u>  (i) Must hold a certificate of competency as Master of Foreign-going ship issued by the MOS, Govt. of India, ** or, Dredge Master Gr. I, or, an equivalent qualification recognised by the MOS, Govt. of India (ii) One year post qualification experience as	N. A.	2	By adjustment of Trainee Pilot/Trainee Marine Officer on successful completion of their training and passing the Pilotage (Grade-III) Examination, conducted by Marine Service Board of SMPK, or by transfer of officers from other Marine Services of SMPK, failing which by	N. A.

							<p>Master / Chief Officer of a Foreign-going ship / Trailer Suction Hopper Dredger.</p> <p>Indian citizens with foreign certificates of competency and recognised by India must acquire relevant endorsement from DG Shipping.</p>			Direct Recruitment.		
7.	Asstt. Mooring Master	1	Class-I	80000-220000/-	Selection	42	<p><u>Essential</u> :-</p> <p>(i) Master (FG) / Dredge Master Gr.I / 1<sup>st</sup> Mate (FG) or Dredge Master Gr.II or 2<sup>nd</sup> Mate (FG) or Dredge Mate Gr.I Certificate or passing out Certificate from T.S. Rajendra or B.Sc. (Nautical Science) or Science Graduates in possession of Pilot's License.</p> <p>(ii) 5 years experience in</p>	a)No b)Yes c)Yes	2	By promotion failing which by absorption / deputation failing both by direct recruitment.	By promotion from the rank of Pilot having a minimum of 3 years regular service as Pilot. Absorption / deputation will be from the Officers holding analogous post or from the post of Pilot / Master Hydrographers / Chief Officers or equivalent in the scale of pay of	

							pilotage in a Port.				Rs.60000-180000/- having 8 years regular service in the grade in any Major Port Trust.	
8.	Mooring Master	1	Class-I	80000-220000/-	Selection	42	<u>Essential :-</u> (i) Master (FG) or Dredge Master Gr.I.or 1 <sup>st</sup> Mate (FG) or Dredge Master Gr.II or 2 <sup>nd</sup> Mate (FG) or Dredge Mate Gr.I Certificate or passing out certificate from T.S. Rajendra or B.Sc. (Nautical Science) or Science Graduates in possession of Pilot's License. (ii) 8 years experience in pilotage in a Port.	a)No, b)Yes, c)Yes.	2	By promotion failing which by absorption / deputation failing both by direct recruitment.	By promotion from the rank of Asst. Mooring Master having a minimum of 3 years regular service as Asst. Mooring Master or a total of 5 years service as Asst. Mooring Master and Pilot taken together. Absorption / deputation will be from the Officers holding analogous post or from the post of Asst. Mooring Master / Pilot (or equivalent with pilot license) in the scale of pay of Rs.70000-200000/- having a total 8 years regular	

											service in the grade in any Major Port Trust.	
9.	Commander, Pilot Vessel	2	Class-I	90000-240000/-	Selection	42	<p><b>Essential:</b></p> <p>(i) Master (FG) / Dredge Master Gr.I / 1<sup>st</sup> Mate (FG) or Dredge Master Gr.II or 2<sup>nd</sup> Mate (FG) or Dredge Mate Gr.I Certificate or passing out certificate from T.S. Rajendra or B.Sc. (Nautical Science) or Science Graduates in possession of Pilot's License</p> <p>(ii) 10 years experience in pilotage in riverine Port.</p>	a) No, b)Yes, c)Yes.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	By promotion from the rank of Mooring Master having 3 years service in the grade, failing which from Mooring Master / Asstt. Mooring Master having minimum of total 6 years regular service as Mooring Master and Asst. Mooring Master taken together. Absorption / deputation will be from the Officers holding analogous post or from the post of Mooring Master / Asst. Mooring Master or equivalent in the scale of pay of Rs.80000-220000/- having total 6	

											years of regular service in the grade in any Major Port Trust.	
10.	Dock Master	1	Class-I	90000-240000/-	Selection	43	<p><b>Essential:</b></p> <p>i) Master FG certificate/ Dredge Master Gr-I.</p> <p>ii) 5 years experience in Pilotage in riverine port.</p>	<p>a) No.</p> <p>b) Yes, however in case of SMPK officials on role , in the feeder post with 1<sup>st</sup> Mate FG certificate or Dredge Master Gr-II or 2<sup>nd</sup> Mates (FG) certificate or Dredge Mate Gr-I certificate or passing out certificate from TS Rajendra or TS Chanakya or BSc. (Nautical Science) who has qualified as Pilot will be eligible.</p> <p>c) Yes.</p>	2	<p>By promotion failing which by absorption /deputation failing both by direct recruitment.</p>	<p>By promotion from the rank of Commander (PV) with 2 years regular service in the grade, failing which Dy. Dock Master with 5 years regular service in the grade, failing both by absorption /deputation /direct recruitment.</p> <p>Absorption/ deputation will be from officers holding analogous posts or the post of Commander (PV) with 2 years regular service in the grade or Dy. Dock Master with 5 years regular service in the grade in</p>	

11	Dy. Harbour Master (Port)/ (River)	2	Class-I	90000-240000/-	Selection	42	<p>i) Masters FG Certificate./ Dredge Master Gr.I</p> <p>ii) 7 years experience in pilotage in riverine port .</p>	<p>a) No.</p> <p>b), Yes, but officers with 1<sup>st</sup> Mates FG Certificate or 2<sup>nd</sup> Mates FG certificate or Dredge Master Gr.II or Dredge Mate Gr.I certificate or passing out certificate from T.S.Rajendra, T.S. Chanakya or B.Sc (Nautical Science) or Science Graduate who has qualified as Pilot will also be eligible.</p> <p>c) Yes.</p>	2	By promotion, failing which by absorption /deputation, failing both by direct recruitment.	<p>any Major Port Trust.</p> <p>By promotion from the rank of Dock Master with 2 years regular service in the grade, failing which by promotion from the rank of Commander (PV) with 3 years regular service in the grade.</p> <p>For absorption through composite method :- Officers holding analogous post or the post of Dock Master and equivalent with 2 years regular service in the grade or Commander and equivalent post with 3 years regular service either in a major Port Trust..</p> <p>For deputation,</p>	

											officers holding analogous post or post of Dock Master with 2 years experience or Dock Master /Commander taken together in the grade for 2 years and equivalent post in the Scale of Pay of Rs. 90000-240000/- in any major Port Trust/ Govt./ Public Sector undertaking or Autonomous Bodies .	
12.	Harbour Master (Port)/ (River)	2	Class-I (Dy. HoD)	100000-260000/-	Selection	45	<p><b>Essential:</b></p> <p>i) Masters FG Certificate./Dredge Master Gr.I</p> <p>ii)8 years experience in Pilotage in a port</p>	<p>a) No.</p> <p>b) Yes, but officers with 1<sup>st</sup> Mates FG Certificate or 2<sup>nd</sup> Mates FG certificate or Dredge Master Gr.II or Dredge Mate Gr.I certificate or passing out certificate from T.S.Rajendra/ T.S. Chanakya or B.Sc (Nautical Science) or Science</p>	2	By absorption through composite method failing which by deputation and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous post or the post of Dy Harbour Master(Port) (River) and equivalent post with 3 years regular service in the grade in a Major Port	

								Graduate who has qualified as Pilot will be eligible. c) Yes.			Trust. For deputation ,officers holding analogous post or post of Dy Harbour Master(Port) (River) and equivalent post in the scale of pay of Rs 90000-240000/- with 3 years regular service in the grade in any Major Port Trust/Govt./ Public Sector Undertaking or Autonomous bodies . The selection is by merit for which overall grading in the APARs will not be below "Very Good"	
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**Dredger & Despatch Service's Section**

13.	Lighting Officer	1	Class-I	50000-160000/- (Pre revised 9,100-15,100/-)	Selection	30	<b>Essential:</b> i) HS or equivalent. ii) Diploma in Mechanical or Electrical Engineering or equivalent. iii) 5 years apprenticeship in a recognised workshop.	a) No. b) Yes. c) No.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	For promotion, Officers in the Grade of Asstt. Lighting Officer in the scale of pay of Rs. 40000-140000/- with a minimum of 3 years regular service are eligible.  For Absorption / Deputation , officers holding analogous post or the post of Asstt. Lighting Officers, having 3 years regular service in the grade in any Major Port Trust / Govt. / Public Sector Undertaking or Autonomous bodies . The selection is by merit for which overall grading in the APARs will not be below "Good".
14	Second Officer (D&D) Service	7	Class-I	50000-160000/- ( Pre revised 10,750-16,750/-)	Selection	35	<b>Essential:</b> i) 3 years experience as Jr. Deck Officer or Marine Apprenticeship in Sea Going Vessel. Desirable 2 <sup>nd</sup> Mate (FG) /Master/ Mate (Home Trade)/ Dredge Mate Gr.I Certificate	N.A.	2	By direct recruitment.	By adjustment of TMOs after successful completion of the training.

15	Chief Officer	4	Class-I	60000-180000/- ( Pre-revised 13,000-18250/-)	Selection	40	<p>Certificate of competency of Masters (Home Trade)/ First Mates (FG) or Dredge Master Gr.II certificate or Master (NCV) Certificate of competency.</p> <p>Experience of 3 years in the Grade of 2<sup>nd</sup> Officer on Sea going vessel or dredger.</p>	<p>a) No. b) Yes c) N.A.</p>	2 years	By promotion, failing which by absorption/ deputation, failing both by direct recruitment.	<p>By promotion from the rank of Second Officers possessing Dredge Master Gr.II/ First Mates (FG) Certificate along with Tug Pilot licence with a minimum of 3 years of regular service as Second officer,</p> <p>Absorption/deputation will be from officers holding analogous post or the post of Second Officer with 3 years regular service in that grade.</p>	
16	Commander/ Commodore (Sr. most Commander will be designated as Commodore)	12	1	90000-240000/-	Selection	43	<p>i) Master FG Certificate or service Certificate as Master FG from Indian Navy or Dredge Master Gr.I Certificate.</p> <p>ii) Experience of 2 years in the grade of Chief Officer on sea going vessel/ Dredger.</p>	<p>a) No. b) Yes c) N / A</p>	2 years	By promotion , failing which by absorption/ deputation, failing both by direct recruitment.	<p>Promotees – A candidate possessing Master (FG) Certificate or Service Certificate as Master (FG) from Indian Navy or Dredge Master Gr.I Certificate with a minimum experience of 2 years as Chief Officer on sea going vessel or Dredger &amp; Despatch Vessel who have passed Tug Pilot Examination may also be promoted as Commander (on probation).</p>	

											<p>A candidate possessing Master (FG) Certificate or service certificate as Master (FG) from Indian Navy or Dredge Master Gr.I Certificate shall enter the Dredger &amp; Despatch Service of <b>SMPK</b> directly as Commander (on probation) after undergoing necessary training and passing necessary examinations as prescribed for them in the scheme for training of officers in the Dredger &amp; Despatch Service of <b>SMPK</b> they shall be eligible for independent command. Serving Commander from hydrographic service will also be eligible for the post of Commander, D&amp;D Service.</p> <p>Absorption / deputation will be from officers holding analogous posts or the post of Chief Officer having 2 years regular service in the</p>	
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											grade in any other Major Port Trust/ Govt. or Semi Govt. / Autonomous bodies.
17	Dy. Superintendent D&D Service.	1	Class-1	90000-240000/-	Selection	43	<p><b>Essential:</b></p> <p>(i) Master (FG) Certificate or Service Certificate as Master FG from Indian Navy or Dredge Master Gr.I Certificate.</p> <p>(ii) 5 years experience in dredging as Commander.</p>	a) No. b) No. c) No.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	By promotion from the grade of Commodore / Commander having a minimum of 2 years regular service as Commodore / Commander. Absorption / deputation will be from the Officers holding analogous post or from the post of Commodore / Commander (or equivalent) in the scale of pay of Rs.90000-240000/- having 2 years regular service in the grade in any Major Port Trust.
18.	Superintendent D&D Service.	1	Class-I (Dy. HoD)	100000-260000/-	Selection	45	<p>i) Master (FG) Certificate or Service Certificate as Master FG from Indian Navy or Dredge Master Gr.I Certificate.</p> <p>(ii) 5 years experience in dredging as Commander. experience in Dredging is essential.</p>	a) No. b) Yes. c) Yes.	N. A.	By absorption through composite method, failing which by deputation and failing both by direct recruitment.	<p>For absorption by composite method, officers holding analogous posts or the post of Deputy. SDDS/ Dredging Supdt. and equivalent post in the scale of Rs.90000-240000/- with 3 years regular service in the Major Port Trust.</p> <p>For deputation, officers holding analogous posts or</p>



19	Sr. Hydrographer (Sr. Hydrographer after passing Pilot examination are redesignated as Master Hydrographer )	18	1	60000-180000/-	Selection	Not exceeding 25 years for B.Sc Nautical Science;  30 years for 2 <sup>nd</sup> Mates (FG)/ 1 <sup>st</sup> Mate (FG) / Dredge Master Gr.II / Dredge Mate Gr.I candidates.	<u>Essential</u>  1 <sup>st</sup> Mates (FG) or 2 <sup>nd</sup> Mates (FG)/ B.Sc Nautical Science.  Candidates with 2 <sup>nd</sup> Mate (FG)/ B.Sc Nautical Science will join at a pay scale of 50000-160000/- (pre-revised Rs.10750-16750/-) with a designation as probation-ary Sr. Hydrographer.	i)No. ii)Yes. iii)No	2	By direct recruitment or by adjustment of probationary Sr. Hydrographer after successful completion of training.	By adjustment of Trainee Marine Officers as per the training scheme subject to passing out the prescribed examinations.	3 posts of Sr. Hydrographer have been transferred to Estate Division in terms of Ministry's letter No.PD-24015/80/2018-PD-III dated 14.7.2020.
20	Officer-in-charge (Survey)	2	Class-I	60000-180000/-	Selection	40	i) 1 <sup>st</sup> Mates (FG) or 2 <sup>nd</sup> Mates (FG). ii) Should possess Pilot License with at least 2 years experience in the Hydrographic Survey.	i)No. ii)Yes. iii) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	By <u>promotion</u> from the rank of Master Hydrographer having a minimum of total 3 years regular service as master Hydrographer and Sr. Hydrographer taken together failing which by transfer/ deputation from the post equivalent to Master Hydrographer or equivalent in the scale of pay of Rs.24,900-60,500/-	

											having total 3 years regular service in the grade.	
21	Commodore/ Commander (officers working as Commanders for 10 years would be redesignated as Commodore )	12	Class-1	80000-220000/-	Selection	43	<p><b>Essential:</b></p> <p>(i) At least 5 years experience in the hydrographic branch of Indian Navy in the rank of Lt. Commander.</p> <p>(ii) Must be a corporate member of Institution of Surveyors (India) or equivalent as accepted by Govt. of India.</p> <p>(iii) Experience in a riverine waterway is desirable.</p>	a) No. b) No. c) Yes.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	By promotion from the rank of OC Surveys / Master Hydrographer having a minimum of total 5 years regular service as OC, Surveys / Master Hydrographer and Sr. Hydrographer taken together. Absorption / deputation will be from the Officers holding analogous post or from the post of OC, Surveys / Master Hydrographer / Sr. Hydrographer (or equivalent) of hydrographic section in the scale of pay of Rs.60000-180000/- having 5 years regular service in the grade in any Major Port Trust.	
22	Dy. Chief Hydrographer (one post belongs to Hydraulic Study Department )	2	Class-1	90000-240000/-	Selection	42	<p><b>Essential:</b></p> <p>(i) At least 5 years experience in the hydrographic branch of Indian Navy in the rank of Commander or 5</p>	a) No. b) No. c) No.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	By promotion from the rank of Commodore / Commander of Hydrographic Service having a minimum of total 2 years regular	

							<p>years experience as Commander / Commodore in the hydrographic section or equivalent in any Major Port / PSUs / other Govt. organisations.</p> <p>(ii) Must be a corporate member of Institution of Surveyors (India) or equivalent as accepted by Govt. of India.</p> <p>(iii) Experience in a riverine waterway is desirable.</p>				<p>service in the grade of Commodore and Commander taken together.</p> <p>Absorption / deputation will be from the officers holding analogous post or from the post of Commodore / Commander (or equivalent) of hydrographic section in the scale of pay of Rs.80000-220000/- having 2 years regular service in the grade in any Major Port Trust.</p>	
23	Chief Hydrographer	1	Class-1 (Dy. HoD)	100000-260000/-	Selection	45	<p><b>Essential:</b></p> <p>(i) At least 8 years experience in the hydrographic branch of Indian Navy in the rank of Captain or 8 years experience as Commodore /Commander in the hydrographic section or equivalent in any Major Port / PSUs / other Government organisations.</p> <p>(ii) Must be a corporate member of Institution of</p>	<p>a) No.</p> <p>b) No.</p> <p>c) No.</p>	2	<p>By absorption through composite method failing which by deputation and failing both by direct recruitment.</p>	<p>For absorption through composite method:- Officers holding analogous post or the post of Dy. Chief Hydrographer and equivalent posts with 3 years regular service in the grade in the Marine Department in a Major Port Trust will be eligible.</p> <p>For deputation, officers holding analogous post or post of Dy. Chief Hydrographer and equivalent post in the</p>	

							Surveyors (India) or equivalent as accepted by Govt. of India. (iii) Experience in a riverine waterway is desirable				scale of pay of Rs.90000-240000/- having 3 years regular service in the grade in any Govt. / Public Sector Undertaking or Autonomous Body will be eligible. The selection is by merit for which overall grading in the APARs will not be below "very good".	
24	Apprentice Dock Pilot	As per availability of post of Dock Pilot	Class-I	Stipend- of Rs.40,000 /-( Minimum of the revised scale of class-II posts) without any allowances	Selection	25	2 <sup>nd</sup> Mate FG Certificate or B.Sc. Nautical Science with 60% mark, recognised by DG Shipping.	N.A.	N.A.	By direct recruitment	-N. A.	-
25	Dock Pilot	36	Class-1	50000-160000/- (Pre-revised Rs.9,100-15,100)-	Selection	30	i) 2 <sup>nd</sup> Mate F.G. Certificate or B.Sc. Nautical Science with 60% marks, recognised by DG, Shipping/ MOS.  ii) One year Sea going experience is desirable.	a) No. b) Yes. c) No.	2.	By absorption / deputation failing which by direct recruitment.	By absorption of Apprentice Dock Pilot on successful completion of training under the Port Training Scheme. Absorption / deputation will be from the Officers holding analogous post in any Major Port Trust. Direct entrants will be required to	

											undergo prescribed training and qualify before final absorption. Deputationist will also be required to undergo prescribed training.	
26	Asstt. Dock Master	7	Class-I	60000-180000/-	Selection	40	<p>i) 2<sup>nd</sup> Mate (FG) / Master NCV.</p> <p>(ii) Experience in a restricted waterway is desirable.</p>	<p>a) No.</p> <p>b) Yes, however in case of SMPK officials on role, in the feeder post, on the date of notification of this RSP regulation B.Sc Nautical Science is essential recognised by DG, Shipping/ MOS.</p> <p>c) No.</p>	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	By promotion from the rank of Dock Pilot having a minimum of 8 years regular service as Dock Pilot. Absorption / deputation will be from the Officers holding analogous post or from the post of Dock Pilot (or equivalent) in the scale of pay of Rs 50000-160000/-[pre-revised Rs.20,600-46,500/-(pre pre-revised Rs.10,750-16,750/-)] having at least 8 years regular service in the grade in any Major Port Trust.	
27	Dy. Dock Master	3	Class-I	70000-200000/-	Selection	40	<p><b>Essential:</b></p> <p>i) 2<sup>nd</sup> Mate (FG)/ Master (HT) certificate.</p> <p>ii) 3 years experience as Deck Cadet/ Apprentice.</p>	<p>a) No.</p> <p>b) Yes, but relaxable for SMPK officials, on pay role on date of</p>	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	By promotion from the rank of Asstt. Dock Master having a minimum of total 2 years regular service in the grade failing which by transfer/	

							iii) Experience: Handling ships of all sizes in impounded dock system for 12 years.	notification of this RSP regulation  c) Yes.			deputation/ direct recruitment.  Absorption / deputation will be from the Officers holding analogous post or from the post of Asstt. Dock Master or equivalent in the scale of pay of Rs 60000-180000/- having at least 2 years regular service in the grade in any Major Port Trust.
28	Sr. Radio Officer	7	Class-1	50000-160000/- (Pre revised Rs. 9100-15,100/-)	Selection	30	<b>Essential:</b> i) At least 2 <sup>nd</sup> class certificate of proficiency as Wireless Operator issued by Ministry of Communication or equivalent as notified by MOC or DG Shipping with general operator certificate in GMDSS.	a) No. b) Yes. c) NA.	2	By promotion failing which by direct recruitment.	By <u>promotion</u> from the rank of Radio Officer in the scale of Pay of Rs 40000-140000/- having a minimum of total 3 years regular service in the grade failing which by direct recruitment.
29	Dy. Chief Radio Officer	1	Class-1	50000-160000/- ( Pre revised 10,750-16750/-)	Selection	35	<b>Essential:</b> i) At least 2 <sup>nd</sup> class certificate of proficiency as Wireless Operator issued by Ministry of Communication or equivalent as notified by MOC or DG Shipping with general operator	a) No. b) Yes. c) No.	2	By promotion failing which by direct recruitment.	By <u>promotion</u> from the rank of Sr. Radio Officer having a minimum of 3 years regular service as Sr. Radio Officer and Radio Officer taken together failing which by direct recruitment.

							certificate in GMDSS. ii) Must have administrative experience of 2 years in a Wireless Station.					
30	Chief Radio Officer	1	Class-1	60000-180000/- ( Pre revised 24,900-50,500/-)	Selection	40	<b>Essential:</b> i) At least 2 <sup>nd</sup> class certificate of proficiency as Wireless Operator issued by Ministry of Communication or equivalent as notified by MOC or DG Shipping with general operator certificate in GMDSS. ii) Must have 5 years experience in Wireless station.	a) No. b) Yes. c) No.	2	By promotion failing which by direct recruitment.	By <u>promotion</u> from the rank of Dy. Chief Radio Officer having a minimum of 3 years regular service as Dy. Chief Radio Officer failing which by direct recruitment.	
<b><u>Engineer Superintendent's Section</u></b>												
31	EIC, Class-II Vessel	8	Class-I	50000-160000 /- Pre-revised 9,100-	Selection	30	<b>Essential:</b> Entry for Marine Engineers with Inland Engineers Certificate, DMET Graduate Engineers	a) No. b) Yes c) No.	2	By promotion failing which by absorption/ deputation failing both by	By <u>promotion</u> from the rank of Jr.Marine Engineer with a minimum of total five years regular service in the grade	

				15,100/-)			and Mechanical/Electrical Degree Engineers with post graduate 1 years Marine Apprenticeship/NCV Class-III /IV certificate with experience as watch keeping engineer on board a vessel for at least 3 years.			direct recruitment	Absorption / deputation will be from the Officers holding analogous post of Jr.Marine Engineer and equivalent in the scale of pay of Rs.40000-140000/- having 5 years regular service in the grade in any Major Port Trust.
32	EIC Class-I Vessel	8	Class-I	50000-160000 /- Pre revised Rs. 10750-16,750/-)	Selection	35	Entry for Marine Engineers with Inland Engineers Certificate, DMET Graduate Engineers and Mechanical / Electrical Degree Engineers with Post Graduate 1 year Marine Apprenticeship / NCV Class-III / IV certificate with experience as watch keeping engineer on board a vessel for at least 3 years..	a) No. b) Yes c) No.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	By promotion from the rank of Engineer In-Charge, Class-II Vessel with a minimum of 5 years regular service in the grade.  Absorption / deputation will be from the Officers holding analogous post or from the post of Engineer In-Charge, Class-II Vessel and equivalent in the scale of pay of Rs.50000-160000/- (Pre revised Rs.9,100-15,100) having 5 years regular service in the grade in any Major Port Trust. .
33	2 <sup>nd</sup> Engineer, Class-I Vessel	5	Class-I	70000-200000 /-	Selection	40	<b>Essential:</b> i) MEO Class-I certificate	a) No. b) Yes. c) No.	2	By adjustment failing which by absorption/ deputation	By adjustment of the senior most relieving Engineer, Class-I vessel failing which

							ii) 3 years experience of work in a Sea Going vessel thereafter.			failing both by direct recruitment.	by transfer/ deputation/ direct recruitment.—  For absorption/ deputation , officers holding analogous post in other Major Port OR officers holding post of EIC Class-I vessel with 3 years regular service in the grade will be eligible.	
34	Marine Engineer	6	Class-1	80000-220000 /-	Selection	40	i) MEO Class-I certificate issued under Merchant Shipping Act., 1958. ii) 1 year Post qualification experience as Ch. Engr./2 <sup>nd</sup> Engr. On board a Foreign Going Ship.	NA.	2	By direct recruitment.	Not Applicable	Chief Enginee (Marine) has been re-designated as Marine Engineer
35	Commodore Chief Engineer, Class-I Vessel.	1	Class-I	90000-240000 /-	Selection	43	i)MEO 1 <sup>st</sup> Class certificate issued under Merchant Shipping Act., 1958. ii) 4 years Post qualification experience as Ch. Engr./2 <sup>nd</sup> Engr. on board a Foreign Going Ship.	a) No. b) Yes. c) No.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	By promotion from the rank of Marine Engineer with three years regular service in the grade.  Absorption/deputati on will be from the officers holding analogous post or from the post of Marine. Engr. (or equivalent) in the scale of pay of Rs.80000-220000/-	

											having at least three years regular service in the grade in a Major Port Trust.
36	Asstt. Engineer Superintendent,	1	Class-I	90000-240000 /-	Selection	43	<p><b>Essential:</b></p> <p>i) MEO Class I certificate.</p> <p>ii) As Chief Engineer of a foreign sea going vessel or of a large vessel in riverine port for a period of atleast 3 years.</p> <p>Desirable: Extra 1<sup>st</sup> Class.</p>	a) No. b) Yes. c) No.	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	<p>By <u>promotion</u> from the rank of Commodore Chief Engineer or Marine Engineer having a minimum of total 2 years regular service as Commodore Chief Engineer and Chief Engineer Class-I vessel taken together.</p> <p>Absorption / deputation will be from the officers holding analogous post in the scale of pay of Rs. 36,600-62,000/- or officers holding post of Commodore Chief Engineer with 2 years / Marine Engineers having experience of 3 years in that grade in any Major Port Trust/PSU/Autonomous body failing which by direct recruitment.</p>

37	Dy. Engineer. Superintendent	1	Class-I	90000-240000 /-	Selection	43	<p><b>Essential:</b></p> <p>i) MEO class I certificate.</p> <p>ii) As Chief Engineer of a foreign sea going vessel or of a large vessel in riverine port for a period of atleast 4 years.</p> <p><b>Desirable:</b></p> <p>Extra 1<sup>st</sup> Class.</p>	<p>a) No.</p> <p>b) Yes.</p> <p>c) No.</p>	2	<p>By promotion failing which by absorption/ deputation failing both by direct recruitment</p>	<p>By <u>promotion</u> from the rank of Asstt. E.S. or Supdt. New Construction having a minimum of total 3 years regular service as Asstt. E.S., Supdt. New Construction, Commodore Chief Engineer and Marine Engineer taken together.</p> <p>Absorption / deputation will be from the officers holding analogous post in the scale of pay of Rs. 36,600-62,000/- or officers holding post of Asst. Engg. Supdt. having experience of 3 years in that grade in any Major Port Trust/PSU /Autonomous body failing which by direct recruitment.</p>
38	Engineer Superintendent	1	Class-I (Dy. HoD)	100000-260000 /-	Selection	45	<p><b>Essential:</b></p> <p>i) MEO Class I (Combined or Motor) certificate.</p> <p>ii) As Chief Engineer of a foreign sea going vessel or of a large vessel in riverine port for a period of at least 5 years.</p> <p><b>Desirable:</b></p> <p>Extra 1<sup>st</sup> Class.</p>	<p>a) No.</p> <p>b) Yes.</p> <p>c) No.</p>	2	<p>By absorption through composite method failing which by deputation from Govt. Organisation and failing both by direct recruitment..</p>	<p>For absorption through composite method :- Officers holding analogous post or the post of Dy. E.S./OCPD and Asstt. ES and equivalent post taken together with 5 years regular service in the grade in a major Port Trust..</p>

											For deputation, officers holding analogous post or post of Dy. ES/OCPD and Asstt. ES taken together and equivalent post in the Scale of Pay of Rs. 90000-240000/- - having 5 years regular service in the grade in any major Port Trust/ Govt./ Public Sector undertaking or Autonomous Bodies. The selection is by merit for which overall grading in the APARs will not be below "very good".	
39	Safety & Anti Pollution Officer	1	Class-I	50000-160000 /- ( Pre revised Rs. 10750-16,750/-)	Selection	35	<b>Essential:</b> i) 2 <sup>nd</sup> class Master degree in Chemistry/ Applied Chemistry or B.Tech (Hons.) in Chemical Engineering from a recognised University. ii) Knowledge of statutory rules relating to the safety and anti pollution operation in ports.	N.A.	2	Direct recruitment	N.A.	
40	Superintendent, Boat Registration	1	Class-I	50000-160000 /- ( Pre revised Rs. 10750-	Selection	35	<b>Essential:</b> i) B.Sc or B. Tech degree in Naval Architecture Or should have served a full time	N.A.	2	By transfer failing which by direct recruitment.	By transfer from the rank of Shipwright attached to Superintendent Boat Registration and dry	

				16,750/-)			five years apprenticeship as Shipwright in a large recognised ship yard and passed the prescribed examination ii) Must have served in a responsible position in a large ship yard having dry docking facilities. iii) Must possess atleast 5 years experience as shipwright.				dock failing which by direct recruitment.	
41.	Ship-wright	1	Class-I	50000-160000 /- (Pre revised Rs. 10750-16,750/-)	Selection	30	<b>Essential:</b> i) B.Sc or B. Tech degree in Naval Architecture Or should have served a full time five years apprenticeship as Shipwright in a large recognised ship yard and passed the prescribed examination ii) Must have served in a responsible position in a large ship yard having dry docking facilities. iii) Must possess atleast 3 years experience in drawing office.	N.A	2	Direct recruitment	N.A	

## Recruitment Rules for Class-I posts of Medical Department

Sl. No	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age Limit for Direct Recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b)educational qualifications (c) experience for direct recruits will apply in case of promotion/ absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Matron	1	Class-I	50000-160000/- (Pre-revised 9100 – 15100/-)	Selection	40	<p><b>Essential</b></p> <p>a) Sr. Diploma in General Nursing and Midwifery and must be registered under a Staff Nursing Council.</p> <p>b) Must have not less than 10 years experience in a First Grade Hospital inclusive of 4 years as an Asstt. Matron or in an equivalent position.</p> <p><b>Desirable</b> <u>B.Sc (Nursing)</u></p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	2	<p>By direct recruitment –66.2/3%.</p> <p>By promotion – 33.1/3%</p>	By promotion from the rank of Asstt. Matron or equivalent position with a minimum of 4 years regular service in the grade subject to passing qualifying/ departmental examination as may be prescribed by the Chairman of SMP, Kolkata.	

2	Medical Officer	19	Class-I	50000-160000/- (Pre-revised 9100 – 15100/-)	Selection	30 However, this will not apply in the case of UPSC candidates	<p><b>Essential:-</b>  a) MBBS Degree from a recognised University or for Medical Officer (Dental) BDS Degree of a recognised University.  b) One year experience in a hospital after completion of internship of one year.</p> <p><b>Desirable:-</b>  A Post Graduate Medical Degree from a recognised University.</p>	NA	2	By direct recruitment	NA	<p><b>Out of</b> existing 37 posts of Sr. Medical Officer, 19 will be re-designated as Medical Officer in the scale of pay of Rs.50000-160000/- (pre-revised 9100-15100/-)</p> <p>The candidate fulfilling the above qualification should have appeared in the interview in any of the last three <i>Combined Medical Services Examination conducted by UPSC</i> and result of which have been declared till the closing date of advertisement of the post issued by</p>
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3	Senior Medical Officer (General Duty)	9	Class-I	50000-160000/- (Pre-revised 10750 – 16750/-)	Selection	40	<p><b>Essential:-</b></p> <p>i) MBBS Degree from a recognised University or for Senior Medical Officer (Dental) BDS Degree of a recognised University.</p> <p>ii) 5 years experience in a Hospital after completion of internship of one year.</p> <p><b>Desirable:-</b></p> <p>A Post Graduate Medical Degree from a recognised University.</p>	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment	<p>Promotion from Medical Officer in the scale of Rs 50000-160000/- (Pre-revised Rs 9100 – 15100) with 5 Years regular service in the grade.</p> <p>Absorption / deputation will be of officers holding analogous posts or feeder post with 5 years regular service in the grade in a Major Port Trust.</p>	Out of 37 posts of Sr. Medical Officer, 9 will be re-designated as Sr. Medical Officer (General Duty) in the scale of pay of Rs.50000-160000/- (pre-revised 10750-16750/-).
4	Senior Medical Officer (Specialist)	9	Class-I	50000-160000/- (Pre-revised 10750 – 16750/-)	Selection	40	<p><b>Essential:-</b></p> <p>i) MBBS Degree from a recognised University or for Senior Medical Officer (Dental) BDS Degree of a recognised University.</p> <p>ii) A post</p>	NA	2	By direct recruitment	NA	At least one from each of the Discipline of Medicine, Surgery, Gynaecology & Obstetrics, Paediatrics, Orthopaedic Pathology,

							<p>graduate medical Degree/Diploma in the specified speciality from a recognised university.</p> <p>iii) Post qualification experience of 3 years in cases of PG Degree holders and 5 years post qualification experience in cases of PG Diploma holders in a hospital, in the relevant field of specialisation.</p>					<p>Anaesthesiology, Ophthalmology and Biochemistry, On the first instance, Medical officers having Post Graduate qualification in the relevant field will be considered for appointment, failing which the post will be filled up by open advertisement.</p> <p>Out of 37 existing posts of Sr. Medical officer, 9 will be re-designated as Sr. Medical Officer (Specialist) in the scale of pay of Rs.50000-160000/- (pre-revised</p>
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												10750-16750/-)
5	Deputy Chief Medical Officer (General Duty)	6	Class-I	60000-180000/-	Selection	42	<p><b>Essential :-</b></p> <p>i) MBBS Degree from a recognised University or for Dy. Chief Medical Officer (Dental) BDS Degree of a recognised University.</p> <p>ii) 9 years experience in a hospital after completion of internship of one year.</p> <p><b>Desirable:-</b></p> <p>A Post Graduate Medical Degree from a recognised University.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) Yes</p>	2	By promotion failing which by absorption / deputation, failing both by direct recruitment	<p>Promotion from Sr. Medical Officer (GD) in the scale of pay of 50000-160000/- (Pre-revised 10750 – 16750) with 4 years regular service in the grade, failing which Sr. Medical Officer (GD) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs 50000-160000/- (Pre-revised 10750 – 16750) and Rs 50000-160000/- (Pre-revised 9100 – 15100) Absorption / deputation will be of officers</p>	

											holding analogous posts or feeder posts with 4 years regular service in the grade in a Major Port Trust.	
6	Deputy Chief Medical Officer (Specialist)	6	Class-I	60000-180000/-	Selection	42	<p>i) MBBS Degree from a recognised University.</p> <p>ii) A Post Graduate Medical Degree / Diploma (Medical Stream) in the specified speciality from a recognised University.</p> <p>iii) Post Qualification experience of 7 years in the case of PG Degree holders and 9 years post qualification experience in the case of PG Diploma holders, in a Reputed hospital in the relevant field of specialisation.</p>	<p>a) No</p> <p>b) Yes</p> <p>c) No</p>	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	<p>Promotion Sr. Medical Officer (Specialist) in the scale of pay of Rs.50000-160000/- (pre-revised Rs.10750-16750/- with 4 years regular service in the grade, failing which Sr. Medical Officer (General Duty) with Post Graduate qualification in the relevant field and 4 years regular service in the grade,</p> <p>Absorption /deputation will be of</p>	

											officers holding analogous posts or holding the post of Sr. Medical Officer (Specialist) in the scale of pay of Rs.50000-160000/- (pre-revised Rs.10750-16750/- with 4 years regular service in the grade in a Major Port Trust.	
7	Sr. Deputy Chief Medical Officer (Specialist)	5	Class-I (Dy. HoD)	80000-220000/-	Selection	45	i) MBBS Degree from a recognised University. ii) A Post Graduate Medical Degree / Diploma (Medical Stream) in the specified speciality from a recognised University. iii) Post qualification experience of 10 years in the case of PG Degree	(a) No (b) Yes (c) Yes	2	By absorption through composite method ,failing which by deputation from other Govt organisations, and failing both by direct recruitment	For absorption through composite method, officers holding analogous posts or holding the post of Dy. Chief Medical Officer (Specialist) Or Dy. CMO (General Duty) with Post Graduate	

							holders and 12 years post qualification experience in the case of PG Diploma holders in a reputed hospital, in the field of specialisation.				qualification in the relevant field in Medical Department in the scale of pay of Rs 60000-180000/- with 3 years regular service in the grade in a Major Port Trust or Dy. Chief Medical Officer (Specialist)/Dy. Chief Medical Officer (General Duty) with Post Graduate qualification in the relevant field with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs 50000-160000/- (Pre-revised Rs 10750 – 16750) and	
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											not be below "Very Good".	
8.	Chief Medical Officer	1	Class-I (HOD)	100000- 260000/-  To be elevated to the scale of pay of Rs. 1,20,00- 2,80,000/- (Pre- revised Rs. 51,300- 73,000/-) after completion of 3 years regular service upon consideration by the Competent Authority	Selection	50	i) MBBS Degree from a recognised University. ii) A Post Graduate Medical Degree/Diploma (Medical Stream) from a recognised University. iii) Post Qualification experience of 13 years in the case of PG Degree holders and 15 years post qualification experience in the case of PG Diploma holders, in a reputed hospital.	(a) No  (b) Yes  (c) No	2	By absorption through composite method, failing Which by deputation, from other Govt organisations and failing both, by direct recruitment	For absorption through composite method, officers holding posts in the scale of pay of Rs 80000- 220000/- with 3 years regular service in the grade in the Medical Department in a Major Port Trust will be eligible.  For deputation, officers holding analogous posts or officers holding post of Sr. Dy. Chief Medical Officer and equivalent Specialist posts in Medical Dept in the Scale of pay of Rs 80000-	



## Recruitment Rules for Class-I posts of Research Wing under General Administration Department

Sl. No	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age Limit for Direct Recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b) educational qualifications (c) experience for direct recruits will apply in case of promotion/absorption/deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/absorption/deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Dy. Manager ( Research)	2	Class-I	50000-160000/- (Pre-revised 9,100-15,100/-)	Selection	30	<p><b>Essential:-</b> Degree in Economics or Statistics or Mathematics from a recognised University /Institution</p> <p><b>Desirable:-</b> i) 2 years executive experience in collection, compilation and interpretation of data or in conducting field surveys, investigations etc. ii) Knowledge of computer operations. iii) Post Graduate</p>	(a) No (b) Yes however, in case of SMPK officials on roll, in the feeder post, on date of Notification of this Regulation, degree in any discipline is essential. (c) No	2	Direct recruitment – 66. 2/3% Promotion- 33. 1/3%	Promotion from Assistant Manager ( Research) in the scale of pay of Rs 40000-140000/- (Pre-revised Rs.8,600 – 14,600/- ) with 3 years regular service in the grade.	Out of 4 existing posts of Dy. Director (Research), 2 will be re-designated as Deputy Manager ( Research) in the scale of pay Rs50000-160000/- (pre-revised 9100-15100/-) and rest 2 will be re-designated as Manager (Research) in the scale of pay of

							Degree/Diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognized University/ Institution.					Rs.20600-46500/- (pre-revised 10750-16750/-).
2	Manager (Research)	2	Class-I	50000-160000/- (Pre-revised 10,750 – 16,750/-)	Selection	35	<p><b>Essential:-</b></p> <p>i) Degree with Economics or Statistics or Mathematics from a recognised University / Institution.</p> <p>ii) 5 years executive experience in planning, or in collection, compilation and interpretation of data or in conducting field surveys, investigations etc.</p> <p><b>Desirable:-</b></p> <p>i) Post Graduate Degree / Diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognised University/ Institution.</p>	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Dy. Manager(Research) in the scale of pay of Rs 50000-160000/- (Pre-revised 9,100 – 15,100) with 5 years regular service in the grade failing which Dy. Manager (Research) in the scale of pay of Rs 50000-160000/- (Pre-revised 9,100-15,100) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs 50000-160000/- (Pre-revised 9,100 – 15,100/-) and 40000-140000/- (Pre-revised Rs 8,600 -14,600/-) in the respective discipline of P&R Division.	Out of 4 existing posts of Dy. Director (Research), 2 will be re-designated as Manager (Research) in the scale of pay Rs.20600-46500/- (pre-revised 10750-16750/-) and rest 2 will be re-designated as Deputy Manager (Research) in the scale of pay of Rs50000-160000/- (pre-revised 9100-15100/-)

							ii) Knowledge of computer operations.				Absorption / deputation will be of Officers holding analogous posts OR Dy. Manager ( Research) and other equivalent posts in the scale of pay of 50000-160000/- (Pre-revised 9,100-15,100) with 5 years regular service in the grade in P&R Division in a Major Port Trust.	
3	Sr. Manager ( Research)	2	Class-I	60000-180000/-	Selection	40	<p><b><u>Essential:-</u></b></p> <p>i) Degree in Economics or Statistics or Mathematics from a recognised University / Institution.</p> <p>ii) 9 years executive experience in planning or in collection, compilation and interpretation of data or in conducting field surveys, investigations etc.</p> <p>iii) Knowledge of computer operation.</p> <p><b><u>Desirable:-</u></b></p> <p>i) Post Graduate Degree / Diploma in Economics or</p>	(a) No (b) Yes (c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from Manager(Research) in the scale of pay of Rs 50000-160000/- (Pre-revised 10,750 – 16,750) with 4 years regular service in the grade failing which Manager (Research) in the scale of pay of Rs 50000-160000/- (Pre-revised 10,750-16,750) with 2 years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs 50000-160000/- (Pre-revised 10,750 –	Senior Deputy Director (Research) is re designated as Sr. Manager ( Research)

							Statistics or Mathematics or Operation Research and allied subjects from a recognised University / Institution. ii) Knowledge of computer operations.				16,750) and Rs 50000-160000/- (Pre-revised Rs 9,100 – 15,100) in the respective discipline of P&R Division. Absorption / deputation will be of Officers holding analogous posts or Manager (Research) and other equivalent posts in the scale of pay of Rs 50000-160000/- (Pre-revised 10,750 – 16,750) with 4 years regular service in the grade in a Major Port Trust.	
4	Dy. General Manager (Research)	1	Class-I	80000-220000/-	Selection	42	<b>Essential:-</b> i) Degree in Economics or Statistics or Mathematics from a recognised University / Institution. ii) 12 years executive experience in Planning or in collection, compilation and interpretation of data or in conducting field surveys,	(a) No (b) Yes (c) No	NA	By absorption through composite method, failing which by deputation from other Govt organisations and failing both by direct recruitment.	For absorption through composite method, officer's holding analogous posts or Sr. Manager (Research) and other equivalent posts in the scale of pay of Rs 60000-180000/- with 3 years regular service in the grade in P&R Division in a Major Port Trust or Sr. Manager (Research) and other equivalent posts with 2 years regular service in	Joint Director (Research) is re-designated as Dy. General Manager (Research)

							<p>investigations etc.  <b>Desirable:-</b>  Post Graduate Degree / Diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognised University / Institution.</p>				<p>the grade and a combined regular service of 7 years in the scales of pay of Rs 50000-160000/- (Pre-revised Rs 10,750 – 16,750) and Rs 60000-180000/- in P&amp;R Division in a Major Port Trust will be eligible.  For deputation, officers holding analogous posts or holding post of Sr. Manager (Research) and other equivalent posts in the scale of pay of Rs 60000-180000/- in P&amp;R Division / Deptt in Govt / PSUs or Autonomous bodies with 3 years regular service in the grade will be eligible.  The selection is by merit for which the benchmark in overall grading in APARs will not be below “Very Good”.</p>
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## Recruitment Rules for Class I Posts of Traffic Department

Sl. No.	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational and other qualification prescribed for direct recruitment	Whether (a) age (b) educational qualifications (c) experience for direct recruits will apply in the cases of promotion/ absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Dy .Manager (Traffic)	19	Class-I	50000-160000/- (Pre-revised 9100-15100)	Selection	30  However, this will not apply in the case of UPSC candidates	<b>Essential:</b> (a) A Degree from a recognised University.  <b>Desirable:</b> Two years executive experience in shipping/ cargo operations/ railway transportation in an Industrial/ Commercial/ Govt. Undertaking.	(a) No  (b) Yes.  (c) No	2	By direct recruitment – 66.2/3%  By promotion – 33.1/3%	Promotion from Assistant Manager(Traffic) in the scale of pay of Rs.40000-140000/- (pre-revised Rs.8,600 - 14,600/-) with 3 years regular service in the grade.	Out of 40 existing posts of Sr. Asstt. Traffic Manager, 19 will be re-designated as Deputy Manager ( Traffic) .  Rest 18 will be re-designated as Manager (Traffic) in the scale of pay of Rs.50000-160000/- (pre-revised 10750-16750/-) (3 posts transferred to Estate Divn. Out of which 2 will



2	Manager (Traffic)	18	Class-I	50000-160000/- (Pre-revised 10750-16750)	Selection	35	<p>i) Degree from a recognised University.</p> <p>ii) Five years experience in shipping/ cargo operations/ railway transportation in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.</p>	<p>(a) No</p> <p>(b) Yes.</p> <p>(c) No</p>	2	<p>By promotion failing which by absorption / deputation failing both by direct recruitment.</p>	<p>Promotion from Deputy Manager (Traffic) in the scale of pay of Rs.50000-160000/- (Pre-revised 9100-15100) with 5 years regular service in the grade, failing which Deputy Manager (Traffic) in the scale of pay of Rs.50000-160000/- (Pre-revised 9100-15100) with 2 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs.50000-160000/- (Pre-revised 9100-15100)</p> <p>and 40000-140000/- in the respective discipline of Traffic Department.</p> <p>Absorption/ deputation will be of Officers</p>
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											holding analogous posts or posts of Deputy Manager (Traffic) in the scale of pay of Rs.50000-160000/- (Pre-revised 9100-15100) with 5 years regular service in the grade in a Major Port Trust.	
3.	Sr. Manager (Traffic)	8	Class-I	60000-180000/-	Selection	40	(i) A Degree from a recognised University  (ii) Nine years experience in shipping/ cargo operations /railway transportation in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	2	By Promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Manager (Traffic) in the scale of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/- ) with 4 years regular service in the grade, failing which Manager (Traffic) in the scale of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/- ) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/- ) and 50000-160000/-	Deputy Traffic Manager will be re-designated as Sr. Manager (Traffic)

											(Pre-revised 9100-15100/-) in the discipline of Traffic Deptt .  Absorption/ deputation will be of Officers holding analogous posts or post of Manager (Traffic) in the scale of pay of Rs.50000-160000/- (Pre-revised 10,750-16,750/- ) with 4 years regular service in the grade in a Major Port Trust.	
4.	Dy. General Manager (Traffic)	2	Class-I (Dy. HoD)	80000-220000/-	Selection	42	(i) A Degree from a recognised University.  (ii) Twelve years experience in shipping/ cargo operations/ railway transportation in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.	(a) No  (b) Yes  (c) No	N.A.	By absorption through composite method, failing which by deputation from other Govt. organisations, and failing both, by direct recruitment.	For absorption through composite method, Officers holding analogous posts or post of Sr. Manager (Traffic) and equivalent posts in the respective discipline of Traffic Department in the scale of pay of Rs.60000-180000/-with 3 years regular service in the grade in a Major	Sr. Deputy. Traffic Manager will be re-designated as Dy. General Manager (Traffic)

											<p>Port Trust or Sr. Manager (Traffic) and equivalent post in the respective discipline of Traffic Department with 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs. 50000-160000/- (Pre-revised 10,750-16,750/- ) and Rs. 60000-180000/- in the respective discipline of Traffic Department in a Major Port trust will be eligible.</p> <p>For deputation, Officers holding analogous posts or holding post of Sr. Manager (Traffic) and equivalent posts in the respective discipline of Traffic Deptt. in the scale of pay of Rs.60000-180000/- in Govt./Semi Govt./PSUs</p>
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											or Autonomous Bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the bench mark in overall grading in the APARs will not be below "Very Good".	
5.	General Manager (Traffic)/ Chief General Manager (Traffic)	1	Class-I (HOD)	100000-260000/-  To be elevated to the scale of pay of Rs. 1,20,00-2,80,000/- (Pre-revised Rs. 51,300-73,000/-) after completion of 3 years regular service upon consideration by the Competent Authority	Selection	45	(i) A Degree from a recognised University.  (ii) 15 years experience in shipping/ cargo operations/ railway transportation in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	N.A.	By absorption through composite method failing which deputation and failing both by direct recruitment.	For absorption through composite method, officers holding posts in the scale of pay of Rs.80000-220000/- with 3 years regular service in the grade in the Traffic Deptt. of a Major Port Trust will be eligible. For deputation, Officers holding analogous posts or post of General Manager (Traffic) and equivalent posts in Traffic Deptt. in the grade or officers holding post of Dy. General Manager (Traffic) and equivalent post in the Traffic Deptt. in the scale of pay	Traffic Manager will be re-designated as General Manager (Traffic)/ Chief General Manager (Traffic)

											<p>of Rs.80000-220000/- and above with 3 years regular service in the grade in Govt./Semi Govt./PSUs or Autonomous Bodies (other than Major Port Trust) will be eligible.</p> <p>The selection will be by merit for which the bench mark in the Overall grading in the APARs will not be below "Very Good".</p>	
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## Recruitment Rules for Class-I posts of Vigilance Department

Sl. No	Name of the Post	No. of posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age Limit for Direct Recruitment (in years)	Educational and other qualifications prescribed for direct recruitment	Whether (a) age (b)educational qualifications (c) experience for direct recruits will apply in case of promotion/ absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Deputy. Manager (Vigilance)	1	Class-I	Rs.50000-160000/- (pre-revised Rs. 9100 – 15100/-)	Selection	NA	NA	(b) Degree of a recognised University	NA	By deputation	Deputation will be from officers holding analogous posts or officers holding posts in the scale of pay of Rs 40000-140000/- (pre-revised - Rs.8600-14600/-) with 3 years regular service in the grade of Major Port Trust./Central Govt. /State Govt. / PSUs /Autonomous bodies. Preference will be given to persons having experience in vigilance work. For Deputation the minimum period will be 03 years and not exceeding 05 years.	Deputation will normally be for a period of 03 years and, in any case not to exceed 05 years.

2.	Manager (Vigilance)	1	Class-I	Rs.50000-160000/- (pre-revised Rs.10750 – 16750/-)	Selection	NA	NA	(b) Degree of a recognised University	NA	By deputation	Deputation will be from officers holding analogous posts or officers holding posts in the scale of pay of Rs 50000-160000/- (pre-revised - Rs.9100-15100/-) with 5 years regular service in the grade of Major Port Trust./Central Govt./State Govt. / PSUs /Autonomous bodies. Preference will be given to persons having experience in vigilance work. For Deputation the minimum period will be 03 years and not exceeding 05 years.	Vigilance Officer is re-designated as Manager (Vigilance)  Deputation will normally be for a period of 03 years and, in any case not to exceed 05 years.
3	Deputy General Manager (Vigilance)	1	Class-I	Rs.80000-220000/-	Selection	N.A	N.A	N.A	NA	By deputation	Deputation will be from Officers holding analogous post or Officers holding posts in the pay scale of Rs-60000-180000/- (pre - revised Rs. 13,000-18,250/- ) with 3 years regular service in the grade OR Officers of a combined regular service of 7 years in the scale of pay	Deputy Chief Vigilance Officer is re-designated as Deputy. General. Manager (Vigilance)  Deputation will normally be for a

											<p>of Rs. 60000-180000/- and 50000-160000/- (pre revised Rs-10,750-16,750/-) with at least 1 year regular service in the pay scale of Rs.60000-180000/- (pre - revised Rs- 13,000-18,250/- ) in any Major Port Trusts/ Central Govt./State Govt./Semi- Govt/ Public Sector undertakings or Autonomous bodies.</p> <p>Preference will be given to the persons having experience in Vigilance Work.</p> <p>The selection is by merit for which the benchmark in the overall grading in the ACRs will not be below “very good”.</p> <p>For Deputation the minimum period will be 03 years and not exceeding 05 years.</p>	<p>period of 3 years and, in any case not to exceed 5 years.</p>
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**RECRUITMENT RULES FOR CLASS-I POSTS OF ADMINISTRATION DIVISION, UNDER GENERAL MANAGER (MANAGEMENT & SERVICES)**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether the proposed RR is in consonance with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Dy. Manager (Admn)	4	I	50,000-1,60,000 (equivalent to Rs.9100-15100/-)	Selection	30	<p><b>Essential:</b></p> <p>(i) Degree from a recognised University. (ii) Appeared in interview in any of the last 03 Civil Service Examinations conducted by UPSC and results of which have been declared till the closing date of advertisement of post issued by the Port Trust.</p> <p><b>Desirable :</b></p> <p>(i) Post Graduate Degree/ Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognised University / Institution. (ii) Two years' experience in an executive cadre in the field of General Administration, Personnel &amp; Industrial Relations etc. in an Industrial / Commercial / Govt. Undertaking.</p>	<p>(a) No (b) Yes. However in case of promotion, clause (ii) of essential qualification is not required . (c) No</p>	2	By Direct Recruitment- 66 2/3% By Promotion- 33 1/3%	Promotion from Assistant Manager (Administration) or other equivalent posts in the Admin. Division, failing which Assistant Manager (P&IR) in the scale of pay of Rs. 40,000-1,40,000/- with 3 years' regular service in the grade.	<p>The existing post of Assistant Manager (Administration) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (Administration) (pre-revised 9,100-15,100/-) and Manager (Administration) (pre-revised 10,750-16,750/-).</p> <p>The existing post of Administrative officer is re-designated as Assistant Manager (Administration).</p>	Provision of promotion from Class-III posts has not been incorporated as per Model RR since Class-II posts exists under Admn. Division in the scale of pay of Rs. 40,000-1,40,000/- (pre revised 8,600-14,600/-)
2	Dy. Manager (Estate)	2	I	50,000-1,60,000 (equivalent to 9100-15100/-)	Selection	30	<p><b>Essential :</b></p> <p>(i) Degree with a Post Graduate Degree / Diploma in Architecture / Town and Country Planning or Degree in Civil Engineering from a recognised University / Institution or Corporate Membership of the Institution of Surveyors (India).</p> <p><b>Desirable:</b></p> <p>(i) A Degree in Law from a recognised University. (ii) Two years executive experience in Estate Management, valuation and land records in an Industrial / Commercial/ Govt Undertaking.</p>	<p>(a) No (b) No, However, a Diploma from a recognised University / Institution is essential. (c) No</p>	2	By Direct Recruitment- 66 2/3% By Promotion- 33 1/3%	Promotion from Assistant Manager(Estate) / Assistant Manager (Estate Survey) in the scale of pay of Rs. 40,000-1,40,000/- with 3 years' regular service in the grade.	<p>The existing posts of Field Officer is re-designated as Dy. Manager (Estate). The existing post of Jr Field Officer, Estate Surveyor is re-designated as Assistant Manager (Estate) and Assistant Manager (Estate Survey) respectively.</p>	Provision of promotion from Class-III posts has not been incorporated as per Model RR since Class-II posts exists under Admn. Division in the scale of pay of Rs. 40,000-1,40,000/- (pre revised 8,600-14,600/-)

3	Dy. Manager (Legal)	1	1	50,000-1,60,000 (equivalent to 9100-15100/-)	Selecti on	30	<b>Essential :</b> Degree in Law from a recognised University / Institution. <b>Desirable:</b> (i) Two years' experience in an executive cadre in the legal establishment in an Industrial/ Commercial/ Govt. Undertaking. (ii) Post Graduate Degree in Law from a recognised University.	Not applicable.	2	By Direct Recruitment-	Not applicable.	The existing posts of Assistant Manager(Legal) is re-designated as Dy.Manager (Legal). The post is proposed for direct recruitment as the CRR has not provided any post in the scale of pay of Rs 40,000-1,40,000/- in the feeder cadre.	1. The post of Dy.Manager (Legal) is a isolated post with no sanctioned post in the feeder grade in the CRR order 2. There is no Legal Div. under HDC and hence provision of promotion from Class-III is excluded.
4	Deputy Manager (OL)	1	I	50,000-1,60,000 (equivalent to 9100-15100/-)	Selecti on	30	<b>Essential :</b> (i) Must be an MA in Hindi with English as a subject at the Degree level or BA (Honours) in English with a Degree or a Post Graduate in Hindi of a recognised University. (ii) Must have 5 years' experience in terminological works in Hindi and translation work from English to Hindi and vice-versa or 5 years' experience in teaching / research / writing or Journalism in Hindi.	Not applicable.	2	By Direct Recruitment.	Not applicable.	The existing posts of Assistant Manager(OL) is re-designated as Dy.Manager (OL).	Statutory Post & No model RRs for such Post
5	Dy. Manager (P&G)	1	I	50,000-1,60,000 (equivalent to Rs 9100-15100/-)	Selecti on	30	<b>Essential :</b> Degree in Botany/ Agriculture from a recognised University/Institution. <b>Desirable :</b> (i) Post Graduate Degree in Botany/ Agriculture from a recognised University/Institution. (ii) Two years' experience in an executive cadre in the relevant discipline dealing with management of Farms/ Plantation/ Gardening in an Industrial/ Commercial/ Govt. Undertaking.	NA	2	By Direct Recruitment.	Not applicable.	The existing post of Plantation & Gardening Officer is re-designated as Dy.Manager (P&G) This post is not available in the CRR but contained in RSP 2013.	No model RRs for such Post
6	Dy. Manager (F&S)	1	I	50,000-1,60,000 (equivalent to Rs 9100-15100)	Selecti on	30	<b>Essential :</b> (i) Degree from a recognised University/ Institution. (ii) Degree in Fire Engineering (or equivalent) from a recognised University/ Institution, or Divisional Officer's Certificate in Fire Fighting from NFSC, Nagpur (or equivalent). <b>Desirable:-</b> Two years' experience in an executive cadre in an organisation handling Fire/ Security/ Defence/ Police/ Para-Military forces.	NA	2	By Direct Recruitment.	Not applicable.	The existing post of Sr. Fire & Security Officer is re-designated as Dy.Manager (F&S)	No model RRs for such Post

7	Manager (Admn)	7	I	50,000-1,60,000 (equivalent to Rs. 10,750-16,750/-)	Selecti on	35	<p><b>Essential:</b> i) Degree from a recognised University. (ii) Five years' experience in an executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable :</b> Post Graduate Degree/ Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognised University / Institution.</p>	(a) No (b) Yes. (c) No	2	By Promotion failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	<p>Promotion from Dy. Manager (Admn)/ Dy. Manager (OL) */ Dy. Manager (Legal) / Dy. Manager(F&amp;S)/ Dy. Manager(P&amp;G) / Dy. Manager (Estate), failing which Dy. Manager (P&amp;IR) in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs 9100-15100/-) with 5 years' regular service in the grade.</p> <p>Absorption / deputation will be of officers holding analogous post or holding the aforesaid feeder posts (or equivalent) in Admn. discipline and P&amp;IR discipline in the scale of pay of Rs 50,000- 1,60,000/- (pre revised 9100-15100/-) with 5 years' regular service in the grade in a Major Port Trust.</p> <p>* The eligible Dy. Manager (OL) will have to pass departmental examination.</p>	The existing post of Assistant Manager (Administration) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (Administration) (pre-revised 9,100-15,100/-) and Manager (Administration) (pre-revised 10,750-16,750/-).	<p>1. The isolated posts have been included in the feeder cadre considering the model RR allows inclusion of equivalent posts. Besides such inclusion will give promotional opportunities to the incumbents holding the posts of Dy Manager (OL)/ Dy Manager (Legal) / Dy. Manager(F&amp;S) / Dy. Manager(P&amp;G) and would also encourage them for Multitasking.</p> <p>2. The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (Admn.) and Manager (Admn.)</p> <p>3. The total no of posts at column 3 has been arrived at, by including the number of posts for Main admn &amp; Estate as mentioned at CRR.</p> <p>** The condition that Dy. Manager (OL) has to pass the departmental examination has been made as per instruction of MoS vide letter no. PR-12012/14/2013-PE-I dated 21-04- 2020.</p>
8	Sr. Manager (Admn)	4	I	60,000-1,80,000	Selecti on	40	<p><b>Essential:</b> (i) Degree from a recognised University. (ii) Nine years' experience in an executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable :-</b> Post Graduate Degree/ Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognised University / Institution.</p>	(a) No (b) Yes (c) No	2	By Promotion failing which by Absorption / Deputation, failing both by Direct Recruitment.	<p>Promotion from Manager (Admn), failing which from Manager (P&amp;IR) in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs 10,750-16,750/-) with 4 years' regular service in the grade.</p> <p>Absorption / Deputation will be of Officers holding analogous posts or holding the aforesaid feeder posts (or equivalent) in Admn. discipline and P&amp;IR discipline in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs. 10750-16750/-) with 4 years' regular service in the grade in a Major Port Trust.</p>	The existing post of Dy. Manager (Admin) is re-designated as Sr. Manager (Admin)	The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (Admn.) and Manager (Admn.)

9	Dy. General Manager (Admn)	3	I	80,000-2,20,000	Selecti on	42	<p><b>Essential :</b></p> <p>(i) Degree from a recognised University / Institution.</p> <p>ii) Twelve years' experience in an executive cadre in the field of General Administration , Personnel, Industrial Relations in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable :</b></p> <p>(i) Post Graduate Degree / Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognised University / Institution.</p>	<p>(a) No</p> <p>(b) Yes</p> <p>(c) No</p>	Not applicable	By Absorption through composite method, failing which, by deputation from other Govt. Organizations, failing both, by Direct Recruitment.	For absorption through composite method, officers holding analogous posts or equivalent posts in the scale of pay of Rs 60,000-1,80,000/- in Admn. and P&IR Division or in the respective discipline of GAD with 3 years regular service in the grade in a Major Port Trust or officers holding posts in the scale of pay of Rs 60,000-1,80,000/- with 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs. 60,000-1,80,000/- and Rs 50,000-1,60,000/- (pre-revised Rs.10750-16750/-) in the Admn. / P&IR Division or in equivalent post in the respective discipline of GAD in a Major Port Trust will be eligible. For Deputation, officers holding analogous post or post of Sr.Manager in Admn. / P&IR Division and equivalent post in the respective discipline of GAD in the scale of pay of Rs. 60,000-1,80,000/- with 3 years regular service in the grade in Govt. / Semi-Govt. / PSUs / Autonomous Bodies, etc. will be eligible. The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.	The existing post of Sr.Dy.Manager(Admin) is re- designated as Dy.General Manager(Admin)	In line with model RR
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\* In case RRs for a separate EDP Unit, along with the number of posts, are not approved, the post of Dy. Manager (Systems) would be considered as feeder cadre for promotion to the post of Manager (Admn.) and the total number of posts in the scales of pay of Rs. 9,100-15,100/- and Rs. 10,750-16,750/- under Administration Division would be reconciled accordingly.

**RECRUITMENT RULES FOR CLASS-I POSTS OF EDP UNIT OF ADMINISTRATION DIVISION, UNDER GENERAL MANAGER (MANAGEMENT & SERVICES)**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether the proposed RR is in consonance with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Dy. Manager (Systems)	3	I	50,000-1,60,000/- (equivalent to Rs 9100-15100)	Selection	30	<b>Essential:</b> Degree in Computer Engg./ Computer Science / IT / MCA from a recognized University / Institution Or Degree in Maths /Statistics / Operational Research /Economics with Post Graduate Diploma in Computer Application /Computer Science/ Information Technology from recognized University / Institution Or Degree in Engineering with Post Graduate Diploma in Computer Application / Computer Science / Information Technology from a recognized University / Institution	NA	2	By direct recruitment.	Not applicable	The Existing post of Assistant Manager (Systems) is re-designated as Dy.Manager (Systems)	Provision of promotion from Class-II & Class-III posts is excluded in consideration of no sanctioned posts in the feeder cadre in the respective discipline. No sanctioned post is there for EDP unit in the CRR. However, The BOT vide Resolution No. R/420/HDC/ADMN/3/12/2017 has sanctioned additional 2 posts of Asstt. Manager (ICT) which is redesignated as Dy. Manager (Systems). Degree in IT and MCA have been included in the essential qualification at column no. 8 in line with relevant qualification prevalent in the IT industry at present.

**Desirable:**

- i) Post Graduate Degree in Mathematics / Statistics/ Operational Research / Economics  
Or  
Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or Information Technology or Computer Applications or Business Administration (PG Degree / Diploma) with specialization in Systems or Information System or MIS or Information Technology and allied subjects from a recognized university / institution
- ii) 2 years experience in Programming / Electronic Data Processing / System Analysis etc..

2	Manager (Systems)	2	I	50,000-1,60,000/- (equivalent to Rs 10750-16750)	Selection	35	<p><b>Essential:</b> Degree in Computer Engg./ Computer Science / IT / MCA from a recognized University / Institution Or Degree in Maths /Statistics / Operational Research /Economics with Post Graduate Diploma in Computer Application /Computer Science/ Information Technology from recognized University / Institution Or Degree in Engineering with Post Graduate Diploma in Computer Application / Computer Science / Information Technology from a recognized University / Institution</p> <p>ii) Five years experience in Programming / Electronic Data Processing / System Design &amp; Analysis and related fields</p>	a) No b) Yes c) No	2	By promotion failing which by absorption/deputation, failing both by direct recruitment.	<p>Promotion from Dy. Manager (Systems) in the Admin. Division in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs 9100-15100/-) with 5 years' regular service in the grade. Absorption / deputation will be of officers holding analogous posts or Dy. Manager (Systems) and other equivalent posts in the scale of pay of Rs 50,000- 1,60,000/- (pre revised 9100-15100/-) with 5 years' regular service in the grade in EDP / IT Section in a Major Port Trust.</p>	The Existing post of Assistant Manager (Systems) is re-designated as Dy. Manager (Systems)	No sanctioned post is there for EDP unit in the CRR. However, there are three sanctioned posts in the Existing RSP Regulations 2013 and BOT has approved creation of 2 additional posts which has been apportioned between Dy. Manager (Systems) and Manager (Systems) Degree in IT and MCA have been included in the essential qualification at column no. 8 in line with relevant qualification prevalent in the IT industry at present.
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						<p><b>Desirable:</b>  i) Post Graduate Degree in Mathematics / Statistics/ Operational Research / Economics  Or  Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or Information Technology or Computer Applications or Business Administration (PG Degree / Diploma) with specialization in Systems or Information System or MIS or Information Technology and allied subjects from a recognized university / institution</p>							
3	Sr. Manager (Systems)	1	I	60,000-1,80,000	Selection	40	<p><b>Essential:</b>  Degree in Computer Engg./ Computer Science / IT / MCA from a recognized University / Institution  Or  Degree in Maths /Statistics / Operational Research /Economics with Post Graduate Diploma in Computer Application /Computer Science/ Information Technology from recognized University / Institution  Or  Degree in Engineering with Post Graduate Diploma in Computer Application / Computer Science / Information Technology from a recognized University / Institution</p>	<p>a) No  b) Yes  c) No</p>	2	<p>By promotion failing which by absorption/deputati on, failing both by direct recruitment.</p>	<p>Promotion from Manager (Systems) in the Admin. Division in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs 9100-15100/-) with 5 years' regular service in the grade.  Absorption / deputation will be of officers holding analogous posts or Dy. Manager (Systems) and other equivalent posts in the scale of pay of Rs 50,000- 1,60,000/- (pre revised 9100-15100/-) with 5 years' regular service in the grade EDP / IT Section in a Major Port Trust.</p>	<p>The Existing post of Assistant Manager (Systems) is re-designated as Dy. Manager (Systems)</p>	<p>No sanctioned post is there for EDP unit in the CRR. However, The BOT vide Resolution No. R/420/HDC/ADMN/3/12/2017 has sanctioned 01 post of Dy. Manager (ICT) which is redesignated as Sr. Manager (Systems).  Degree in IT and MCA have been included in the essential qualification at column no. 8 in line with relevant qualification prevalent in the IT industry at present.</p>

ii) Nine years experience in Programming / Electronic Data Processing / System Design & Analysis and related fields

**Desirable:**

i) Post Graduate Degree in Mathematics / Statistics/ Operational Research / Economics  
Or  
Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or Information Technology or Computer Applications or Business Administration (PG Degree / Diploma) with specialization in Systems or Information System or MIS or Information Technology and allied subjects from a recognized university / institution

6	Dy. General Manager (Systems)	1	I	80,000-2,20,000	Selection	42	<p><b>Essential:</b>  Degree in Computer Engg./ Computer Science / IT / MCA from a recognized University / Institution  Or  Degree in Maths /Statistics / Operational Research /Economics with Post Graduate Diploma in Computer Application /Computer Science/ Information Technology from recognized University / Institution  Or  Degree in Engineering with Post Graduate Diploma in Computer Application / Computer Science / Information Technology from a recognized University / Institution</p> <p>ii) Twelve years experience in Programming / Electronic Data Processing / System Design &amp; Analysis and related fields</p>	<p>a) No  b) Yes  c) No</p>	2	<p>By Absorption through composite method, failing which, by deputation from other Govt. Organizations, failing both, by Direct Recruitment.</p>	<p>For absorption through composite method, officers holding analogous posts or Sr. Manager (Systems) in the scale of pay of Rs 60,000-1,80,000/- with 3 years regular service in the grade in the IT Unit in a Major Port Trust or Sr. Manager (Systems) and other equivalent posts in a major port Trust in the scale of pay of Rs 60,000-1,80,000/- with 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs. 60,000-1,80,000/- and Rs 50,000-1,60,000/- (pre-revised Rs.10750-16750/-) in IT unit of a Major Port Trust will be eligible.</p> <p>For Deputation, officers holding analogous post or holding posts of Sr. Manager (Systems) and other equivalent posts in the scale of pay of Rs. 60,000-1,80,000/- with 3 years regular service in the grade in IT Unit (Or equivalent) in the field of IT / Computer related functions in Govt. / Semi- Govt. / PSUs / Autonomous Bodies, etc. will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.</p>	<p>No sanctioned post is there for EDP unit in the CRR. However, The BOT vide Resolution No. R/420/HDC/ADMN/3/12/2017 has sanctioned 01 post of Sr. Dy. Manager (ICT) which is redesignated as Dy. General Manager (Systems). There is no Model RR for such level of post under EDP Unit.</p>
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						<p><b>Desirable:</b>  i) Post Graduate Degree in Mathematics / Statistics/ Operational Research / Economics  Or  Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or Information Technology or Computer Applications or Business Administration (PG Degree / Diploma) with specialization in Systems or Information System or MIS or Information Technology and allied subjects from a recognized university / institution  ii) 2 years experience in Programming / Electronic Data Processing / System Analysis etc..</p>					
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\* In case RRs for a separate EDP Unit, along with the number of posts, are not approved, the post of Dy. Manager (Systems) would be considered as feeder cadre for promotion to the post of Manager (Admn.) and the total number of posts in the scales of pay of Rs. 9,100-15,100/- and Rs. 10,750-16,750/- under Administration Division would be reconciled accordingly.

RECRUITMENT RULES FOR CLASS-I POSTS OF FINANCE DIVISION, UNDER GENERAL MANAGER (FINANCE)													
Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether the proposed RR is in consonance with Model RR/Deviation
	Dy. Manager (Finance)	6	1	50,000-1,60,000 (equivalent to 9,100-15,100/-)	Selection	30	<b>Essential:</b> Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. <b>Desirable:-</b> Two years' experience in Executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.	a) No b) No, However a Degree from a recognised University / Institution is essential c) No	2	By Direct Recruitment - 66% [2/3] By Promotion - 33 % [1/3]	Promotion from Assistant Manager (Finance) or other equivalent posts in the Finance Division in the scale of pay of Rs.40,000-1,40,000/- (pre revised 8,600-14,600/-) with 3 years' regular service in the grade.	The existing post of Assistant Manager (Finance) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (Finance) (pre-revised 9,100-15,100/-) and Manager (Finance) (pre-revised 10,750-16,750/-). The Existing designation of Accounts/Audit Officer and Treasurer is redesignated as Assistant Manager (Finance) and Assistant Manager (Treasury) respectively.	Provision of promotion from Class-III posts has not been incorporated as per Model RR since Class-II posts exists under Finance Division in the scale of pay of Rs. 40,000-1,40,000/- (pre revised 8,600-14,600/-). In line with Model RR excepting inclusion of other equivalent posts in column 12.
	Manager (Finance)	4	1	50,000-1,60,000 (pre revised 10,750-16,750/-)	Selection	35	<b>Essential:</b> - (i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. (ii) Five years' experience in Executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.	a) No b) No, However a Degree from a recognised University / Institution is essential c) No	2	By Promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	Promotion from Dy. Manager (Finance) in the scale of pay of Rs.50,000-1,60,000 (pre revised Rs.9,100-15,100/-) with 5 years regular service in the grade. Absorption / Deputation will be of officers holding analogous posts or holding posts in the scale of pay of Rs.50,000-1,60,000/- (pre revised 9100-15100/-) with 5 years regular service in the grade in the Finance discipline in a Major Port Trust.	The existing post of Assistant Manager (Finance) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (Finance) (pre-revised 9,100-15,100/-) and Manager (Finance) (pre-revised 10,750-16,750/-).	1. The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (Finance) and Manager (Finance). 2. Inclusion of Finance discipline in the absorption / Deputation clause has been made.
	Sr. Manager (Finance)	3	1	60,000-1,80,000	Selection	40	<b>Essential:-</b> i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. ii) Nine years' experience in Executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.	a) No b) No, However, a Degree from a recognised University / Institution is essential. c) No	2	By Promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	Promotion from Manager (Finance) in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs. 10750-16750/-) with 4 years regular service in the grade. Absorption / Deputation will be of officers holding analogous posts or holding feeder posts in the scale of pay of Rs.50,000-1,60,000/- (pre revised 10,750-16,750) with 4 years regular service in the grade in the Finance discipline in a Major Port Trust.	The existing designation of Dy. Manager (Finance) is re designated as Sr. Manager (Finance)	1. The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (Finance) and Manager (Finance). 2. Inclusion of Finance discipline in the absorption / Deputation clause has been made.

Dy.General Manager (Finance)	2	I	80,000-2,20,000/-	Selection	42	<p><b>Essential:</b></p> <p>i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India.</p> <p>ii) Twelve years' experience in Executive cadre in the field of Finance, Accounting in an Industrial / Commercial / Govt. Undertaking.</p>	<p>a) No</p> <p>b) Yes, but in the case of personnel of Finance Department of Haldia Dock Complex who were on roll on regular basis as on the 15th October, 2013, Bachelors Degree in Commerce or Masters Degree in Commerce or Masters Degree in Business Administration with specialization in Finance from a recognised University or Institution will suffice.</p> <p>c) No</p>	Not Applicable	By Absorption through composite method, failing which, by Deputation from other Govt. Organizations, and failing both, by Direct Recruitment.	<p>For absorption through composite method, officers holding analogous posts or holding posts in the scale of pay of Rs. 60,000-1,80,000/- with 3 years' regular service in the grade or officers holding posts in the scale of pay of Rs.60,000- 1,80,000/- with 2 years' regular service in the grade and a combined regular service of 7 years in the pay scales of Rs.60,000-1,80,000/- and Rs.50,000-1,60,000/-(pre-revised Rs.10750-16750/-) in the Finance discipline in a Major Port Trust will be eligible.</p> <p>For Deputation, officers holding analogous post or holding posts in the scale of pay of Rs.60,000-1,80,000/- with 3 years regular service in the grade in the Finance discipline in Govt. / Semi Govt. / PSU / Autonomous Bodies, will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.</p>	The existing Designation of Sr.Dy.Manager (Finance) is re-designated as Dy.General Manager (Finance)	In the notification of Kolkata Port Trust Employees (Recruitment, Seniority and Promotion) Amendment Regulations, 2019 notified vide gazette notification G.S.R. No.408(E).— 4th June, 2019, incumbents holding the feeder grade posts in the Finance Department of HDC on regular basis as on 15th October, 2013 possessing the qualifications of Bachelors Degree in Commerce or Masters Degree in Commerce or Masters Degree in Business Administration with specialization in Finance from a recognised University or Institution were also made eligible for the post of General Manager (Finance) under HDC. Accordingly, considering similar justification from the above, the column 9 (b) has been framed.
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**RECRUITMENT RULES FOR THE POST OF GENERAL MANAGER (FINANCE)**

Sl. No.	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for Direct Recruits will apply in the case of Promotion / Absorption / Deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Deviation from Model RR
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	General Manager (Finance)	1	Class-I (HOD)	Rs.1,00,000-2,60,000/- (To be re-designated as Chief General Manager (Finance) with elevated Scale of Pay of Rs.1,20,000-2,80,000/- after 3 years of regular service subject to fulfillment of the conditions in Col.13)	Selection	45	<b>Essential:-</b> i) Member of Institute of Chartered Accountants of India or of Institute of Cost & Works Accountants of India. ii) Fifteen years' experience in an executive cadre in the field of Finance, Accounting in an Industrial/Commercial/ Govt. Undertaking.	a) No b) Yes, but in the case of personnel of Finance Department of Haldia Dock Complex who were on roll on regular basis as on the 15th October, 2013, Bachelors Degree in Commerce or Masters Degree in Commerce or Masters Degree in Business Administration with specialization in Finance from a recognised University or Institution will suffice. c) No	Not applicable	By Absorption through composite method, failing which, by Deputation and failing both, by Direct Recruitment.	For absorption through composite method Officers holding posts in the scale of pay of Rs. 80,000-2,20,000/- with 3 years regular service in the grade in the Finance Department in a Major Port Trust, will be eligible. For deputation, Officers holding posts in the scale of pay of Rs. 80,000-2,20,000/- and above with 3 years regular service in the grade in the in the Finance Department in Govt. / Semi-Govt/PSUs / Autonomous Bodies (other than Major Port Trusts), will be eligible. The selection is by merit for which the benchmark in overall grading in the APARs will not be below "Very Good".	1. Recommendation of the Port Chairman for elevation of the Pay Scale of the officer. 2. The APARs of the concerned officer for the last five years should not be below benchmark of "Very Good". 3. The officer should be clear from vigilance angle. 4. The Scale of Pay of Rs. 1,20,000-2,80,000/- shall be granted to HOD level officers in the scale of pay of Rs. 1,00,000-2,60,000/- only after the approval of the Ministry.	1. In line with the Model RR added with the contents of the notification of Kolkata Port Trust Employees (Recruitment, Seniority and Promotion) Amendment Regulations. 2019 notified vide gazette notification G.S.R. No.408(E).— 4th June, 2019. However, all the personnel possessing the requisite qualification and experience working in the Finance Department of HDC as on 15th October, 2013 have been made eligible for consideration in the proposed RR to keep parity. 2. Modification has been made as per Ministry's letter No. A-12023/15/2018-PE-I Dated 19/11/2019.

**RECRUITMENT RULES FOR THE POST OF GENERAL MANAGER (MANAGEMENT & SERVICES)**

Sl No	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for Direct Recruits will apply in the case of Promotion / Absorption / Deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Deviation from Model RR
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	General Manager (M&S)	1	Class-I (HOD)	Rs.1,00,000-2,60,000/- (To be re-designated as Chief General Manager (M&S) with elevated Scale of Pay of Rs.1,20,000-2,80,000/- after 3 years of regular service subject to fulfillment of the conditions in Col.13)	Selection	45	<b>Essential</b> (i) A degree from a recognised University/Institutions. (ii) Fifteen years' experience in executive cadre in the field of General Administration/Personnel/ Industrial Relations etc, in an Industrial / Commercial /Govt. Undertaking. <b>Desirable</b> Post Graduate Degree / Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognised University / Institution.	a) No. b) Yes. c) No.	Not Applicable	By Absorption through composite method, failing which, by Deputation and failing both, by Direct Recruitment.	For absorption through composite method, Officers holding posts in the scale of pay of Rs. 80,000-2,20,000/- with 3 years regular service in the grade in the GAD / Human Resource Development / Personnel & Industrial Relations Department in a Major Port Trust will be eligible. For deputation, officers holding posts in the scale of pay of Rs. 80,000-2,20,000/-and above with 3 years regular service in the grade in GAD / Human Resource Development / Personnel & Industrial Relations Department in Govt./Semi- Govt/PSUs/ Autonomous Bodies (other than Major Port Trusts), will be eligible. The selection is by merit for which the bench mark in overall grading in the APARs will not be below "Very Good".	1.Recommendation of the Port Chairman for elevation of the Pay Scale of the officer. 2. The APARs of the concerned officer for the last five years should not be below benchmark of "Very Good". 3. The officer should be clear from vigilance angle. 4. The Scale of Pay of Rs. 1,20,000-2,80,000/- shall be granted to HOD level officers in the scale of pay of Rs. 1,00,000-2,60,000/- only after the approval of the Ministry.	1. In line with Model RR the "Personnel & Industrial Relations" Department has been included at column no. 12 as it looks after all the Human Resource Development functions also besides Industrial Relations. 2. Modification has been made as per Ministry's letter No. A-12023/15/2018-PE-I Dated 19/11/2019

**RECRUITMENT RULES FOR THE POST OF GENERAL MANAGER (TRAFFIC)**

Sl. No.	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for Direct Recruits will apply in the case of Promotion / Absorption / Deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Deviation from Model RR
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	General Manager (Traffic)	1	Class-I (HOD)	Rs.1,00,000-2,60,000/- (To be re-designated as Chief General Manager (Traffic) with elevated Scale of Pay of Rs.1,20,000-2,80,000/- after 3 years of regular service subject to fulfillment of the conditions in Col.13)	Selection	45	<b>Essential:-</b> i) Degree from a recognised University/Institutions. ii) Fifteen years' experience in Shipping /Cargo Operations / Railway Transportation in an executive cadre in an Industrial /Commercial / Govt. Undertaking	a) No b) Yes c) No	Not applicable	By Absorption through composite method, failing which, by Deputation and failing both, by Direct Recruitment.	For absorption through composite method, Officers holding posts in the scale of pay of Rs. 80,000-2,20,000/- with 3 years regular service in the grade in the Traffic Department of a Major Port Trust, will be eligible. For deputation, officers holding posts in the scale of pay of Rs. 80,000-2,20,000/- and above with 3 years regular service in the grade in Traffic [Cargo Operations] Department in Govt. /Semi-Govt/ PSUs / Autonomous Bodies (other than Major Port Trusts), will be eligible. The selection is by merit for which the benchmark in overall grading in the APARs will not be below "Very Good".	1. Recommendation of the Port Chairman for elevation of the Pay Scale of the officer. 2. The APARs of the concerned officer for the last five years should not be below benchmark of "Very Good". 3. The officer should be clear from vigilance angle. 4. The Scale of Pay of Rs. 1,20,000-2,80,000/- shall be granted to HOD level officers in the scale of pay of Rs. 1,00,000-2,60,000/- only after the approval of the Ministry.	1. In line with Model RR. 2. Modification has been made as per Ministry's letter No. A-12023/15/2018-PE-I Dated 19/11/2019. 3. The term "[Cargo Operations]" has been included in the deputation clause at column 12 to specifically state the required field of experience.

**MODIFIED PROPOSED RECRUITMENT RULES FOR THE POST OF GENERAL MANAGER (MARINE)**

Sl. No.	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for Direct Recruits will apply in the case of Promotion / Absorption /	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	General Manager (Marine)	1	Class-I (HOD)	Rs. 1,00,000-2,60,000/- (To be re-designated as Chief General Manager (Marine) with elevated Scale of Pay of Rs. 1,20,000-2,80,000/- after 3 years of regular service subject to fulfillment of the conditions in Col.13)	Selection	48	<b>Essential :</b> (i) Must either hold a certificate of competency as Master of Foreign Going Ship issued by the MOS, Govt. of India or Dredge Master Gr.-I or an equivalent qualification recognised by the MOS, Govt. of India or MEO Class I certificate or an equivalent qualification issued under Merchant Shipping Act, 1958. (ii) Must hold Pilot licence and have experience of 8 years either as Master of Foreign Going Ship or in Piloting or cumulative, or 8 years experience as Chief Engineer of a Foreign Going Ship.	a) No b) Yes, however, officers with certificate of 1st Mate (F.G.) / Dredge Master Gr.I / Dredge Master Gr.II / 2nd Mate (F.G.) / Dredge Mate Gr.I / B.Sc Nautical Science / passing out from T.S.Rajendra / T.S.Chanakya / T.S.Dufferin, or, Science Graduate who have qualified as Pilots, will also be eligible. c) No	Not applicable	By Absorption through composite method, failing which, by Deputation and failing both, by Direct Recruitment.	"For absorption through composite method, officers holding posts in the scale of pay of Rs. 1,00,000-2,60,000/- in the post of Harbour Master or Harbour Master (Port) / Harbour Master (River) / Superintendent Dredger & Despatch Service / Engineer Superintendent / Chief Hydrographer in KDS or Manager (Marine Operations) in HDC with 1 year regular service in the grade, or officers holding posts in the scale of pay of Rs. 90,000-2,40,000/- in the post of Dy. DMD-I in KDS / Harbour Master with 2 years regular service in the grade in Marine department in a Major Port Trust will be eligible. For deputation, officers holding posts of Harbour Master and its equivalent deck-side posts in the scale of pay of Rs. 1,00,000-2,60,000/- with 1 year regular service in the grade, or officers holding the post of Harbour Master and its equivalent deck-side posts in the scale of pay of Rs. 90,000-2,40,000/- with 2 years regular service in the grade in Marine Department in Govt. / Semi-Govt. / PSUs / Autonomous bodies (other than Major Port Trusts), will be eligible. The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'."	1. Recommendation of the Port Chairman for elevation of the Pay Scale of the officer. 2. The APARs of the concerned officer for the last five years should not be below benchmark of "Very Good". 3. The officer should be clear from vigilance angle. 4. The Scale of Pay of Rs. 1,20,000-2,80,000/- shall be granted to HOD level officers in the scale of pay of Rs. 1,00,000-2,60,000/- only after the approval of the Ministry.

**RECRUITMENT RULES FOR THE POST OF GENERAL MANAGER (Engineering)**

Sl. No.	Name of the Post	No. of Post	Classification	Scale of Pay (Rs.)	Whether Selection or Non-Selection	Upper Age limit for Direct Recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for Direct Recruits will apply in the case of Promotion / Absorption / Deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Deviation from Model RR
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	General Manager (Engineering)	1	Class-I (HOD)	Rs.1,00,000-2,60,000/- (To be re-designated as Chief General Manager (Engineering) with elevated Scale of Pay of Rs.1,20,000-2,80,000/- after 3 years of regular service subject to fulfillment of the conditions in Col.13)	Selection	45	<b>Essential:-</b> (i) Degree (or equivalent) in Civil / Mechanical / Electrical / Electronics & Communication Engineering / Naval Architecture or *equivalent stream from a recognised University / Institution. (ii) Fifteen years' experience in an executive cadre in Mechanical / Electrical / Electronics & Communication Engineering Works, out of which 8 years' experience shall be in workshops undertaking maintenance of cargo-handling equipment / electrical installation / ship repairs in any Major Port Trust / Industrial / Commercial / Govt. Undertaking. Or fifteen years' experience in an executive cadre in Planning / Construction / Design / Maintenance preferably of Port and Marine Structures in an Industrial / Commercial / Govt. Undertaking.	a) No. b) Yes. c) No.	Not Applicable	By Absorption through composite method, failing which, by Deputation and failing both, by Direct Recruitment.	For absorption through composite method, Officers holding posts in the scale of pay of Rs. 80,000-2,20,000/- with 3 years' regular service in the grade in Civil Engineering Department including I&CF Division / Mechanical & Electrical Engineering Department including P&E Division and MM Division / in a Major Port Trust will be eligible. For deputation, Officers holding posts in the scale of pay of Rs. 80,000-2,20,000/- and above with 3 years' regular service in the grade in Civil Engineering Department including I&CF Division / Mechanical & Electrical Engineering Department including P&E Division and MM Division in Govt. / Semi-Govt. / PSUs / Autonomous Bodies (other than Major Port Trusts) will be eligible. The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.	1.Recommendation of the Port Chairman for elevation of the Pay Scale of the officer. 2. The APARs of the concerned officer for the last five years should not be below benchmark of "Very Good". 3. The officer should be clear from vigilance angle. 4. The Scale of Pay of Rs. 1,20,000-2,80,000/- shall be granted to HOD level officers in the scale of pay of Rs. 1,00,000-2,60,000/- only after the approval of the Ministry.	1. There is no Model RR for GM (Engg.) in which both Civil Engineers as well as Electrical / Mechanical Engineers are considered in the feeder cadre. In HDC, I&CF Division (officers having Civil Engineering background), P&E Division and MM Division (officers having Electrical / Mechanical Engineering background) are headed by General Manager (Engineering). Accordingly, officers of eligible grades under I&CF Division, P&E Division and MM Division of HDC are considered in the feeder posts of General Manager (Engineering), an HoD level post at HDC. 2. Officers of 'Marine Department' have been excluded from Col. No. 12 since Marine Engineers are not eligible for the post of Chief Engineer. Further, Marine personnel have promotional channel for the post of GM (Marine), an HoD level post at HDC. Accordingly, the relevant qualification has also been excluded from Col. No. 8. 3. Since, presently, various engineering streams are there, the contents of which are same / similar to the required essential qualification stated in the Model RR, the term "equivalent stream" has been included in Column No. 8. 4. Modification has been made as per Ministry's letter No. A-12023/15/2018-PE-I dated 19/11/2019.

\* 'Equivalent stream' to be decided by Appointing Authority. The term, 'equivalent stream' has been incorporated in order to address the various similar degrees being conferred by various Institutions.

**RECRUITMENT RULES FOR CLASS-I POSTS OF INFRASTRUCTURE & CIVIC FACILITIES DIVISION, UNDER GENERAL MANAGER (ENGINEERING)**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption /	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether the proposed RR is in consonance with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Dy. Manager (I&CF)	16	1	50,000-1,60,000/ (equivalent to 9,100-15,100-)	Selection	30	<b>Essential:</b> (i) Degree or equivalent in Civil Engineering from a recognised University/ Institution. (ii) Appeared in interview in any of the last 03 Engineering Service Examinations conducted by UPSC and results of which have been declared till the closing date of advertisement of post issued by the Port Trust. <b>Desirable:</b> Two years' experience in executive cadre in Planning / Construction/ Design / Maintenance, preferably of Port & Marine Structures, in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) No However, a Diploma in Civil Engineering / Diploma in Draftsmanship / Diploma in Survey Engineering / Diploma in Surveyorship from a recognised University/ Institution is essential. (c) No	2	By Direct Recruitment - 66 2/3 % By Promotion - 33 1/3 %	Promotion from Assistant Manager (I&CF) and other equivalent posts of I&CF Division in the scale of pay of Rs.40,000-1,40,000/- with 3 years' regular service in the grade.	The existing post of Assistant Manager (I&CF) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (I&CF) (pre-revised 9,100-15,100/-) and Manager (I&CF) (pre-revised 10,750- 16,750/-). The existing designation of Assistant Engineer, Assistant Engineer (PW), Estate Surveyor and Technical Officer is re-designated as Assistant Manager (I&CF), Assistant Manager(PW), Assistant Manager (Estate Survey) and Assistant Manager (Design & Drafting)	1. Provision of promotion from Class-III posts has not been incorporated as per Model RR since Class-II posts exists under I&CF Division in the scale of pay of Rs. 40,000- 1,40,000/- (pre revised 8,600-14,600/-) 2. The qualifications of Diploma in Draftsmanship / Diploma in Survey Engineering / Diploma in Surveyorship has been mentioned at column 9 to consider the qualification aspects of other equivalent posts mentioned at column 12.
2	Manager (I&CF)	12	1	50,000-1,60,000/ (equivalent to 10,750-16,750/-)	Selection	35	<b>Essential:</b> (i) Degree or equivalent in Civil Engineering from a recognised University/ Institution. (ii) Five years' experience in executive cadre in Planning / Construction / Design / Maintenance, preferably of Port & Marine Structures, in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) No However, a Diploma in Civil Engineering from a recognised University / Institution is essential (c) No	2	By promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	Promotion from Dy. Manager (I&CF) in the scale of pay of Rs.50,000-1,60,000 (pre-revised Rs.9,100-15,100/-) with 5 years regular service in the grade. Absorption / Deputation will be of officers holding analogous posts or feeder post with experience as mentioned above in a Major Port Trust.	The existing post of Assistant Manager (I&CF) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (I&CF) (pre-revised 9,100-15,100/-) and Manager (I&CF) (pre-revised 10,750- 16,750/-).	The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (I&CF) and Manager (I&CF).
3	Sr. Manager (I&CF)	6	1	60,000-1,80,000	Selection	40	<b>Essential:</b> (i) Degree or equivalent in Civil Engineering from a recognised University/ Institution. (ii) Nine years' experience in executive cadre in Planning / Construction / Design / Maintenance, preferably of Port & Marine Structures, in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) No However, a Diploma in Civil Engineering from a recognised University / Institution is essential. (c) No	2	By Promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	Promotion from Manager (I&CF) in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs. 10,750-16,750/-) with 4 years regular service in the grade. Absorption / Deputation will be of officers holding analogous posts or feeder post with experience as mentioned above in a Major Port Trust.	The existing designation of Dy. Manager (I&CF) is re-designated as Sr. Manager (I&CF).	The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (I&CF) and Manager (I&CF).

4	Dy.General Manager (I&CF)	3	1	80,000- 2,20,000	Selection	42	<b>Essential</b> - (i) Degree or equivalent in Civil Engineering from a recognised University / Institution. (ii) Twelve years' experience in an executive cadre in Planning / Construction / Design / Maintenance, preferably of Port & Marine Structures in an Industrial / Commercial / Govt. Undertaking.	(a) No (b) Yes (c) No	Not applicable	By Absorption through composite method, failing which, by Deputation from other Govt. organizations and failing both, by Direct Recruitment.	For absorption through composite method, officers holding analogous posts or holding posts of Sr. Manager and equivalent posts in the respective discipline of Civil Engineering Department / Division in the scale of pay of Rs. 60,000-1,80,000/- with 3 years regular service in the grade in a Major Port Trust or Sr. Manager and equivalent posts in the respective discipline of Civil Engineering Department / Division with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of 60,000-1,80,000/- and Rs. 50,000-1,60,000/- (pre revised Rs. 10,750-16,750) in the respective discipline of Civil Engineering Department / Division in a Major Port Trust will be eligible. For Deputation, officers holding analogous posts or officers holding post of Sr. Manager and equivalent posts in the respective discipline of Civil Engineering Department / Division in the scale of pay of Rs. 60,000-1,80,000/- with 3 years regular service in the grade in Govt./ PSU's/ Autonomous Bodies will be eligible. The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.	The existing designation of Sr. Dy. Manager (I&CF) is re-designated as Dy. General Manager (I&CF).
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**RECRUITMENT RULES FOR CLASS-I POST OF MARINE OPERATIONS DIVISION, UNDER GENERAL MANAGER (MARINE)**

Sl No	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion / absorption / deputation)	In case of promotion / absorption / deputation, grades from which it should be made	Remarks	Whether they are concurrence with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Trainee Pilot	As per availability of posts of Pilot	I	Stipend of Rs. 40,000/-, Rs. 50,000/-, Rs. 60,000/- Rs. 80,000/-, depending on entry qualification. Adjustment in higher stage is subject to passing requisite examination. B.Sc. Nautical Science will start at Rs. 40,000/- ; 2nd Mate (FG) / Dredge Mate Gr-I will start at Rs.50,000/-; 1st Mate (FG) / Dredge Master Gr.II will start at Rs.60,000/-; Master of a Foreign Going Ship and Dredge Master Gr-I will start in the regular pay scale of Rs.70,000 - 2,00,000/-	Selection	(a) Not exceeding 25 years for, B.Sc. Nautical Science Graduates (b) Not exceeding 30 years in case of candidates possessing 1st Mate (FG) / 2nd Mate (FG) / Dredge Master Gr-I / Dredge Mate Gr-II; (c) Not exceeding 40 years for candidates possessing Master of Foreign Going Ship / Dredge Master Gr-I.	<b>Essential:</b> Master of Foreign Going Ship / Dredge Master Gr.I or 1st Mate (FG) / Dredge Master Gr.II or 2nd Mate (FG) / Dredge Mate Gr-I or B. Sc. Nautical Science.	N.A.	N.A.	By direct recruitment, or, by transfer of suitable officers from other Marine Services of SMP, Kolkata in possession of the required essential qualification.	N.A.		Model RR for such post was not provided by the MoS. Proposed RR is in line with the existing RR.

2	Pilot	9	I	70,000-2,00,000/-	Selection *	40	<p><b>Essential:</b></p> <p>(i) Must hold a certificate of competency as Master of Foreign-going ship issued by the MOS, Govt. of India, ** or, Dredge Master Gr. I, or, an equivalent qualification recognised by the MOS, Govt. of India</p> <p>(ii) One year post qualification experience as Master / Chief Officer of a Foreign-going ship / Trailer Suction Hopper Dredger.</p>	<p>***a) No</p> <p>b) No</p> <p>c) No</p>	2	# By Absorption of Trainee Pilot on successful completion of training as Pilot, or, by transfer of officers from other Marine Services of SMP, Kolkata, failing which, by Absorption / Deputation / Direct Recruitment.	Absorption of Trainee Pilot after passing of requisite examination and acquiring prescribed qualification, failing which, promotion / absorption of officers from other Marine services (Hydrographic / Dock Piloting / River Survey / Dredging Services) of SMP K after passing of requisite examination and acquiring prescribed qualification, failing which, absorption / deputation of officers of Major Port Trusts holding analogous posts in the above mentioned Marine Services after passing of requisite examination and acquiring prescribed qualification for SMPK, HDC.	<p>(1) * Not applicable - as per Model RR</p> <p>(2) ** Not in Model RR</p> <p>(3) *** Not applicable - as per Model RR</p> <p>(4) # Only by DR as per Model RR</p> <p>(5) ## Not applicable - as per Model RR</p> <p>All the above have been modified as per the existing RR</p>
3	Dy. Manager (Marine Operations)	1	I	90,000 - 2,40,000	Selection	43	<p><b>Essential:</b></p> <p>(i) Must hold a certificate of competency as Master of Foreign-going ship issued by the MOS, Govt. of India, * or Dredge Master Gr. I, or, an equivalent qualification recognized by the MOS, Govt. of India</p> <p>(ii) Must hold Pilot License and have proficiency in handling all types of Ships.</p> <p>iii) 5 years experience as Pilot or Master of a foreign-going ship / Trailer Suction Hopper Dredger.</p>	<p>a) No</p> <p>b) Yes.</p> <p>**However, officers with Certificate of 1st Mate (FG) / Dredge Master Gr. II / 2nd Mate (FG) / Dredge Mate Gr-I / B. Sc. Nautical Science candidates Passing out from T.S. Rajendra / T.S. Chanakya / T. S. Dufferin, or, Science Graduates who have qualified as Pilots, will also be eligible.</p> <p>c) No.</p>	2	By Promotion, failing which, by Absorption / Deputation and failing both, by Direct Recruitment.	<p>Promotion from Pilot in the scale of pay of Rs.70,000-2,00,000/- with 5 years regular service in the grade.</p> <p>Absorption / Deputation will be of officers holding analogous posts or officers holding the aforesaid feeder post (or equivalent Deck side post) in the scale of pay of Rs.70,000-2,00,000/- with 5 years regular service in the grade in a Major Port Trust.</p>	<p>(1) * Not in Model RR</p> <p>(2) ** Not in Model RR.</p> <p>Prepared as per existing RR</p> <p>Nomenclature of post not as per Model RR</p>
4	Apprentice Dock Pilot	As per availability of posts of Dock Pilot.	I	Stipend of Rs. 40,000/- without any allowance*	Selection	25	<p><b>Essential:</b></p> <p>(i) 2nd Mate FG Certificate or B.Sc Nautical Science with 60% marks.</p> <p>(ii) Other Officers of HDC with a qualification of BSc(Nautical Science) to be considered.</p>	N.A.	NA	By direct recruitment.	N.A.	<p>Not in Model RR</p> <p>Prepared as per the existing RR.</p> <p>*Rate of stipend similar to the RR of KDS approved by BOT on 27.11.2019.</p>

5	Dock Pilot	8	I	50,000-1,60,000 (equivalent to 9,100-15,100/-)	Selection	30	<b>Essential:</b> 2nd Mate FG Certificate or B.Sc Nautical Science with 60% marks.	a) No b) Yes. * c) Not applicable.	2	By Absorption/ Deputation, failing both by Direct Recruitment.	By absorption of Apprentice Dock Pilot of HDC after passing of requisite training / examination and acquiring the prescribed qualification, failing which, Absorption / Deputation of officers of other Major Ports holding analogous posts in the Marine Services. Direct Entrants will be required to undergo prescribed training and qualify before final absorption. Deputationist will also be required to undergo prescribed training.	Model RR for such post was not provided by the MoS. Prepared as per the existing RR * except Col. 9 (b). The total number of existing posts have been split amongst the 2 posts of Dock Pilot & Sr. Dock Pilot.
6	Sr. Dock Pilot	7	I	50,000-1,60,000 (Equivalent to 10,750-16,750/-)	Selection	NA	NA	NA	NA	By promotion.	Promotion from Dock Pilots of HDC after completion of 5 years regular service and satisfactory performance.	Model RR for such post was not provided by the MoS. (RR for Sr. Dock Pilot does not exist in the present RSP Regulation).
7	Asstt. Dock Master	4	I	60,000-1,80,000	Selection	35	<b>Essential:</b> i) Second Mate (FG) / Master (Home Trade) Certificate / Degree in B.Sc Nautical Science ii) 3 years experience as Deck Cadet / Apprentice iii) 10 years experience in handling ships of all sizes in impounded dock system.	a) No b) Yes. * However, for the serving officers of SMP, Kolkata on roll as on the date of notification of this Regulations, Degree from a recognized University with Physics, Chemistry, and Mathematics / Statistics / Computer Science / shall suffice. c) No.	2	By promotion failing which by absorption / deputation failing both by direct recruitment.	Promotion from Sr. Dock Pilot in the scale of pay of Rs. 50,000-1,60,000/- with 4 years regular service in the grade. Absorption/ deputation will be from officers holding analogous posts or holding the post of Sr. Dock Pilot (or equivalent) with 4 years regular service in the scale of pay of Rs. 50,000-1,60,000/- (Equivalent to 10,750-16,750/-) in a Major Port Trust.	Model RR for such post was not provided by the MoS. Proposed RR is in line with the existing RR with the addition * that the extent of the relaxation clause in qualification has been defined.

8	Dy. Dock Master	1	I	70,000-2,00,000	Selection	36	<p><b>Essential:</b></p> <p>i) Second Mate (FG) / Master (Home Trade) Certificate / Degree in B.Sc Nautical Science</p> <p>ii) 5 years experience as Deck Cadet / Apprentice</p> <p>iii) 12 years experience in handling ships of all sizes in impounded dock system.</p>	<p>a) No</p> <p>b) Yes.</p> <p>* However, for the serving officers of SMP, Kolkata on roll as on the date of notification of this Regulations, Degree from a recognized University with Physics, Chemistry, and Mathematics / Statistics / Computer Science shall suffice.</p> <p>c) No.</p>	2	By promotion failing which by absorption / deputation failing both by direct recruitment.	Promotion from Asstt. Dock Master in the scale of pay of Rs.60,000-1,80,000/- with 3 years regular service in the grade. Absorption / deputation will be from officers holding analogous posts or holding the post of Asstt. Dock Master (or, equivalent) in the scale of pay of Rs. 60,000-1,80,000/- with 3 years regular service in the grade in a Major Port Trust.	Model RR for such post was not provided by the MoS. Proposed RR is in line with the existing RR with the addition * that the extent of the relaxation clause in qualification has been defined.
9	Engineer In-Charge Gr.- II	8	I	50,000-1,60,000 (Equivalent to 10,750-16,750/-)	Selection*	35	<p><b>Essential:</b></p> <p>i) MEO Class II Certificate issued under the Merchant Shipping Act, 1958.</p> <p>ii) Two years experience as independent Watch - Keeping Engineer on board a Foreign-going ship / Trailer Suction Hopper Dredger.</p>	<p>***a) No.</p> <p>b) Yes.</p> <p>c) No.</p>	2	# By direct recruitment, failing which, by absorption / deputation.	##Absorption / deputation will be from officers holding analogous posts in a Major Port Trust.	<p>1) * NA as per Model RR</p> <p>2) *** NA as per Model RR</p> <p>3) # Only by DR as per Model RR, Prepared as per existing RR.</p> <p>4) ## NA as per Model RR. Prepared as per existing RR. Nomenclature of post not as per Model RR</p>

10	Engineer In-Charge Gr.- I	4	I	60,000-1,80,000	Selectio n	40	<b>Essential:</b> i) MEO Class II Certificate issued under the Merchant Shipping Act, 1958. ii) **3 years experience as 2nd. Engineer on- board a Foreign-going ship / Trailer Suction Hopper Dredger.	a) No. b) Yes. c) No.	2	By promotion, failing which, by absorption / deputation, failing both, by direct recruitment.	Promotion from Engineer in-Charge Gr.-II, MO Division in the scale of pay of Rs. 50,000-1,60,000/- with 4 years regular service in the grade. Absorption / Deputation will be of officers holding analogous posts in the Marine Engineering discipline or officers holding the post of Engineer in-Charge Gr.-II (or, equivalent) in the Marine Engineering discipline in the pay scale of Rs.50,000-1,60,000/- with 4 years regular service in the grade in a Major Port Trust.	1) ** 6 years as per Model RR 2) The total number of existing posts of Chief Engineer have been split amongst the 3 posts of Engineer-In-Charge Gr.-I, Chief Engineer Gr.-II & Chief Engineer Gr.-I. New designation inserted for creation of promotional avenue for the existing Engineers under MO Division. 3) Nomenclature of post not as per Model RR.
11	Chief Engineer Gr.-II	4	I	70,000-2,00,000	Selectio n*	40	<b>Essential:</b> i) MEO Class I Certificate issued under the Merchant Shipping Act, 1958. ii) 1 year experience as Chief Engineer / 2nd Engineer on-board a Foreign-going ship / Trailer Suction Hopper Dredger.	***a) No b) Yes. c) No.	2	# By promotion, failing which, by absorption / deputation and failing both, by direct recruitment.	## Promotion from Engineer in-Charge Gr.-I, MO Division in the scale of pay of Rs. 60,000-1,80,000/- with 4 years regular service in the grade after acquiring the qualification of MEO Class I Certificate issued under the Merchant Shipping Act, 1958. Absorption / Deputation will be of officers holding analogous posts or holding post equivalent to the post of Engineer in-Charge Gr.-I in the Marine Engineering discipline in the scale of pay of Rs. 60,000-1,80,000/- with 4 years regular service in the grade in a Major Port Trust.	1) * NA as per Model RR 2) *** NA as per Model RR 3) # Only by DR as per Model RR 4) ## NA as per Model RR 5) New post to create promotional avenue for the EIC Gr.-I with MEO Class I qualification. Nomenclature of post not as per Model RR

12	Chief Engineer Gr.-I	3	I	80,000-2,20,000	Selection	44	<p><b>Essential:</b></p> <p>i) MEO Class I Certificate issued under the Merchant Shipping Act, 1958 .</p> <p>ii) 4 years experience as Chief Engineer or 5 years combined experience as Chief Engineer and 2nd Engineer on-board a Foreign-going ship / Trailer Suction Hopper Dredger.</p>	<p>a) No</p> <p>b) Yes.</p> <p>c) No.</p>	2 #	<p>## By promotion, failing which, by absorption / deputation and failing both, by direct recruitment.</p>	<p>\$ Promotion from Chief Engineer Gr.-II, MO Division in the scale of pay of Rs. 70,000-2,00,000/ with 4 years regular service in the grade after acquiring the qualification of MEO Class I Certificate issued under the Merchant Shipping Act, 1958.</p> <p>Absorption / Deputation will be of officers holding analogous posts or holding post equivalent to the post of Chief Engineer Gr.-II in the Marine Engineering discipline in the scale of pay of Rs. 70,000-2,00,000/- with 4 years regular service in the grade in a Major Port Trust.</p>	<p>1) * 44 years as per Model RR</p> <p>2) # NA as per Model RR</p> <p>3) ## Different than Model RR.</p> <p>4) \$ Different than Model RR.</p> <p>Nomenclature of post not as per Model RR</p>
13	Dy. Manager (Marine Engineering )	1	I	90,000 - 2,40,000	Selection	48	<p><b>Essential:</b></p> <p>i) MEO Class I Certificate issued under Merchant Shipping Act, 1958.</p> <p>ii) 5 years experience as Chief Engineer on board a Foreign-going ship / Trailer Suction Hopper Dredger.</p>	<p>a) No</p> <p>b) Yes.</p> <p>c) No.</p>	2	<p>***By Promotion, failing which, by Absorption / Deputation and failing both, by direct recruitment.</p>	<p>**** Promotion from Chief Engineer Gr.-I, M.O. Division in the scale of pay of Rs. 80,000-2,20,000/- with 2 years regular service in the grade. Absorption/ Deputation will be of officers holding analogous posts or officers holding the aforesaid feeder post (or equivalent) in the pay scale of Rs. 80,000-2,20,000/- with 2 years regular service in a Major Port Trust.</p>	<p>(1) ** NA in Model RR</p> <p>(2) *** &amp; **** Different from Model RR.</p> <p>Prepared as per existing RR</p> <p>Nomenclature of post not as per Model RR</p>

14	Manager (Marine)	1	I	1,00,000 - 2,60,000	Selectio n	45	<p><b>Essential:</b> <u>EITHER</u></p> <p>(i) Must hold a Certificate of Competency as Master of Foreign-going ship issued by the MOS, Govt. of India, **or Dredge Master Gr. I, or, an equivalent qualification recognized by the MOS, Govt. of India</p> <p>(ii) Must hold Pilot License and have eight years experience either as Master of a Foreign-going ship or in Piloting or cumulative.</p> <p>***<u>OR</u></p> <p>(i) MEO Class - I Certificate issued under the Merchant Shipping Act, 1958</p> <p>(ii) Five years experience as Chief Engineer on board a Foreign-going ship / Trailer Suction Hopper Dredger.</p>	<p>a) No.</p> <p>b) Yes. # However, officers with Certificate of 1st Mate (FG) / Dredge Master Gr. II / 2nd Mate (FG) / Dredge Mate Gr-I / B. Sc. Nautical Science candidates Passing out from T.S. Rajendra / T.S. Chanakya / T. S. Dufferin, or, Science Graduates who have qualified as Pilots, will also be eligible.</p> <p>c) No.</p>	NA	By Absorption through composite method, failing which, by deputation and failing both, by direct recruitment.	For absorption through composite method, officers holding analogous post or holding posts in the scale of pay of Rs.90,000 - 2,40,000/- with 2 years regular service in the grade in Marine discipline in a Major Port Trust, will be eligible. For deputation, officers holding analogous post or holding posts in the scale of pay of Rs.90,000 - 2,40,000/- with 2 years regular service in the grade in Marine discipline in Govt. / PSUs / Autonomous Bodies, will be eligible. The selection is by merit for which the benchmark in overall grading in APARs will not be below 'Very Good'.	<p>(1) ** Not in Model RR</p> <p>(2) *** &amp; # Different from Model RR.</p> <p>Prepared as per existing RR Nomenclature of post not as per Model RR</p>
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**RECRUITMENT RULES FOR CLASS-I POSTS OF MEDICAL DIVISION, UNDER GENERAL MANAGER (MANAGEMENT & SERVICES)**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether the proposed RR is in consonance with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Medical Officer	7	I	50,000-1,60,000 (equivalent to Rs.9,100-15,100/-)	Not Applicable.	35	<p>Essential:-</p> <p>i) MBBS Degree from a recognised University or for Medical Officer (Dental), BDS Degree of a recognised University.</p> <p>ii) One year experience in a Hospital, after completion of internship of one year.</p> <p>(iii) Appeared in interview in any of the last 03 Combined Medical Service Examinations conducted by UPSC and results of which have been declared till the closing date of advertisement of post issued by the Port Trust.</p> <p>Desirable :- A Post Graduate Medical Degree from a recognised University.</p>	Not Applicable	2	By Direct Recruitment.	Not Applicable.	The existing posts of Sr. Medical Officer in the scale of pay of Rs.20,600-46,500/- is split and redesignated as Medical Officer (pre-revised 9,100-15,100/-) and Sr. Medical Officer (pre-revised 10,750-16,750/-).	In line with Model RR

2	Sr. Medical Officer (General Duty)	4	I	50,000-1,60,000 (equivalent to 10,750-16,750/-)	Selection	40	<p><b>Essential:-</b></p> <p>i) MBBS Degree from a recognised University or for Medical Officer (Dental), BDS Degree of a recognized University.</p> <p>ii) Five years' experience in a Hospital, after completion of internship of one year.</p> <p><b>Desirable :-</b></p> <p>A Post Graduate Medical Degree from a recognised University / Institution.</p>	(a) No (b) Yes (c) No	2	By promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	Promotion from Medical Officer in the scale of pay of Rs. 50,000-1,60,000 (equivalent to 9,100-15,100/-) with 5 years' regular service in the grade. Absorption / deputation will be of officers holding analogous posts or feeder post with 5 years' experience in the grade in a Major Port Trust .	The existing posts of Sr. Medical Officer in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Medical Officer (pre-revised 9,100-15,100/-) and Sr. Medical Officer (pre-revised 10,750-16,750/-).	In line with Model RR
3	Sr. Medical Officer (Specialist)	3 *	I	50,000-1,60,000 (equivalent to 10,750-16,750/-)	Not Applicable	40	<p><b>Essential:-</b></p> <p>i) MBBS Degree from a recognised University or for Sr. Medical Officer (Dental), BDS Degree of a recognized University.</p> <p>ii) A Post Graduate Medical Degree in the specified speciality from a recognised University hospital, in the relevant field of specialisation.</p> <p>iii) Post-qualification experience of 3 years in a hospital, in the relevant field of specialization.</p>	Not Applicable	2	By Direct Recruitment.	Not Applicable	In the first instance, Medical Officers having post-graduate qualification in the relevant field will be considered for appointment, failing which, the post will be filled by open advertisement. * Out of total 03 posts, one (01) post of Sr. Medical Officer at column 3 and further one (01) post of Sr. Dy. Chief Medical Officer has been proposed to be surrendered for creation of one post of Additional Chief Medical Officer for which separate proposal has been sent to Ministry.	In line with Model RR

4	Dy. Chief Medical Officer (General Duty)	3	I	60,000-1,80,000	Not Applicable	42	<p><b>Essential:-</b></p> <p>i) MBBS Degree from a recognised University or for Dy. Chief Medical Officer (Dental), BDS Degree of a recognized University.</p> <p>ii) Nine years' experience in a Hospital, after completion of internship of one year.</p> <p><b>Desirable :-</b></p> <p>A Post Graduate Medical Degree from a recognised University.</p>	(a) No. (b) Yes (c) No	2	By Promotion failing which by Absorption / Deputation, failing both, by Direct Recruitment.	<p>Promotion from Sr. Medical Officer ( General Duty ) in the scale of pay of Rs. 50,000-1,60,000 (pre revised Rs 10750-16750/-) with 4 years regular service in the grade.</p> <p>Absorption / Deputation will be of Officers holding analogous posts or feeder post with 4 years' experience in the grade in a Major Port Trust.</p>	The existing designation of Dy. Medical Superintendent (General Duty) is re-designated as Dy. Chief Medical Officer (General Duty)	The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Medical Officer and Sr. Medical Officer.
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5	Dy. Chief Medical Officer (Specialist)	1	I	60,000-1,80,000	Not Applicable	42	<p><b>Essential:-</b></p> <p>i) MBBS Degree from a recognised University.</p> <p>ii) A Post Graduate Medical Degree in the specified speciality from a recognised university.</p> <p>iii) Post qualification experience of 7 years in a reputed hospital, in the relevant field of specialisation.</p>	(a) No. (b) Yes (c) No	2	By Promotion failing which by Absorption / Deputation, failing both, by Direct Recruitment.	<p>Promotion from Sr. Medical Officer (Specialist) in the scale of pay of Rs. 50,000-1,60,000 (pre revised Rs 10750-16750/-) with 4 years regular service in the grade failing which from Sr. Medical Officer (General Duty) with post graduate qualification in the relevant field with 4 years regular service in the grade</p> <p>Absorption / Deputation will be of Officers holding analogous posts or holding the post of Sr. Medical Officer (Specialist) in the scale of pay of Rs. 50,000-1,60,000 (pre revised Rs 10750-16750/-) with 4 years regular service in the grade in a Major Port Trust.</p>	The existing designation of Dy. Medical Superintendent (Specialist) is re-designated as Dy. Chief Medical Officer (Specialist)	In line with Model RR.
6	Sr. Dy. Chief Medical Officer	3 #	I	80,000-2,20,000	Selection	45	<p><b>Essential:-</b></p> <p>i) MBBS Degree from a recognised University.</p> <p>ii) A Post Graduate Medical Degree in the specified speciality from a recognised University.</p> <p>iii) Post qualification experience of 10 years in a hospital, in the relevant field of specialisation.</p>	(a) No. (b) Yes. (c) No.	Not Applicable	By Absorption through composite method, failing which, by Deputation from other Govt. organizations and failing both, by Direct Recruitment.	<p>For absorption through composite method, officers holding analogous posts or holding the post of Dy. Chief Medical Officer (Specialist) and equivalent Specialists posts in Medical Department in the scale of pay of Rs 60,000-1,80,000 with 3 years regular service in the grade in a Major Port Trust or Dy. Chief Medical Officer (Specialist) and equivalent Specialists posts in Medical Department with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs 60,000-1,80,000 and Rs. 50,000-1,60,000 (pre revised Rs 10750-16750/-) in specialist cadre of Medical Department in a Major Port Trust will be eligible.</p> <p>For Deputation, officers holding analogous posts or holding posts of Dy. Chief Medical Officer (Specialist) and equivalent Specialists posts in the scale of pay of Rs. 60,000-1,80,000 in Medical Department in a Govt. / Semi Govt./ PSUs or Autonomous Bodies, with 3 years regular service in the grade will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.</p>	The existing designation of Medical Superintendent is re-designated as Sr. Dy. Chief Medical Officer. # Out of total 03 posts, one (01) post of Sr. Dy. Chief Medical Officer at column 3 and further one (01) post of Sr. Medical Officer has been proposed to be surrendered for creation of one post of Additional Chief Medical Officer for which separate proposal has been sent to Ministry.	In line with Model RR.

7	Addl Chief Medical Officer	1	I	Rs 90000- 240000)	Selectio n	50	<b>Essential:</b> i) MBBS Degree from a recognised University. ii) A Post Graduate Medical Degree /Diploma in any Medical speciality from a recognised University/Institution. iii) Post qualification experience of 13 years PG Degree holder or 15 years for PG Diploma holder in a hospital, in the relevant field of specialisation.	(a) No. (b) Yes. (c) No.	Not Applica ble	By Absorption through composite method, failing which, by Deputation from other Govt. organizations and failing both, by Direct Recruitment.	For absorption through composite method, officers holding analogous posts or holding the equivalent post in Medical Department in the scale of pay of Rs.80000- 220000 (pre revised Rs 32900-58000/-) with 2 years regular service in the grade in a Major Port Trust subject to their possessing Degree /Diploma in the specified speciality from a recognised University/Institution. For Deputation, officers holding analogous posts or holding posts in the scale of pay of Rs. 80000- 220000/- (pre revised Rs 32900-58000/-) in Medical Department subject to their possessing Post Graduate Medical Degree / Diploma in any specialized field in a Govt. / Semi Govt./ PSUs or Autonomous Bodies, with 3 years regular service in the grade will be eligible.  The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.	The Model RR does not provide this post. This has been additionally proposed to be created as passed by the BOT vide Reso No. R/586/HDC/ADMN/3/02/22 in its meeting held on 25.2.2020. One (01) post of Sr. Dy. Chief Medical Officer and one (01) post of Sr. Medical Officer has been proposed to be surrendered for creation of one post of Additional Chief Medical Officer for which separete proposal has been sent to Ministry.
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\* In case RRs for the post of Addl. Chief Medical Officer is not approved, one post of Sr. Medical Officer and one post of Sr. Dy. Chief Medical Officer, which have been proposed to be surrendered for creation of one post of Addl. Chief Medical Officer, would be reverted back to their original sanctioned strength.

**RECRUITMENT RULES FOR CLASS-I POSTS OF MATERIALS MANAGEMENT DIVISION, UNDER GENERAL MANAGER (ENGINEERING)**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether the proposed RR is in consonance with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Dy Manager (M.M)	3	I	50,000-1,60,000 (equivalent to Rs. 9,100-15,100/-)	Selection	30	<p><b>Essential:</b> -</p> <p>(i) Degree or equivalent in Mechanical / Electrical Engineering from a recognised University/ Institution.</p> <p>(ii) Appeared in interview in any of the last 03 Engineering Service Examinations conducted by UPSC and results of which have been declared till the closing date of advertisement of post issued by the Port Trust.</p> <p><b>Desirable:</b> -</p> <p>(i) Post Graduate Degree / Diploma in Materials Management from a recognised University / Institution.</p> <p>(ii) Two years post qualification experience in Materials Management in an Industrial/ Commercial/ Govt. Undertaking.</p>	<p>a) No.</p> <p>b) No. However, a Diploma in the relevant discipline from a recognised University/ Institution is essential.</p> <p>c) No.</p>	2	<p>By Direct Recruitment- 66 2/3%</p> <p>By Promotion- 33 1/3%</p>	Promotion from Assistant Manager (MM), failing which from Asstt. Manager (P&E) in the scale of pay of Rs. 40,000-1,40,000/- with 3 years' regular service in the grade.	The existing post of Assistant Manager (MM) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (MM) (pre-revised 9,100-15,100/-) and Manager (MM) (pre-revised 10,750-16,750/-). The existing designation of Store Purchase Officer is redesignated as Assistant Manager(MM)	Provision of promotion from Class-III posts is excluded since Class-II posts exists under MM Division in the scale of pay of Rs. 40,000-1,40,000/- (pre revised 8,600-14,600/-)

2	Manager (MM)	3	I	50,000-1,60,000 (equivalent to Rs.10,750-16,750)-	Selection	35	<p><b>Essential:-</b></p> <p>(i) Degree or equivalent in Mechanical / Electrical Engineering from a recognised University / Institution.</p> <p>(ii) Five years' experience in executive cadre in the field of Materials Management / Mechanical Engineering / Electrical Engineering in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:-</b></p> <p>Post Graduate Degree / Diploma in Materials Management from a recognised University / Institution.</p>	<p>a) No</p> <p>b) No, However, a Diploma in relevant discipline from a recognised University/ Institution is essential.</p> <p>c) No</p>	2	By Promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	<p>Promotion from Dy. Manager (MM), failing which, from Dy. Manager (P&amp;E) in the scale of pay of Rs. 50,000-1,60,000 (pre revised Rs. 9,100-15,100/-) with 5 years regular service in the grade.</p> <p>Absorption / Deputation will be of officers holding analogous posts or holding the aforesaid feeder posts (or equivalent) in MM discipline and P&amp;E discipline with 5 years' regular service in the grade in a Major Port Trust.</p>	<p>The existing post of Assistant Manager (MM) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (MM) (pre-revised 9,100-15,100/-) and Manager (MM) (pre-revised 10,750-16,750/-).</p>	<p>The "failing which" clause at column no. 12 has been partly excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (MM) / Dy. Manager (P&amp;E) and Manager (MM) / Manager (P&amp;E).</p>
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3	Sr.Manager (MM)	2	1	60,000-1,80,000/-	Selection	40	<p><b>Essential:-</b></p> <p>(i) Degree or equivalent in Mechanical / Electrical Engineering from a recognised University / Institution.</p> <p>(ii) Nine years' experience in executive cadre in the field of Materials Management / Mechanical Engineering / Electrical Engineering in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:-</b></p> <p>Post Graduate Degree / Diploma in Materials Management from a recognised University / Institution.</p>	<p>a) No.</p> <p>b) No. However, a Diploma in Engineering in the relevant discipline from a recognised University/ Institution is essential.</p> <p>c) No.</p>	2	By Promotion, failing which by Absorption/ Deputation, failing both, by Direct Recruitment.	<p>Promotion from Manager (MM), failing which from Manager (P&amp;E) in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs.10750-16750)/- with 4 Years regular service in the grade.</p> <p>Absorption / Deputation will be of officers holding analogous posts or holding the aforesaid feeder posts (or equivalent) in MM discipline and P&amp;E discipline with 4 years' regular service in the grade in a Major Port Trust</p>	<p>The existing designation of Dy. Manager(MM) is re-designated as Sr.Manager(M.M)</p>	<p>1. The "failing which" clause at column no. 12 has been partly excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (MM) / Dy. Manager (P&amp;E) and Manager (MM) / Manager (P&amp;E).</p> <p>2. In case of absorption/deputation, in general norms as per model RR is possession of 4 years regular service in major ports . But in this specific posts 5 years regular service in major ports have been mentioned in the model RR which might be a typographical error.</p>
4	Dy.General Manager (MM)	1	1	80,000-2,20,000/-	Selection	45	<p><b>Essential:-</b></p> <p>(i) Degree or equivalent in Mechanical / Electrical Engineering from a recognised University / Institution.</p> <p>(ii) Twelve years' experience in executive cadre in the field of Materials Management / Mechanical Engineering / Electrical Engineering in Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:-</b></p> <p>Post Graduate Degree / Diploma in Materials Management from a recognised University / Institution.</p>	<p>a) No.</p> <p>b) Yes.</p> <p>c) No.</p>	Not Applicable	By Absorption through composite method, failing which, by Deputation from other Govt. Organizations, and failing both, by Direct Recruitment.	<p>For Absorption through composite method, officers holding analogous posts or Sr. Manager (MM) and equivalent posts in MM Division in the scale of pay of Rs. 60,000-1,80,000/- with 3 years' regular service in the grade in a Major Port Trust or the post of Sr. Manager (P&amp;E) in the scale of pay of Rs. 60,000-1,80,000/- with 3 years' regular service in the grade in a Major Port Trust or Sr. Manager (MM) and equivalent posts in MM Division / Sr. Manager (P&amp;E) with 2 years' regular service in the grade, and a combined regular service of 7 years in the scales of pay of Rs. 60,000-1,80,000- and Rs. 50,000-1,60,000/- (Pre-revised Rs. 10,750-16,750)/- in the Materials Management Divn.</p> <p>/ P&amp;E Division / Mechanical &amp; Electrical Engineering Department in a Major Port Trust will be eligible.</p> <p>For deputation, officers holding analogous posts or officers holding post of Sr. Manager(MM) / Sr. Manager (P&amp;E) and equivalent posts in Materials Management Divn. / P&amp;E Division / Mechanical &amp; Electrical Engineering Department in the scale of pay of Rs. 60,000-1,80,000/- with 3 years regular service in the grade in Govt. / Semi-Govt./PSUs / Autonomous Bodies, will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.</p>	<p>The existing designation of Sr. Dy. Manager(MM) is re-designated as Dy. General Manager (M.M)</p>	<p>The term "respective discipline" has been deleted since none of the posts have been demarcated for any specific discipline in the hierarchy.</p>

**RECRUITMENT RULES FOR CLASS-I POSTS OF PLANT & EQUIPMENT DIVISION, UNDER GENERAL MANAGER (ENGINEERING)**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether the proposed RR is in consonance with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Dy. Manager (P&E)	35	1	50,000-1,60,000 (equivalent to 9,100-15,100/-)	Selection	30	<b>Essential:</b> (i) Degree or equivalent in Mechanical / Electrical / Electronics & Communication Engineering from a recognised University / Institution. (ii) Appeared in interview in any of the last 03 Engineering Service Examinations conducted by UPSC and results of which have been declared till the closing date of advertisement of post issued by the Port Trust. <b>Desirable:</b> Two years' experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) No. However, a Diploma in Engineering in the relevant discipline from a recognised University / Institution is essential. (c) No	2	By Direct Recruitment- 66 2/3% By Promotion- 33 1/3%	Promotion from Assistant Manager (P&E), failing which from Assistant Manager (MM) in the scale of pay of Rs.40,000-1,40,000/- with 3 years regular service in the grade.	The existing post of Assistant Manager (P&E) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (P&E) (pre-revised 9,100-15,100/-) and Manager (P&E) (pre-revised 10,750-16,750/-). The existing designation of Assistant Executive Engineer is re-designated as Assistant Manager(P&E)	Provision of promotion from Class-III posts has not been incorporated as per Model RR since Class-II posts exists under P&E Division in the scale of pay of Rs. 40,000-1,40,000/- (pre revised 8,600-14,600/-)
2	Manager (P&E)	12	1	50,000-1,60,000 (equivalent to 10,750-16,750/-)	Selection	35	<b>Essential:</b> (i) Degree or equivalent in Mechanical / Electrical / Electronics & Communications Engineering from a recognised University / Institution. (ii) Five years' experience in relevant discipline in executive cadre in an Industrial/ Commercial / Govt. Undertaking.	(a) No (b) No. However, Diploma in Engineering in the relevant discipline from a recognised University / Institution is essential (c) No	2	By promotion, failing which, by Absorption/ Deputation, failing both, by Direct Recruitment.	Promotion from Dy Manager (P&E) / Dy. Manager (Safety), failing which from Dy. Manager (MM) in the scale of pay of Rs.50,000-1,60,000/- (pre revised Rs.9,100-15,100/-) with 5 years regular service in the grade.  Absorption / Deputation will be of officers holding analogous posts or holding the aforesaid feeder posts (or equivalent) in P&E discipline and MM discipline with 5 years' regular service in the grade in a Major Port Trust.	The existing post of Assistant Manager (P&E) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (P&E) (pre-revised 9,100-15,100/-) and Manager (P&E) (pre-revised 10,750-16,750/-).	The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (P&E) and Manager (P&E).
3	Sr. Manager (P&E)	5	1	60,000-1,80,000	Selection	40	<b>Essential:</b> (i) Degree or equivalent in Mechanical/ Electrical / Electronics & Communication Engineering from a recognised University/Institution. (ii) Nine years' experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt.Undertaking.	(a) No (b) No. However, Diploma in Engineering in the relevant discipline from a recognised University / Institution is essential. (c) No	2	By Promotion, failing which, by Absorption/ Deputation, failing both, by Direct Recruitment.	Promotion from Manager (P&E), failing which from Manager (MM) in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs.10750-16750)/- with 4 years regular service in the grade.  Absorption / Deputation will be of officers holding analogous posts or holding the aforesaid feeder posts (or equivalent) in P&E discipline and MM discipline with 4 years regular service in the grade in a Major Port Trust.	The existing post of Dy Manager (P&E) is re-designated as Sr. Manager (P&E)	The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (P&E) and Manager (P&E).

4	Dy. General Manager (P&E)	4	I	80,000-2,20,000	Selection	42	<p><b>Essential:</b></p> <p>-</p> <p>(i) Degree or equivalent in Mechanical / Electrical/ Electronics &amp; Communication Engineering from a recognised University/Institution.</p> <p>(ii) Twelve years' experience in relevant discipline in executive cadre in an Industrial / Commercial / Govt. Undertaking.</p>	<p>a) No.</p> <p>b) Yes.</p> <p>c) No.</p>	Not Applicable	<p>By Absorption through composite method, failing which, by Deputation from other government organizations and failing both, by Direct Recruitment.</p>	<p>For Absorption through composite method, officers holding analogous posts or holding posts of Sr. Manager and equivalent posts under P&amp;E Division / MM Division/ Mechanical &amp; Electrical Engineering Department in the scale of pay of Rs. 60,000-1,80,000/- with 3 years' regular service in the grade in a Major Port Trust or Sr. Manager and equivalent posts in the P&amp;E Division / MM Division/ Mechanical and Electrical Engineering Department with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs. 60,000-1,80,000/- and Rs. 50,000-1,60,000 (pre revised Rs. 1,07,500-1,67,500/-) in the P&amp;E Division / MM Division/ Mechanical and Electrical Engineering Department in a Major Port Trust will be eligible.</p> <p>For Deputation, officers holding analogous posts or officers holding post of Sr. Manager and equivalent posts in the P&amp;E Division / MM Division/ Mechanical and Electrical Engineering Department in the scale of pay of Rs. 60,000-1,80,000/- with 3 years regular service in the grade in Govt./ PSUs/ Autonomous Bodies, etc. will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.</p>	<p>The existing post of Sr. Dy. Manager (P&amp;E) is re-designated as Dy. General Manager (P&amp;E)</p>	<p>The term "respective discipline" has been deleted since none of the posts have been demarcated for any specific discipline in the hierarchy.</p>
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5	Dy Manager (Safety)	1	1	50,000-1,60,000 (equivalent to 9100-15100/-)	Selection	30	<p><b>Essential:</b> EITHER</p> <p>(i) Possess a recognised Degree in any branch of Engineering / Technology &amp; has practical experience of working in a Port or similar place in a supervisory capacity for a period of not less than 2 years / Possess a recognised Degree in Physics or Chemistry &amp; has had practical experience of working in a Port or similar place in a supervisory capacity for a period of not less than 5 years / Possess a recognised Diploma in any branch of Engineering or Technology &amp; has had a practical experience of working in a port or similar place in a supervisory capacity for a period of not less than 5 years, and,</p> <p>(ii) Possess a Degree or Diploma in Industrial Safety recognised by the Central Govt., and,</p> <p>(iii) Has adequate knowledge of the language spoken by majority of the workers in the port in which he is to be appointed.</p> <p>OR</p> <p>(i) Possess a recognised Degree or Diploma in Engineering or Technology and has had experience of not less than 5 years in a department of Central Govt. which deals with the administration of Indian Dock Labourers Act, 1934 &amp; the Dock Workers' (Safety, Health &amp; Welfare) Act, 1986.</p> <p>(ii) Possesses a recognised Degree or Diploma in Engineering or Technology and has had experience of not less than 5 yrs., full time, on training, education, consultancy or research in the field of accident prevention in Industry or in any Port or any Institution.</p>	(a) No. (b) Yes. (c) No.	2	By Promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	Promotion from Assistant Manager (P&E) in the scale of pay of Rs.40,000-1,40,000/- with 3 years' regular service in the grade. Absorption / Deputation will be of officers holding analogous post or holding posts in the scale of pay of Rs.40,000-1,40,000/- with 3 years' regular service in the grade in the P&E Division / Mechanical & Electrical Engineering department in a Major Port Trust.	The existing post of Assistant Manager (Safety) is re-designated as Dy Manager (Safety) Note:- Column No. 8 is in line with the existing RSP framed as per Dock Workers' (Safety, Health and Welfare) Regulations, 1990. However, this being an entry level post, the experience criteria may be made as desirable, else it may not be possible to get suitable candidate within the age of 30 yrs. Alternatively, the upper age limit may be 35 yrs. Further, Dy. Manager (Safety) may be given promotion opportunity in the main stream of Mechanical and Electrical Department alike provision of promotional opportunity of Hindi Officer in the main stream of GAD	There is no model RR for such post
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**RECRUITMENT RULES FOR CLASS-I POSTS OF PERSONNEL & INDUSTRIAL RELATIONS DIVISION, UNDER GENERAL MANAGER (MANAGEMENT & SERVICES)**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether they are concurrence with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Dy. Manager (P&IR)	5	I	50,000-1,60,000 (equivalent to 9,100-15,100/-)	Selection	30	<p><b>Essential:</b></p> <p>(i) Degree from a recognised University/Institution. (ii) Appeared in interview in any of the last 03 Civil Service Examinations conducted by UPSC and results of which have been declared till the closing date of advertisement of post issued by the Port Trust.</p> <p><b>Desirable:</b></p> <p>(i) Post Graduate Degree/ Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognised University / Institution. (ii) Two years' experience in an executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial / Commercial / Govt. Undertaking.</p>	(a) No (b) Yes. However in case of promotion, clause (ii) of essential qualification is not required. (c) No	2	By Direct Recruitment-66 2/3% By Promotion-33 1/3%	Promotion from Assistant Manager (P&IR), failing which from Asstt. Manager (Admn.) or other equivalent posts in the Admin. Division in the scale of pay of Rs. 40,000-1,40,000/- (pre revised 8,600-14,600/-) with 3 years' regular service in the grade.	The existing post of Assistant Manager (P&IR) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (P&IR) (pre-revised 9,100-15,100/-) and Manager (P&IR) (pre-revised 10,750-16,750/-). The Existing designation of Personnel Officer is re-designated as Assistant Manager (P&IR)	Provision of promotion from Class-III posts has not been incorporated as per Model RR since Class-II posts exists under P&IR Division in the scale of pay of Rs. 40,000-1,40,000/- (pre revised 8,600-14,600/-)
2	Dy. Manager (Welfare)	2	I	50,000-1,60,000 (equivalent to 9,100-15,100/-)	Selection	30	<p><b>Essential:</b></p> <p>(i) Degree from a recognised University. (ii) Degree or diploma in Social Science from a recognised university / institution. (iii) Knowledge of local language.</p> <p><b>Desirable:</b></p> <p>Two years' experience as a Labour Welfare Officer / Industrial Relations Officer in an Industrial / Commercial / Govt. Undertaking.</p>	a) No. b) Yes. c) No.	2	By Direct Recruitment-66 2/3% By Promotion-33 1/3%	Promotion by inviting applications from officers holding the post of Assistant Manager (P&IR) in the scale of pay of Rs. 40,000 - 1,40,000/- with 3 years regular service in the grade, failing which by Direct Recruitment.		Since there is no post of Asstt. Welfare Officer, Assistant Manager (P&IR) has been considered in the feeder grade.

3	Manager (P&IR)	5	I	50,000-1,60,000 (equivalent to 10,750-16,750/-)	Selection	35	<p><b>Essential:</b> (i) Degree from a recognised University/Institution. (ii) Five years' experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:</b> Post Graduate Degree/ Diploma in Personnel Management / Industrial Relations / Social Work / Labour Welfare or allied subjects or Degree in Law from a recognised University / Institution.</p>	<p>(a) No (b) Yes (c) No</p>	2	By promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	<p>Promotion from Dy Manager (P&amp;IR) / Dy. Manager (Welfare), failing which from Dy. Manager (Admn.) in the scale of pay of Rs. 50,000-1,60,000 (pre revised 9,100-15,100/-) with 5 years regular service in the grade.</p> <p>Absorption / Deputation will be of officers holding analogous posts or holding the aforesaid feeder posts (or equivalent) in P&amp;IR discipline and Admn. discipline in the scale of pay of Rs. 50,000-1,60,000/- (pre revised 9100-15100/-) with 5 years' regular service in the grade in a Major Port Trust.</p>	<p>The existing post of Assistant Manager (P&amp;IR) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (P&amp;IR) (pre-revised 9,100-15,100/-) and Manager (P&amp;IR) (pre-revised 10,750-16,750/-).</p>	<p>1) The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (P&amp;IR) and Manager (P&amp;IR). 2) Further, Dy. Manager (Welfare) has been given promotional opportunity in the main stream of P&amp;IR Division alike provision of promotion opportunity of Hindi Officer in the main stream of GAD in line with the circular of MoS.</p>
4	Sr. Manager (P&IR)	3	I	60,000-1,80,000	Selection	40	<p><b>Essential:</b> (i) Degree from a recognised University/Institution. (ii) Nine years' experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc., in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:</b> Post Graduate Degree/ Diploma in Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare or allied subjects or degree in Law from a recognised University/ Institution.</p>	<p>a) No. b) Yes. c) No.</p>	2	By Promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	<p>Promotion from Manager (P&amp;IR), failing which from Manager (Admn.) in the scale of pay of Rs. 50,000-1,60,000/- (pre revised 10750-16750)/- with 4 years regular service in the grade.</p> <p>Absorption / Deputation will be of officers holding analogous posts or holding the aforesaid feeder posts (or equivalent) in P&amp;IR discipline and Admn. discipline in the scale of pay of Rs. 50,000-1,60,000/- (pre revised Rs.10,750-16,750) with 4 years' regular service in the grade in a Major Port Trust.</p>	<p>The existing designation of Dy Manager(P&amp;IR) is re-designated as Sr. Manager(P&amp;IR)</p>	<p>1) The "failing which" clause at column no. 12 has been excluded to prevent occurrence of anomaly due to split of scale of pay for the post of Dy. Manager (P&amp;IR) and Manager (P&amp;IR). 2) The post of Sr. Welfare Officer has not been kept in the feeder cadre of the post since the Dy. Manager (Welfare) had already been given promotional opportunity to the main stream post of Manager (P&amp;IR).</p>

5	Dy. General Manager (P&IR)	2	I	80,000-2,20,000	Selection	42	<p><b>Essential:</b>            (i) Degree from a recognised University/Institution.            ii) Twelve years' experience in an executive cadre in the field of General Administration, Personnel, Industrial Relations, etc., in an Industrial / Commercial / Govt. Undertaking.</p> <p><b>Desirable:</b>            Post Graduate Degree / Diploma in Personnel Management/ Industrial Relations/ Social Work/ Labour Welfare or allied subjects or Degree in Law from a recognised University / Institution.</p>	<p>a) No.            b) Yes.            c) No.</p>	Not applicable	<p>By Absorption through composite method, failing which, by Deputation from other Govt. organizations and failing both, by Direct Recruitment.</p> <p>For Absorption through composite method, officers holding analogous posts or equivalent post in the scale of pay of Rs 60,000-1,80,000/- in P&amp;IR Division and Administration Division or in the respective discipline of GAD with 3 years regular service in the grade in a Major Port Trust or officers holding posts in the scale of pay of Rs. 60,000-1,80,000/- with 2 years' regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs. 60,000-1,80,000/- and Rs 50,000-1,60,000/- (pre revised Rs.10750- 16750/-) in P&amp;IR Division / Administration Division or in equivalent posts in the respective discipline of GAD in a Major Port Trust will be eligible.</p> <p>For deputation, officers holding analogous posts or holding posts of Sr. Manager in P&amp;IR Division / Administration Division and equivalent posts in the respective discipline of GAD in the scale of pay of Rs. 60,000-1,80,000/- with 3 years' regular service in the grade in Govt. / Semi-Govt. / PSUs / Autonomous Bodies, etc. will be eligible.</p> <p>The selection is by merit for which the benchmark in overall grading in the APARs will not be below 'Very Good'.</p>	<p>The existing designation of Sr.Dy Manager (P&amp;IR) is redesignated as Dy. General Manager (P&amp;IR)</p>	<p>To align with the Model RR, column no. 12 has been modified although the RR approved by BoT has considered the officers of both P&amp;IR and Admn. Divisions.</p>
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**RECRUITMENT RULES FOR CLASS-I POSTS OF ADMINISTRATION DIVISION UNDER GENERAL MANAGER (M&S) (PRIVATE SECRETARY)**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether they are concurrence with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	19
1	PS to Dy. Chairman	1	I	50,000-1,60,000 (equivalent to Rs. 9,100-15,100)	Selection	30	<b>Essential:</b> i) A Degree from a recognised University. ii) Proficiency in stenography and typewriting with a speed of 120/40 w.p.m. respectively. iii) Knowledge of Computer Application. iv) Five years' experience as Stenographer /PA in an Industrial/ Commercial/ Govt. Undertaking.	(a) No (b) Yes (c) No	2	By promotion, failing which, by Absorption/ Deputation, failing both, by Direct Recruitment.	Promotion from PA to HoD (GMs) in the scale of pay of Rs.40,000- 1,40,000/- with 3 years' regular service in the grade. Absorption / Deputation will be of officers holding analogous posts or feeder posts with 3 years' regular service in the grade in a Major Port Trust.		<b>Educational Qualification has been made applicable for promotees also because the specified Stenography / Typing speed is also applicable for the feeder post of PA to HoD. Further, graduation should be the minimum qualification as the job also requires analytical proficiency.</b>

**RECRUITMENT RULES FOR CLASS-I POSTS OF TRAFFIC DEPARTMENT UNDER GENERAL MANAGER (TRAFFIC)**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether the proposed RR is in consonance with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Dy. Manager (Traffic)	12	1	50,000-1,60,000 (equivalent to Rs. 9,100-15,100/-)	Selection	30	<b>Essential:-</b> i) A Degree from a recognised University. (ii) Appeared in interview in any of the last 03 Civil Service Examinations conducted by UPSC and results of which have been declared till the closing date of advertisement of post issued by the Port Trust. <b>Desirable:-</b> Two years' executive experience in Shipping / Cargo operations / Railway Transportation in an Industrial / Commercial / Govt. Undertaking.	a) No b) Yes. However in case of promotion, clause (ii) of essential qualification is not required. c) No	2	By Direct Recruitment - 66.2/3% By Promotion - 33.1/3%	Promotion from Assistant Manager (Traffic) in the scale of pay of Rs. 40,000-1,40,000/- (pre revised 8,600-14,600/- ) with 3 years regular service in the grade	The existing posts of Assistant Manager (Rlys / Sh&CH) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (Traffic) (pre-revised 9,100-15,100/-) and Manager (Traffic) (pre-revised 10,750-16,750/-). The existing posts of Traffic Officer under T.O(Rlys / Sh&CH) Division is re-designated as Assistant Manager(Traffic)	Provision of promotion from Class-III posts has not been incorporated as per Model RR since Class-II posts exists under Traffic Department in the scale of pay of Rs. 40,000-1,40,000/- (pre revised 8,600-14,600/-). Further, there is no promotional scope for Class-III employees to Class-I level in Traffic Department at present.
2	Manager (Traffic)	10	1	50,000-1,60,000 (equivalent to Rs. 10,750-16,750/-)	Selection	35	<b>Essential:-</b> i) A Degree from a recognised University. ii) Five years' experience in Shipping / Cargo operations / Railway Transportation in Executive cadre in an Industrial / Commercial / Govt. Undertaking.	a) No b) Yes c) No	2	By Promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	Promotion from Dy. Manager (Traffic) in the scale of pay of Rs.50,000-1,60,000 (pre revised Rs.9,100-15,100/-) with 5 years regular service in the grade. Absorption / Deputation will be of officers holding analogous posts or holding post of Dy. Manager (Traffic) in the scale of pay of Rs.50,000-1,60,000/- (pre revised 9,100-15,100/-) with 5 years regular service in the grade in a Major Port Trust.	The existing posts of Assistant Manager (Rlys / Sh&CH) in the scale of pay of Rs. 20,600-46,500/- is split and redesignated as Dy. Manager (Traffic) (pre-revised 9,100-15,100/-) and Manager (Traffic) (pre-revised 10,750-16,750/-).	The proposed RR is in line with the model RR apart from the "failing which" clause at column no. 12 for ensuring that no anomaly arises due to split of scale of pay for the post of Dy. Manager (Traffic) and Manager (Traffic).
3	Sr. Manager (Traffic)	6	1	60,000-1,80,000/-	Selection	40	<b>Essential:-</b> i) A Degree from a recognised University. ii) Nine years' experience in Shipping / Cargo operations / Railway Transportation in executive cadre in an Industrial / Commercial / Govt. Undertaking.	a) No b) Yes c) No	2	By Promotion, failing which, by Absorption / Deputation, failing both, by Direct Recruitment.	Promotion from Manager (Traffic) in the scale of pay of Rs. 50,000-1,60,000/- (pre revised 10,750-16,750/-) with 4 years regular service in the grade. Absorption / Deputation will be of officers holding analogous posts or holding post of Manager (Traffic) in the scale of pay of Rs.50,000-1,60,000/- (pre revised 10,750-16,750) with 4 years' regular service in the grade in a Major Port Trust.	The existing posts of Dy. Manager (Rlys / Sh&CH) is re-designated as Sr. Manager (Traffic)	The proposed RR is in line with the model RR apart from the "failing which" clause at column no. 12 for ensuring that no anomaly arises due to split of scale of pay for the post of Dy. Manager (Traffic) and Manager (Traffic).
4	Dy. General Manager (Traffic)	3	1	80,000-2,20,000/-	Selection	42	<b>Essential:-</b> i) A Degree from a recognised University. ii) Twelve years' experience in Shipping / Cargo operations / Railway Transportation in executive cadre in an Industrial / Commercial / Govt. Undertaking.	a) No b) Yes c) No	Not applicable	By Absorption through composite method, failing which, by Deputation from other Govt. Organizations, and failing both, by Direct Recruitment.	For Absorption through composite method, officers holding analogous posts or post of Sr. Manager and equivalent posts in the respective discipline of Traffic Department in the scale of pay of Rs. 60,000-1,80,000/- with 3 years' regular service in the grade in a Major Port Trust or Sr. Manager and equivalent posts in the respective discipline of Traffic Department with 2 years' regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs. 50,000-1,60,000/- (pre-revised Rs.10,750-16,750/-) and Rs. 60,000-1,80,000/- in the respective discipline of Traffic Department in a Major Port Trust will be eligible.	The existing posts of Sr. Dy. Manager (Rlys / Sh&CH) is re-designated as Dy. General Manager (Traffic)	In line with Model RR



**Essential:**  
i) A Degree  
from a  
recognised  
University.  
ii) Twelve  
years' experience  
in Shipping /  
Cargo operations  
Railway  
Transportation in  
executive cadre in  
an Industrial /  
Commerci

**RECRUITMENT RULES FOR CLASS-I POSTS OF VIGILANCE SECTION**

Sl. No.	Name of the Post	No. of Posts	Classification	Scale of Pay (Rs.)	Whether Selection or Non-selection	Upper Age limit for direct recruitment (in years)	Educational & Other Qualifications prescribed for Direct Recruitment	Whether a) Age b) Educational Qualifications c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by Direct Recruitment or by Promotion / Absorption / Deputation)	In case of Promotion / Absorption / Deputation, grades from which it should be made	Remarks	Whether the proposed RR is in consonance with Model RR/Deviation
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	Dy. Manager (Vigilance)	1	I	50,000-1,60,000/- (equivalent to Rs 9100-15100)	Selection	Not Applicable	Not Applicable	a) ---- b) Degree of a recognised University c) ----	Not Applicable	By deputation.	Deputation will be from officers holding analogous posts or officers holding posts in the scale of pay of Rs. 40,000- 1,40,000/- with 3 years' regular service in the grade from Major Port Trusts / Central Govt. / State Govt. / PSU / Autonomous Bodies. Preference will be given to persons having experience in vigilance work.	Deputation will normally be for a period of three years and, in any case not to exceed five years. The existing designation of Assistant Vigilance Officer Gr-I is re-designated as Dy.Manager(Vigilance)	The provision of promotion from the Class-II posts has not been kept because the next below post in the class-II cadre is also filled up only by deputation and that a deputationist is entitled for proforma promotion in his or her parent cadre only.

2	Dy. General Manager (Vigilance)	1	I	80,000-2,20,000/-	Selection	Not Applicable	Not Applicable	a) ---- b) Degree of a recognised University c) ----	Not Applicable	By deputation	Officers holding analogous posts or officers holding posts in the scale of pay of RS. 60000 - 1,80,000/- with 3 years of regular service in the grade or officers having a combined regular service of 7 years in the scales of pay of Rs. 60000 - 1,80,000/- and 50,000-1,60,000/- (equivalent to Rs 10,750 - 16,750/-) with atleast 1 year regular service in the pay scale of Rs. 60000 - 1,80,000/- in any Major Port Trust/ Central Govt./ State Govt./ Public Sector Undertakings or Autonomous bodies will be eligible. Preference will be given to the persons having experience in vigilance work. The selection is by merit for which the bench mark in overall grading in the APARs will not be below 'Very Good'	Deputation will normally be for a period of 3 years, and, in any case not to exceed five years. The existing designation of Dy. Chief Vigilance officer is re-designated as Dy. General Manager (Vigilance)	In line with Model RR
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