



**COFFEE BOARD  
BANGALORE**

No. ADM/EB.I/2006-07/ 21

Dated: 02.04.2007.

**CIRCULAR**

Sub: Amendments to the Cadre and Recruitment  
Rules - Regarding.

Ref: 1. Circular No. ADM/EB.I/2006-07/5248 dtd.2 .3.2007  
2. Circular No. ADM/EB.I/2006-07/5336 dtd.7 .3.2007

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Vide circular cited under reference (1) above, it was informed that the draft C & R Rules were placed in Coffee Board's website for information of all those interested. Further, the employees and the Employees Associations were requested to go through the proposed C & R Rules placed in the Coffee Board's website and to send the suggestions if any on or before 13.03.2007 for taking further needful action in the matter.

In response to the above, many suggestions from the Employees Associations and employees were received. All such suggestions were duly examined and the suggestions which are rational were considered for incorporation in the draft C & R Rules wherever it was feasible.

After doing the above exercises, the amended draft C & R Rules have been placed before the 167<sup>th</sup> Executive Committee Meeting held on 16.03.2007 for deliberation and its approval.

Further, the concessions and relaxations applicable to SC, ST and OBC candidates as per the instructions of the Government of India have already been duly incorporated in the guidelines of the Cadre and Recruitment Rules itself.

However, the said draft C & R Rules as approved by Executive Committee are now placed in Coffee Board's website: [www.indiacoffee.org](http://www.indiacoffee.org) for information of all those interested.

Sd/-  
**SECRETARY**

**To:** 1. Coffee Board Employees Association.  
2. Coffee Board Emp. Field Staff Assn.  
3. Coffee Board Field Staff Assn.(Res.& Extn.)  
4. Coffee Board SC/ST Welfare Employees Assn.

**Copy to:**

- 1 P. S. to Chairman
- 2 P. A. to Secretary/DP/DF
- 3 Notice Board at Head office
- 4 The DR/JDR, CCRI } the circular may please be
- 5 All JDsE/DDs(E)/DDs(R)/HDTC, Mysore } circulated among all the
- 6 L.O, New Delhi } employees.
- 7 All SLOs/JLOs }
- 8 All Promotional Units }
- 9 All Controlling Officers at H.O. }
- 10 SE Guard file.file.



**COFFEE BOARD**  
**CADRE AND RECRUITMENT RULES 2007**

EXISTING CADRE & RECRUITMENT RULES 'A'								PROPOSALS FOR AMENDMENT 'B'							
Sl. No	Code No	Cadre and scale of Pay	Method of Appointment	Qualification	Experience	Age in Years	Existing Sanctioned Strength	Code No.	Cadre & Scale of Pay	Method of Appointment	Qualification	Experience/Qualifying service	Age in Years	Required sanctioned strength	Remarks
<b>GROUP 'A' POSTS</b>															
1	CBA-1	Chairman Rs.18400-500-22400	To be appointed by the Central Government on such terms and conditions as may be fixed from time to time under Section 4 read with Section 8 of the Coffee Act.				1	CBA-1	Chairman Rs.18400-500-22400	To be appointed by the Central Govt. on such terms and conditions as prescribed in the Coffee Act.				1	
2	CBA-2	Director of Research Rs.14300-400-18300	By direct recruitment	Doctorate degree in any branch of Agricultural or Horticultural Sciences.	10 years research / teaching experience in a recognized institution, out of which at least 5 years should be at senior supervisory level equivalent to Head of Research Institution with proven record of research work and creative ability. Ability to plan, guide, conduct and direct research and field experiments. <u>Desirable:</u> An established position of leadership and scientific reputation in an administrative capacity in any field of Agricultural Science preferably on perennial crops.	50 years	1	CBA-2	Director of Research Rs.14300-400-18300	<i>By direct recruitment</i>	<i>Doctorate degree in any branch of Agricultural or Horticultural Sciences or Botany or Chemistry with specialization in plantation crops related areas.</i>	<i>15 years research / teaching experience in a recognized institution, out of which at least 5 years should be at senior supervisory level equivalent to Head of Divisions with proven record of research work and creative ability in the form of scientific papers published in reputed international scientific journals. Ability to plan, guide, conduct and direct research and field experiments.</i>	<i>Maximum age limit 55 years</i>	1	In addition to the strong knowledge in the Agricultural / Horticultural sciences, it is also considered that the qualification and experience in plant breeding programmes especially in the plantations crops as well as the soil chemistry experience in the plantations crops will also be of equal value for effective functioning as Director of Research. Therefore, the qualification in Chemistry and Botany are also included for determining the eligibility of the candidates.  Age limit has been increased to 55 years. It may be noted that CCRI is the only organization which does research in coffee and largely we have to depend upon the scientists working in the CCRI for the post of Director of Research. Most senior scientists would become ineligible if the age limit is kept at 50 yrs. At the same time 5 yrs. is reasonably long duration if some one becomes Director of Research at the age of 55 to be able to provide desired leadership to the research efforts in the CCRI.
			If none suitable then by deputation	-do-	-do-					If none suitable then by deputation	-do-	-do-			

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
3	CBA-3	Secretary Rs.12000-375-16500	To be appointed by the Central Government on such terms and conditions as may be fixed from time to time under Section 9 of the Coffee Act.				1	CBA-3	Secretary Rs.14300-400-18300	To be filled up by the Central Govt. by appointing an officer not below the rank of Director in Govt. of India on such terms and conditions as prescribed in the Coffee Act.				1	<p>1.The post of Secretary is an important and sensitive post in the Board as he has to look after the entire administration of the Board.</p> <p>2.The incumbent should have vast experience in order to coordinate with all the Heads of the Departments for smooth functioning of all the activities.</p> <p>3.Due to the heavy workload attached to this post, the method of appointment is proposed for amendment. This post is equivalent to the Director post in the Ministry in the scale of pay of Rs.14300-400-18300 and hence the pay scale attached to the Director is proposed.</p>
4	CBA-6	Director of Finance Rs.12000-375-16500	To be appointed by the Central Govt. such terms and conditions as may be fixed from time to time				1	CBA-4	Director of Finance Rs.14300-400-18300	To be filled up by the Central Govt. by appointing an officer not below the rank of Director in Govt. of India on such terms and conditions as prescribed in the Coffee Act.				1	<p>1. The post of Director of Finance is also attached with heavy workload and will be overall supervision of the funds getting from the Govt. of India.</p> <p>2. The entire budget allocation of the Board and maintenance of various Plan / Project Funds is attached to this post.</p> <p>3. Due to the above workload Board required a professionally trained and experienced officer. This post is equivalent to the Director post in the Ministry in the scale of pay of Rs.14300-400-18300 and hence the pay scale attached to the Director is proposed.</p>

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
5	CBA-7	Jt. Director (Research) Rs.12000-375-16500	Promotion by selection from among Divisional Heads & Deputy Directors (Research) in the Research Department.		5 years experience as Divisional Head/Deputy Director (Research)		1	CBA-5	Jt. Director (Research) Rs.12000-375-16500	<i>Promotion by selection from among Divisional Heads &amp; Deputy Directors (Research) in the Research Department except DH in Quality Control</i>		<i>4 years experience in the grades of Divisional Head/Deputy Director(Res.)</i>		1	<i>Divisional Head (QC) is excluded because the scientists in the Divisions are essentially cup tasters and do not have any opportunity to conduct any applied research and therefore making them eligible for any post which calls for coordinating the research efforts across various disciplines will not be desirable. Hence, excluded.</i>
			If none suitable, then by direct recruitment.	* Doctorate degree in the concerned discipline such as Botany, Agronomy, Plant Physiology, Plant Pathology, Entomology, Nematology, Mycology, Tissue Culture, Chemistry.	10 years research experience in field experimentation, out of which 5 years should be at the level of Divisional Head.	40 years				<i>If none suitable, then by deputation of a suitable Scientist from any of the following disciplines. Plant Breeding &amp; Genetics, Agronomy, Agril Chemistry, Entomology,</i>	<i>Doctorate degree in Agriculture with specialization in Plant Breeding and genetics Agronomy, Agril. Entomology, Agril. Chemistry/ Agril Economics or Doctorate degree in Horticulture specilisation in Plantation Crops.</i>	<i>10 years research experience in field experimentation on Plantation Crops, out of which 5 years should be at the level of Divisional Head</i>	<i>Maximum age limit 45 years</i>		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
6	CBA-9	Jt. Director (Extension) Rs.12000-375-16500	Promotion by selection from among Dy, Directors (Extension)		5 years experience as Dy. Director (Extension)		3	CBA-6	Jt. Director (Extension) Rs.12000-375-16500	Promotion by selection from among Dy,Directors (Extension)		3 years experience as Dy.Director (Extension) or a total of 15 years in the cadre of DDE and SLO.		4	Experience reduced to prevent any possible inability to fill up the post.
			If none suitable, then by Deputation	I Class Post Graduate Degree in Agriculture with specialization in Extension. Preferably Doctorate in the above subject	5 years experience as Senior level in technology transfer / extension methods.										
7	CBA-10	Director of Promotion Rs.10000-325-15200	Promotion by selection from among in-service personnel in the pay scale of not less than Rs.6500-10500 with requisite qualification and experience	MBA with specialization in marketing	7 years experience in marketing / product promotion		1								The Coffee Board and the Government of India have accepted the recommendations of the IIMC to abolish the post of Director of Promotion after the post is vacated by the present incumbent who is due to retire on 31.07.2008. Therefore, the cadre of Director of Promotion is proposed for deletion.

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
8	CBA-13	Chief Accounts officer Rs.10000-325-15200	By deputation of suitable Accounts Officer in the Scale of Rs.6500-200-10500 from Central Govt./Public Sector Undertaking	CA/ICWA SAS	5 years experience as Accounts Officer or equivalent in a State Govt./ Central Govt./ Public Sector Undertaking		1	CBA-7	Dy. Director (A/cs) Rs.10000-325-15200	<i>By deputation of a suitable Accounts Officer/ Audit officer in the scale of pay of not less than Rs.8000-275-13500 from State/Central Govt./Public Sector Under-takings for a minimum period of 3 years and maximum of 4 years. The left over services should be minimum of 5 years.</i>		<i>3 years service as an Accounts Officer/ Audit Officer in the scale of pay of Rs.8000-275-13500</i>		1	This is a new post recommended by the IWSU and approved by the GOI in lieu of Chief Accounts Officer. As there is no posts in the scale of pay of Rs.8000-275-13500 in the Accounts Department, it has been proposed to fill up this post by deputation basis. Due to non availability of promotional avenues, it is not proposed to fill up this post by Direct Recruitment.
9	CBA-16	Liaison Officer Rs.10000-325-15200 (Tenure Post)	* By selection of a suitable Officer of the Board in the Pay Scale of not less than Rs.6500-200-10500 for a period not exceeding 5 years	Graduate	5 years supervisory / Managerial experience.		1	CBA-8	Dy. Director (Admn.) Rs.10000-325-15200	<i>By promotion from the cadre of Joint Secretary.</i>	Graduate			1	The IWSU recommended the post of Dy. Director (Admn.) in lieu of Director (Vigilance) but, the GOI has not sanctioned the post.  Secretary, Coffee Board is usually in the rank of Director to Govt. of India. Presently, on the administration side, he is assisted by an Asst. Secretary, which is a Group B post. There is a need to provide a senior level support to the Secretary and also to share certain responsibilities of supervision etc.  The post of Liaison Officer at New Delhi is in the pay scale of Rs.10000-15200 equivalent to the post of Dy. Director. However, this post is being filled by an officer of the lower rank. Therefore, it is proposed to redesignate and shift the post of Liaison Officer, New Delhi as Dy. Director (Administration) in the Head Office, Bangalore.  One Senior Liaison Officer post is operated to discharge the duties of Liaison officer at New Delhi as Officer Incharge.
			In case no suitable Officer is available, then by deputation of a suitable Officer from State Govt./Central Govt./Public Sector Undertakings	Graduate	5 years supervisory / managerial experience.					In case no suitable Officer is available, then by deputation of a suitable Officer from State Govt./Central Govt./Public Sector Undertakings.	Graduate	5 years supervisory / experience in administrative matters in the scale of pay of Rs.8000-13500.			

A								B							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
10	CBA-18	Dy. Director (Extension) Rs.10000-325-15200	Promotion by selection from among the Sr.Liaison Officers / Dy.Development Officers		5 years experience as Sr.Liaison Officers/Dy.Development Officers.		10	CBA-9	Dy. Director (Extension) Rs.10000-325-15200	<i>Promotion on Seniority cum merit from among Senior Liaison Officers.</i>		5 years experience as Sr. Liaison Officer		10	The method of Recruitment proposed is as approved in the 150 <sup>th</sup> EC held on 17.5.1999.
11		Dy. Director (OL) Rs.10000-325-15200	By Promotion from among Hindi Officers on seniority cum fitness basis.  (Came into existence vide Office Order No.SE/EB.1/98/4467 dated 7.1.1998)		5 years experience in the feeder cadre.		1	CBA-10	Dy. Director (OL) Rs.10000-325-15200	By deputation of a suitable officer working in the pay scale of Rs.8000-275-13500 in Official Language Wings.		5 years experience in the grade		1	As recommended by the IWSU, the post of Hindi Officer has been abolished. Hence, the method of recruitment has been proposed by deleting the word ' by promotion from among Hindi Officers' and hence proposed to be filled up by deputation as no other officers are working in the scale of pay of Rs.8000-13500 in the OL Wing.

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12	CBA-19	Dy. Director (Research) Rs.10000-325-15200	<ul style="list-style-type: none"> <li>Promotion on seniority-cum – fitness from among Subject Matter Specialists</li> <li>OR</li> <li>By transfer between the Heads of Division and DDRs</li> </ul> <p>(Amended as per the decision of the EC held on 27.6.1997)</p>	Post Graduation in any discipline as prescribed for Subject Matter Specialists.	3 years experience as Subject Matter Specialists		4	CBA-11	<b>Dy. Director (Research) Rs.10000-325-15200</b>	<p>By posting a Subject Matter Specialist, except Coffee Quality Specialists, who is in the highest scale of pay / grade, by virtue of Flexible Complimenting Scheme.</p> <p>If no one has come through FCS to occupy the higher grade, promotion is on seniority cum merit from among Subject Matter Specialists except Coffee Quality Specialists (Cup Tasters)</p> <p><b>OR</b></p> <p>By transfer of an officer in the cadre of Divisional Head, except Divisional Head (Quality Control).</p>	<p><i>Doctorate in Agriculture/Horticulture/Pure Sciences with specialization in any discipline of Subject Matter Specialists</i></p> <p><i>(For the first 3 years from the date of these rules come into force the stipulation of Ph.D. qualification will not be applied. If any one is promoted under relaxation of Ph.D qualification, he/she should acquire Ph.D qualification within 3 years from the date of these rules come into force.)</i></p>	3 years experience as Subject Matter Specialists		5	<p><b>One post of DDR has been created as approved by the GOI.</b></p> <p><b>Doctorate degree has been incorporated as DDR is to supervise, guide and coordinate the research work of several scientists.</b></p> <p>The Government of India has conveyed its approval for extension of Flexible Complimenting Scheme (FCS) to the scientists of the Coffee Board vide letter No.27/16/1999-Plant (B) dated 6<sup>th</sup> July, 2006. Keeping in view implementation of FCS in the Board and as per its requirement, the amendments in the C &amp; R Rules for this cadre are proposed.</p> <p><i>Divisional Head (QC) / Coffee Quality Specialist (Cup Taster) are excluded because the scientists in the Divisions are essentially cup tasters and do not have any opportunity to conduct any applied research and therefore making them eligible for any post which calls for coordinating the research efforts across various disciplines will not be desirable. Hence, excluded.</i></p>
			If none suitable, then by direct recruitment.	Doctorate Degree in Agricultural Chemistry / Botany / Agronomy / Plant Physiology / Plant Pathology / Entomology / Extension	Experience in guiding and conducting research and field experimentation preferable	40 years				<i>If none is suitable, then by direct recruitment.</i>	<i>Doctorate degree in Agriculture with specialization in Plant Breeding and genetics, Agronomy, Agrl. Entomology, Agrl. Chemistry / or Doctorate degree in Horticulture with specialisation in plantation crops.</i>	<i>10 years Experience of which 5 years after Doctorate degree.</i>	<i>Maximum age limit 45 years</i>		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
13	CBA-20	Divisional Heads Agronomy / Botany / Entomology cum Nematology / Chemistry / Tissue culture / Mycology / Plant Pathology / Plant Physiology. Rs. 10000-325 – 15200	Promotion by selection from among Subject Matter specialist in the Research Dept.		5 years as Subject Matter Specialists in the scale of Rs. 8000 – 13500		6	CBA-12	<b>Divisional Heads Agronomy / PL Breeding &amp; Genetics / Entomology / Agril.Chemistry / Plant Tissue Culture / Biotechnology / Plant Pathology / Plant Physiology / Quality Control / PHT</b> Rs. 10000-325 - 15200	By posting a Subject Matter Specialist, who is in the highest scale of pay / grade in the concerned discipline, by virtue of Flexible Complimenting Scheme.  If no one has come through FCS to occupy the higher grade, promotion is by selection from among Subject Matter Specialists in the concerned discipline.  In case of Botany and Plant Tissue Culture and Biotechnology, the suitably qualified scientists from both the disciplines will be considered.  <b>OR</b>  By transfer of a DD(R) with required discipline/qualification.	<b>For DH (Agronomy):</b> Doctorate in Agronomy / Agril. Economics / Horticulture (Specialization in Plantation Crops) <b>For DH ( PL Breeding &amp; Genetics / PL. Physiology / PL.Biotechnology):</b> Doctorate in Botany/ Ag Botany/ Agriculture with Plant Breeding & Genetics / Plant Physiology / Plant Biotechnology <b>For DH (Agril. Chemistry):</b> Doctorate in Ag. Chemistry / Chemistry. <b>For DH (Plant Pathology):</b> Doctorate in Plant Pathology / Mycology / Microbiology. <b>For DH (Entomology):</b> Doctorate in Entomology. <b>For DH (PHT):</b> Doctorate in Agril Engineering/ Microbiology / Biochemistry/Environmental science <b>For DH (Quality Control):</b> Doctorate in Food Science / Nutrition. <b>Or</b> Doctorate degree in Biological sciences <i>(For the first 3 years from the date of these rules come into force the stipulation of Ph.D. qualification will not be applied. If any one is promoted under relaxation of Ph.D qualification, he/ she should acquire Ph.D qualification within 3 years from the date of these rules come into force.)</i>	3 years service as Subject Matter Specialist.		9	<i>2 posts in the cadre have increased due to creation of posts in Quality Control Division and PHT division.</i>  <i>One post is increase due to de-linking of JD(R) post from the concerned Head of Division.</i>  <i>The disciplines of Divisional Heads have been proposed as per the recommendations of SIU. Further, the Doctorate degree in the concerned discipline has been proposed, keeping in view that they are required to guide, supervise and coordinate the research work of several senior scientists</i> <i>To protect the interests of the in service scientists, reasonable time is given to enable them to acquire the qualification.</i>  The Government of India has conveyed its approval for extension of Flexible Complimenting Scheme (FCS) to the scientists of the Coffee Board vide letter No.27/16/1999-Plant (B) dated 6 <sup>th</sup> July, 2006. Keeping in view implementation of FCS in the Board and as per its requirement, the amendments in the C & R Rules for this cadre are proposed.
			If none suitable , then by direct recruitment.	Doctorate in the concerned discipline.	-do-	40 years				<b>If none suitable , then by direct recruitment</b>	<b>For DH (Agronomy):</b> Doctorate degree in Agriculture with specialization in Agronomy or Horticulture with specialisation in Plantation crops <b>For DH ( PL Breeding &amp; Genetics / PL. Physiology / PL.Biotechnology) :</b> Doctorate in Botany/ Ag Botany/ Agriculture with Plant Breeding & Genetics / Plant Physiology / Plant Biotechnology <b>For DH (Agril. Chemistry):</b> Doctorate degree in Agriculture with specialization in Ag. Chemistry and Soil Science. <b>For DH (Plant Pathology):</b> Doctorate degree in Agriculture with specialization in Plant Pathology . <b>For DH (Entomology):</b> Doctorate degree in Agriculture with specialisation in Entomology. <b>For DH (PHT):</b> Doctorate in Agril Engineering/ Microbiology / Biochemistry/Environmental Science. <b>For DH (Quality Control):</b> Doctorate degree in Food Science / Nutrition.	10 years research experience of which 5 years of Doctorate degree	<b>Maximum age limit 45 years</b>		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
14	CBA-21	Divisional Head (Engineering) Rs.10000-325-15200	By deputation of a suitable officer not below the rank of Executive Engineer in State Govt. or Central Public Works Department.	Degree in civil Engineering/Mechanical Engineering	5 years experience as Executive Engineering		1	CBA-13	<b>Divisional Head (Engineering) Rs.10000-325-15200</b>	By deputation of a suitable officer from the comparable grade in Central Public Works Department or from central Government organisations.	Degree in civil Engineering	5 years experience as Asst. Executive Engineer		1	<i>The post of Divisional Head (Engg.) was temporarily redesignated as Dy. Director(MR).</i>
										In case no suitable Officers are available then by Direct Recruitment.	Degree in civil Engineering	15 years experience in State/Central Government Departments in civil works construction and supervision.	Maximum age limit 45 years		
15	CBA-24	Jt.Secretary ( Legal) Rs.8000-275-13500	By selection of a suitable inservice Officer of the Board in the pay scale of not less than Rs.6500-10500.	Graduate in Law	5 years supervisory/ Managerial experience.		1	CBA-14	<b>Jt.Secretary Rs.8000-275-13500</b>	<i>By promotion from among Asst. Directors</i>	<b>Graduate</b>	<b>5 years as Asst. Directors</b>		1	Earlier two posts of JS(Personnel) and JS (Legal) were operated. It was decided to operate only one post for both the responsibilities and to abolish any one of the posts which falls vacant first. Accordingly, the JS(P) post has been abolished and the assignments related to this post was not attached to the post of JS(L). Hence, it is proposed to redesignate this post as Joint Secretary to be filled up by promotion from among Asst. Directors.
			In case no suitable Officers are available then by deputation of Officers from State Govt./Central Govt./Public Sector undertakings.	Graduate in law	5 years supervisory/ Managerial experience.					<i>In case no suitable Officers are available then by deputation of Officers from State Govt./Central Govt./Public Sector undertakings.</i>	<b>Graduate in law</b>	<b>5 years supervisory/ Managerial experience in legal matters.</b>			

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
16	CBA-30	Subject Matter Specialists Agronomist / Cytologist / Plant Physiologist / Soil Chemist / Entomologist / Mycologist / Horticulturist / Agricultural Chemist / Agricultural Economist / Field Pathologist / Biological Control Officer / Seed Production Officer / Field Ento. / Botanist / Biometrician / Scientific Officer Rs.8000-275-13500	Promotion by selection from among the Asst. Specialists in the concerned discipline.	Post Graduation in the concerned Subject. Desirable: Doctorate degree in the concerned subject.	3 years experience as Asst. Specialist in the concerned subject.		21	CBA-15	<b>Subject Matter Specialists</b> Agronomist / - 7 Agronomist (Agri. Economist) Pl. Breeder - 6 Agril. Chemist / - 7 Analytical Chemist (6 + 1) Entomologist - 6 Pl.Pathologist - 3 Pl.Physiologist - 2 Post Harvest - 2 Technologist (Biochemist / Agri. Engineering) Coffee Quality -4 Specialist (Cup Taster) Pl. Biotechnologist -2  Rs.8000-275-13500	Promotion by selection from among the Asst. Specialists in the concerned discipline.		3 years experience as Asst. Specialist in the concerned subject.		39	
			If none suitable, then by direct recruitment	I Class Post Graduate degree in the concerned subject.  Desirable: Doctorate in the concerned subject.	5 years research experience in the concerned field, authorship of technical papers published in recognised Scientific Journals.  Desirable: Experience of research on perennial Crops	40 years				If none is suitable, then by direct recruitment	<b>For Agronomist:</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialisation in Agronomy / 1 <sup>st</sup> class Post Graduate degree in Horticulture with specialization in plantation crops. <b>For Plant Breeder :</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialisation in Pl.Breeding and Genetics /Doctorate degree in Horticulture with specialization in plantation crops. <b>For Agril. Chemist :</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialisation in Agril. Chemistry and Soil Science. <b>For Entomologist :</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialisation in Entomology. <b>For Pl. Pathologist:</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialisation in Pathology / Microbiology. <b>For Plant Physiologist:</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialisation in Plant Physiology. <b>For Bio Chemist :</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialisation in Bio Chemistr / Microbiology. <b>Agril. Engineer:</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialisation in Agricultural Engineering. <b>For Coffee Quality Specialists (Cup Taster) :</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialisation in Food Science / Nutrition. <b>For Bio-Technologist:</b> 1 <sup>st</sup> class Post Graduate degree in Agriculture with specialization in Plant Bio-technology. <b>For Analytical Chemist:</b> 1 <sup>st</sup> class Post Graduate degree in Analytical Chemistry.	<i>5 years research experience in the concerned field, authorship of technical papers published in recognised Scientific Journals.</i>  <i>Desirable: Experience of research on perennial Crops</i>	<i>Maximum age limit 40 years</i>		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
17	CBA-32	Senior Liaison Officer/ Dy. Dev. Officer Rs.8000-275-13500	Promotion by selection from among the Jr. Liaison Officer/Asst. Farm Managers/Asst. Development Officers		Atleast 3 years Experience in the cadre of Junior Liaison Officer/Asst. Farm Manager/Asst Development Officer.		28	CBA-16	Senior Liaison Officer Rs.8000-275-13500  One Senior Liaison Officer post is operated at New Delhi as Officer On Special Duty.	Promotion from among the Jr. Liaison Officer on seniority cum merit.	Should be a graduate in Science	Atleast 5 years Experience in the cadre of Junior Liaison Officer		28	Retained. The designations of Dy. Development Officer is deleted in order to maintain single nomenclature. IIMC report brought out the inadequacies of promoting the personnel with out even science background for extension work. Hence, graduation in Science is proposed.
<b>GROUP 'B' POSTS</b>															
18	CBB-1	Dy. Secretary/Asst Coffee Marketing Officer / Asst Director Promotion / Asst Secretary/ Asst Development Officer (Accounts) / Administrative Officer / Asst Vigilance Officer* / Private Secretary. Rs.6500-200-10500  *already abolished	<ul style="list-style-type: none"> <li>75% by promotion from among AS(F) and AS(M) in the ratio of 1 : 1 on the basis of seniority - cum - fitness in the respective cadres.</li> <li>25% by selection through Deptl. Competitive examination from among confirmed inservice personnel in Group 'C' posts in the scale of pay of Rs.5500-175-9000 (excluding those holding scientific and technical posts). Officials selected through competitive Examinations would be placed below the officials promoted under the promotional quota of 75%.</li> </ul>		3 years experience as Asst. Supdt.  4 years experience		13	CBB-1	Asst Director (Promotion) / Asst Secretary/ Accounts Officer (Development) / Administrative Officer / Private Secretary. Rs.6500-200-10500  (Though number of nomenclatures are there, the officers holding these posts are transferable to any one of the above posts. Hence, one common nomenclature with different functions is proposed)  Asst. Director	<ul style="list-style-type: none"> <li>75% by promotion from among AS(M)/ Hindi Translator(Sr) and AS(F) in the ratio of 2 : 1 on the basis of seniority - cum - merit in the respective cadres.</li> <li>25% by selection through Deptl. Competitive examination from among confirmed in - service personnel in Group 'C' posts in the scale of pay of Rs.5000-8000 (excluding those holding scientific and technical posts).</li> </ul>	Must pass the prescribed departmental examination for declaration of probationary period.	5 years service as Asst. Supdt.(M) or Hindi Translator (Sr.) or Asst. Supdt.(F)		13	The IWSU has recommended for retention of only 13 posts & GOI has approved the same. Accounts officer(Devt) -1 Asst. Secretary - 4 ADP - 3 Admn. Officer - 4 PS - 1  As per the existing recruitment Rules, the 25% of the posts have been earmarked to be filled through selection process of competitive examination. However, the competitive examination is proposed from among the confirmed inservice personnel of Group 'C' posts in the scale of pay of Rs.5000-8000 with 15 years experience instead of curtailing it to only to the officials holding the scale of Rs.5500-175-9000, with a view to encourage greater competition as the cadre strength of AS(M) and AS(F) are only 5 each.

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
19		Public Relations Officer Rs.6500 – 200 - 10500	By Selection / transfer from among ACMO / ADP / AS/ AO / AVO / PS  (Amended as per the decision of the EC held on 27.6.1997)	<i>A degree with any recognised qualification in Public Relations / Journalism / Communications</i>			1	CBB-2	Public Relations Officer Rs.6500 – 200 -10500	By posting of an Asst. Director possessing requisite qualification.	<i>A degree with P.G. Diploma in Public Relations. or Mass communication</i>			1	<i>The PRO has to receive high level dignitaries, VIPs etc. The PRO should have the soft skills of PR. Hence, a degree with P. G. Diploma in public relations or mass communication is proposed.</i>
										If none suitable, then by deputation by borrowing an officer from the State/Central Govt. Departments / Public sector undertakings for a minimum period of 3 years and maximum of 4 years. <i>The left over services should be minimum of 5 years.</i>	<i>A degree with P.G. Diploma in Public Relations. or Mass communication</i>		Maximum age limit 35 years.		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
20	CBB-5	Asst. Specialist / Asst. Agronomist / Asst. Botanist / Asst. Mycologist / Asst. Chemist / Asst. Entomologist / Asst. Plant Protection Officer / Asst. Horticulturist / Asst. Plant Physiologist / Asst. Soil Chemist Rs.6500-200-10500	Promotion by selection from among Research Assistants (Grade-I) in the specified subject.	Post Graduate degree (preferably I class) in the concerned subject	3 years research experience in the concerned subject.		21	CBB-3	Asst. Agronomist - 1 Asst. Pl. Breeder - 5 Asst. Agril. Chemist - 5 Asst. Entomologist - 4 Asst. Plant Pathologist - 5 Asst. Plant Physiologist - 2 Asst. Biochemist / Asst. Agril. Engineer - 1 Asst. Pl. Biotechnologist - 1 Asst. Coffee Quality Specialist (Cup Taster) - 1 Rs.6500-200-10500	Promotion on seniority cum merit from among Research Assistants in the specified subject.		5 years research experience in the concerned subject.		25	
			If none suitable, then by direct recruitment		3 years research in the concerned subject	30 years				If none suitable then by direct recruitment	For Asst. Agronomist: I Class post graduate degree in Agriculture with specialisation in Agronomy or Ist Class Post graduate in Horticulture specialization in plantation crops For Asst. Pl. Breeder: I Class post graduate degree in Agriculture with specialisation in Pl Breeding and Genetics / Botany/ For Asst. Agril. Chemist: I Class post graduate degree in Agriculture with specialisation in Agril. Chemistry and Soil Science. For Asst. Plant Physiologist: I Class post graduate degree in Agriculture/Botany with specialisation in Plant Physiology. For Asst. Pl. Pathologist: I Class post graduate degree in Agriculture with specialisation in Plant Pathology or in Microbiology, For Asst. Entomologist: I Class post graduate degree in Agriculture or Biology with specialisation in Entomology, For Asst. Bio Chemist : I Class post graduate degree in Agriculture with specialisation in Bio Chemistry/ Microbiology. For Asst. Agril. Engineer: I Class post graduate degree in Agri. Engineering. For Asst. Pl. Biotechnologist: I class post graduate degree in Biotechnology/ Agriculture or Horticulture specialized in Plant Biotechnology/Molecular Biology. For Asst. Coffee Quality Specialist (Asst. Cup Taster) : I class post graduate degree in Food Science/Nutrition.	5 years research experience in the concerned subject	Maximum age limit 30 years		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
21	CBB-7	Junior Liaison Officer / Asst. Farm Manager / Assistant Development Officer Rs.6500-200-10500	50% by direct recruitment	I Class Graduate in Agriculture or Horticulture, preferably with specialisation in Agricultural Extension, preferably M.Sc. (Ag) in Agricultural Extension.		30 years	50	CBB-4	Junior Liaison Officer Rs.6500-200-10500	50% by direct recruitment	I Class Post Graduate in Agriculture or Horticulture, preferably with specialisation in Agricultural Extension.		Maximum age limit 30 years	50	The designation of Asst. Development Officer and Asst. Farm Manager are deleted in order to maintain single nomenclature.
			50% by promotion on seniority cum fitness from among Assistant Extension Officer(Grade-I) and Research Assistant (Grade-I) such that at any point of time 2/3 of the promotional posts are filled by Assistant Extension Officer(Grade-I) and 1/3 by Research Assistant (Grade-I)		15 years total service, 5 years as Assistant Extension Officers Grade -I and 5 years as Research Assistants Grade -I.					50% by promotion on seniority cum merit from among Assistant Extension Officer		5 years as Asst. Extension Officer or 15 years total experience in Extension Department of Coffee Board.			The Research Assts. are having promotional avenues to the post of Asst. Specialists. Hence, the 1/3 <sup>rd</sup> quota of promotion to the post of Jr.Liaison officer provided to them has been withdrawn and the 50% quota for promotion to the post of JLO has been proposed for Asst. Extension Officers only.

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
22	CBB-8	Assistant Estate Officer Rs.6500-200-10500	By Promotion from among Foreman Mechanic on seniority cum fitness		5 years experience		2	CBB-5	Estate Officer Rs.6500-200-10500	By promotion from the cadre of Junior Engineer.	B.E. in Civil Engineering			2	<p>The post of AEO re-designated as Estate Officer w.e.f. 3.7.2002.</p> <p>The existing Foreman Mechanic does not possess the required qualification whereas the Jr. Engineer with degree qualification, does not have promotional avenues. Therefore, the amendment is proposed.</p>
			If none suitable, then by borrowing an officer from the CPWD / PWD on deputation.	Diploma in Civil / Mechanical Engineering	5 years experience					If none is suitable, then by borrowing an officer from the CPWD / PWD on deputation in the equivalent cadre for a minimum period of 3 years and maximum of 4 years. The left over services should be minimum of 5 years..		5 years experience in the cadre			
			If none suitable, then by direct recruitment	Diploma in Civil / Mechanical Engineering.	5 years experience in maintenance of residential colony and estate machinery.	35 years				If none is suitable, then by direct recruitment	B.E. in Civil Engineering	5 years experience in maintenance of residential colony and estate machinery.	Maximum age limit 35 years		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>GROUP 'B' POSTS: (Non-Gazetted)</b>															
23	CBC-1	Assistant Supdt. (Ministerial) Rs.5500-175-9000	Promotion on the basis of seniority cum fitness from the cadres of Head Clerk, Senior Stenos / Legal Assistants, Market Research Assistant., Technical Asst. such that at any point of time the quota for each cadre is as follows: 1.Head Clerks 22 2. Sr. Stenos 3 3. Legal Asst 1 4. MRA 1 5. TA 1		3 years experience in the feeder cadre.		5	CBB NG-1	Assistant Supdt. (Ministerial) Rs.5500-175-9000	<i>Promotion on the basis of seniority cum merit from the cadres of Head Clerk, Senior Stenos / Legal Assistants, Market Research Assistant., such that at any point of time the quota for each cadre is as follows: 1. HC - 4 2. Sr. Stenos ) - 1 3 LegalAsst ) 4. MRA )</i>		5 years experience in the feeder cadre.		5	<i>It is just an up-gradation of the Pay Scale. Promotion on the basis of seniority cum merit from the cadres of Head Clerk, Senior Stenos, Legal Assistants, Market Research Assistant., such that at any point of time the quota for each cadre is as follows: 1. HC - 4 2. Sr. Stenos ) - 1 3 LegalAsst ) 4.MRA )  The sanctioned strength of Head Clerk is 32, whereas the Sr. Steno is 7. Further, the IWSU has assessed the strength of Legal Asst./MRA as 0. Hence, the above ratio has been proposed.</i>
			a) This amendment shall come into force with effect from 11.12.1992.												
			b) The cadres of Compilation Assistant and the Stores Assistant which were merged with the cadre of Head Clerk will have to be considered for the purpose of quota prior to the date of such merger as if the quotas were as follows: Compilation Asst. 1 Stores Asst. 1 HC 20 c) Where any cadre not mentioned above, gets merged with any of the feeder cadre mentioned therein their seniority for the purpose of promotion of that cadre shall be considered only from the date of such merger.												
															<b>Recommended for deletion.</b>

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
24	CBC-2	Assistant Supdt. (Field) Rs.5500-175-9000	Promotion by seniority cum fitness from among Chief Coffee Inspector/ Depot Manager/Sales Officer in the Common Gradation list of Field cadre in the scale of Rs.5000-150-8000		3 years experience in the cadre of Chief Coffee Inspector/ Depot Manager/ Sales Officer		5	CBB NG-2	Assistant Supdt. (Field) Rs.5500-175-9000	By promotion from among Sales Officer on seniority-cum-merit basis.		5 years experience in the cadre of Sales Officer		5	
25	CBC-5	Asst. Extension Officer (Grade-I) Rs.5500-175-9000	By promotion from among Asst. Extension Officer Grade-II on seniority cum fitness.		3 years experience as Asst. Extension Officer Grade-II.		15	CBB NG-3	Assistant Extension Officer Rs.5500-175-9000	By promotion from among Extension Inspector on seniority cum merit basis.		5 years service as Extension Inspector.		55	The IWSU has recommended for merger of the cadre of AEO-I&II into a single cadre as AEO and created 40 posts in this cadre. As such, promotion to this cadre will be effected from the cadre of Extension Inspector. Hence, the method of recruitment amended accordingly.
26		Asst. Librarian Rs. 5500 – 175 – 9000 (Created as per the decision of the EC held on 27.6.1997)	By Selection from among the inservice personnel working in scale of not less than Rs. 5000-150- 8000 and who possess requisite qualification and experience.	Diploma in Library Science, Graduation in Library Science is preferable.	Preference will be given to candidates who have experience in Library work in a College / University / Dept. of Library or any other Institution.		2	CBB NG-4	Asst. Librarian Rs. 5500 – 175 – 9000	By direct recruitment through Employment Exchange/ Advertisement.	Graduation in Library Science with computer knowledge.	Preference will be given to candidates who have experience in Library work in a College / University / Dept. of Library or any other Institution.	Maximum age limit 28 years	2	Existing provisions in the C&R Rules provide for promotion from among the inservice personnel working in the scale not less than Rs.5000-150-8000 and who possess requisite qualification and experience. Since no qualified inservice personnel are available in the Department, promotion is not possible. Therefore it is proposed to fill up this post by Direct Recruitment.
27	CBC-6	Research Asst. (Grade-I) Rs.5500-175-9000.	By promotion from among Research Assistant Gr-II on seniority cum fitness.		3 years experience as Research Asst. Grade-II.		13	CBB NG-5	Research Asst. Rs.5500-175-9000. Agronomy - 4 Plant Breeding & Genetics -5 Agricultural - 5 Chemistry Entomology -4 Pl. Pathology -4 Pl. Physiology-4 Pl.Biotechnology-2 PHT -2 Coffee Quality-2	By direct recruitment	1. Agronomy : Post graduate degree in Agri. With specialization in Agronomy or Post graduate degree in Horticulture with specialization in Planatation crops. 2.Plant Breeding & Genetics: Post graduate degree in Agri. /Horticulture/Botany with specialization in Plant Breeding & Genetics. 3..Agrl.Chemistry: Post graduate degree in Agri With specialization in Agrl. Chemistry or Soil Science 4.Entomology : Post graduate degree in Agri. With specialization in Entomology. 5.Plant Pathology : Post graduate degree in Agri. With specialization in Plant Pathology or in Microbiology. 6.Plant Physiology : Post graduate degree in Agri. With specialization in Plant Physiology. 7. Pl. Biotechnology : Post graduate degree in Agrl./ Plant Biotechnology. 8.Research Asst. PHT: Post graduate degree in Agrl. Engg./ Microbiology/ Biochemistry. 9.Coffee Quality: Post graduate degree in Food Science / Nutrition.		Maximum age limit 28 years	32	The SIU has recommended for merger of the cadre of Res. Asst. Gr-I & Gr-II into a single cadre as Sr. Research Asst. / Jr. Scientist in the scale of pay of Rs.5500-175-9000 and created 19 posts in this cadre. Hence, the method of recruitment applicable to the post of Res. Asst. Gr-II is adopted as per the disciplines proposed by the SIU to the higher post of this cadre.
28		Sr. Hindi Translator Rs. 5500-175-9000. (Created during 1994)	By Promotion from among the Jr. Hindi Translators on seniority cum fitness basis		5 years experience as Jr. Hindi Translator.		1	CBB NG-6	Sr. Hindi Translator Rs. 5500-175-9000.	By Promotion from among the Jr. Hindi Translators on seniority cum merit basis		5 years experience as Jr. Hindi Translator		1	RETAINED

‘A’								‘B’							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>GROUP ‘C’ POSTS</b>															
29	CBC-8	Head Clerk Rs.5000-150-8000.	By promotion from among Senior Clerks on seniority cum fitness.	Must have passed departmental test conducted by the Board.	3 years experience as Senior Clerk		32	CBC-1	Head Clerk Rs.5000-150-8000.	By Transfer of Asst. on seniority cum merit.				32	On creation of 10% of the total sanctioned strength of Sr. Clerk as Assistants in the pay scale of Rs.5000-150-8000 which is with similar pay scale of Head Clerk, the method of appointment is proposed as transfer from among Assistants.
30		Assistants (Discernible Duties) Rs.5000-150-8000.  (came into existence during 1999)					*	CBC-2	Assistants (Discernible Duties) Rs.5000-150-8000.	By promotion from among Senior Clerks on seniority cum merit.		3 years service as Sr. Clerk.		12	* This cadre is created as per OM F.No.6/31/99-IC dated 19.03.1999 of Ministry of Finance.  10% of the total posts of Sr.Clerk-117, i.e., 12 posts have been created and 12 posts in the Sr. Clerk Cadre have been reduced.
31	CBC-12	Stenographer (Senior) Rs.5000-150-8000.	By promotion from among Junior Stenographers on Seniority cum Fitness.	Passed Senior Grade Typewriting and Senior Grade Shorthand Examination in English conducted by the Commerce Examination Board of any State Government and should pass departmental test conducted by the Board before selection.	3 years experience as Stenographer (Jr.)		7	CBC-3	Stenographer (Senior) Rs.5000-150-8000.	By promotion from among Junior Stenographers on Seniority cum merit..	Passed Senior Grade Typewriting and Senior Grade Shorthand Examination in English conducted by the Commerce Examination Board of any State Government and should pass departmental test conducted by the Board before selection.	5 years experience as Stenographer (Jr.) with computer knowledge.		7	

‘A’								‘B’							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
32	CBC-15	Hindi Translator (Junior) Rs.5000-150-8000.	By deputation/ Direct Recruitment.		Master's degree of a recognized university in Hindi/English with English/Hindi as a main subject at the degree level; OR Master's degree of a recognized university in any subject with Hindi as the medium of instruction and examination with English as a compulsory subject at degree level OR Bachelor's degree with Hindi and English as main subject or either of the two as medium of examination and other as main subject plus recognized diploma / certificate course in translation from Hindi to English and vice versa or two years experience of translation work from Hindi to English in Central, State Govt. Offices, including Govt. of India Undertakings.	28 years	4	CBC-4	Hindi Translator (Junior) Rs.5000-150-8000.	By Direct Recruitment	Master's degree of a recognized university in Hindi/English with English/Hindi as a main subject at the degree level; OR Master's degree of a recognized university in any subject with Hindi as the medium of instruction and examination with English as a compulsory subject at degree level OR Bachelor's degree with Hindi and English as main subject or either of the two as medium of examination and other as main subject plus recognized diploma / certificate course in translation from Hindi to English and vice versa or two years experience of translation work from Hindi to English in Central, State Govt. Offices, including Govt. of India Undertakings.		Maximum age limit 28 years	4	RETAINED
33	CBC-21	Junior Engineer (Civil/ Electrical) Rs.5000-150-8000	By direct recruitment	I class degree in Civil/Electrical Engineering	2 years experience in the line	28 years	1	CBC-5	Junior Engineer (Civil/ Electrical) Rs.5000-150-8000	By direct recruitment	I class degree in Civil/ Electrical Engineering	2 years experience in the line	Maximum age limit 28 years	1	RETAINED

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
34	CBC-24	Sr.Compounder cum Store Keeper Rs.4500-125-7000	Promotion by selection from among Compounder / Group 'C' in-service personnel	Qualified Pharmacist or B' Pharma i.e, those possessing qualifications mentioned in Section 31 & 32 of the Pharmacy Act 1948 but excluding those covered by Clause (d) of Section 31 ibid.	Having experience in compounding work and attending to First Aid and general medical needs of the patients		1	CBC-6	Sr.Compounder cum Store Keeper Rs.4500-125-7000	Promotion by selection from among Compounder / Group 'C' in-service personnel	Qualified Pharmacist or B' Pharma i.e, those possessing qualifications mentioned in Section 31 & 32 of the Pharmacy Act 1948 but excluding those covered by Clause (d) of Section 31 ibid.	Having experience in compounding work and attending to First Aid and general medical needs of the patients		1	<i>Retained</i>
			If none suitable, then by direct recruitment	-do-	3 years experience as Compounder	28 years				If none suitable, then by direct recruitment	-do-	3 years experience as Compounder	Maximum age limit 28 years		



'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
38	CBC-32	Stenographer (Junior) Rs.4000-100-6000	By promotion from among Junior Clerks on seniority cum fitness	Passed junior grade Typewriting and Junior Shorthand in English conducted by the Commerce Examination Board of any Government and passed the Departmental Test conducted by the Board before selection	3 years experience as Junior Clerk		13	CBC-9	Stenographer (Junior) Rs.4000-100-6000	By promotion from among Junior Clerks on seniority cum merit	Passed junior grade Typewriting and Junior Shorthand in English conducted by the Commerce Examination Board of any Government and passed the Departmental Test conducted by the Board before selection <i>Preferred : computer knowledge.</i>			13	
			If none suitable, then by direct recruitment	PUC: Graduates preferred . Should also have passed English Junior Typewriting and Junior Grade Shorthand conducted by the Commerce Examination Board of any Government and should pass Departmental test in English Typewriting and Shorthand before Selection	1 year experience in any reputed Organisation	25 years				If none suitable, then by direct recruitment	Graduation: Should also have passed English Junior Typewriting and Junior Grade Shorthand conducted by the Commerce Examination Board of any Government and should pass Departmental test in English Typewriting and Shorthand before Selection <i>Preferred : computer knowledge.</i>  <i>Preference will be given for inservice personnel.</i>	1 year experience in any reputed Organization.	Maximum age limit 25 years		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
39	CBC-33	Compounder CRSS Rs.4000-100- 6000	Promotion by selection from among in service personnel	Qualified Pharmacist or D Pharma i.e., those possessing qualification mentioned in Section 31 and 32 of the Pharmacy Act 1948 but excluding those covered by Clause (d) of section 32 ibid.	3 years service		1	<b>CBC-10</b>	<b>Compounder Rs.4000-100- 6000</b>	<b>Promotion by selection from among in service personnel</b>	<b>Qualified Pharmacist or D Pharma i.e., those possessing qualification mentioned in Section 31 and 32 of the Pharmacy Act 1948 but excluding those covered by Clause (d) of section 32 ibid.</b>	<b>3 years service</b>		1	<b>Retained</b>
			If none suitable, then by direct recruitment	Qualified Pharmacist or D Pharma i.e., those possessing qualification mentioned in Section 31 and 32 of the Pharmacy Act 1948 but excluding those covered by Clause (d) of section 32 ibid.		25 years				If none suitable, then by direct recruitment	Qualified Pharmacist or D Pharma i.e., those possessing qualification mentioned in Section 31 and 32 of the Pharmacy Act 1948 but excluding those covered by Clause (d) of section 32 ibid.		<b>Maximum age limit 25 years</b>		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
40	CBC-35	Junior Clerk Rs.3050-75- 3950-80-4590	20% by promotion by seniority cum fitness from among in service Group 'D'(Field / Ministerial) in the ratio of 1:1	Passed SSLC or equivalent exam Junior Grade English Typewriting conducted by the Commerce Examination Board of any State Government and passed Departmental Competitive Examination before selection	3 years experience as Group 'D'		134	CBC-11	Junior Clerk Rs.3050-75- 3950-80- 4590	30% by promotion on seniority cum merit from among inservice Group 'D' Staff.	Passed SSLC or equivalent exam, and passed Departmental Competitive Examination before selection	10 years experience		117 + 1	<p><b>RETAINED. Except sanctioned strength and experience. The S.S. has been reduced by the IWSU.</b></p> <p>The post of Duplicate Operator does not require in future. Hence, the sanctioned one post of Dup.Operator is merged in this cadre. Till vacation of the present incumbent holding the post of Dup.operator, the merged post will not be filled up.</p> <p>Keeping in view the number of Group Ds possessing SSLC and above qualifications, the percentage for promotion is increased from 20% to 30%.</p>
			80% by direct recruitment	Passed PUC, Graduates preferred. Passed Junior Grade English Typewriting conducted by the Commerce Examination Board of any state Government. Must pass written test and interview before selection		25 years				70% by direct recruitment	Passed Graduation.. Must pass written test and interview before selection.  Preferred : Computer knowledge.		Maximum age limit 28 years		Proposed for graduation in order to improve the skillness in the organization.
41		Staff Car Driver (Special Grade) Rs.5000-150-8000	Promotion by seniority cum fitness from among Drivers Grade-I.		3 years of regular service in the cadre of Staff Car Driver (Gr-I)		3	CBC -12	Staff Car Driver (Special Grade) Rs.5000-150-8000	Promotion on seniority cum merit from among Drivers Grade-I.		3 years of regular service in the cadre of Staff Car Driver (Gr-I)		3	<p><b>Retained. The cadre came into existence as per the O.M. No.43019/54/96.E sst. (D) dtd.15.2.2001 of the Ministry of personnel, Public Grievances and Pensions.</b></p>
42		Staff Car Driver (Grade-I) Rs.4500-125-7000	Promotion by seniority cum fitness from among Drivers, Gr-II, subject to passing of a trade test of appropriate standard prescribed.		6 years of regular service in the cadre of Staff Car Driver (Gr-II)		20	CBC-13	Staff Car Driver (Grade-I) Rs.4500-125-7000	Promotion on seniority cum merit from among Drivers, Gr-II, subject to passing of a trade test of appropriate standard prescribed.		6 regular service or a combined service of 15 years in Grade-II and Ordinary Grade put together.		20	<p><b>Retained Experience and Qualifying service proposed as per the O.M. No.22036/1/92- Estt. (D), dated 27.7.1995.</b></p>

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
43		Staff Car Driver (Grade-II) Rs. 4000 – 100 – 6000	Promotion by seniority cum fitness from among Drivers (Ord. Grade) subject to passing of a trade test of appropriate standard prescribed.		9 years of regular service in the Ordinary Grade.		17	CBC-14	Staff Car Driver (Grade-II) Rs. 4000 – 100 – 6000	Promotion on seniority cum merit from among Drivers (Ord. Grade) subject to passing of a trade test of appropriate standard prescribed.		9 years of regular service in the Ordinary Grade		17	Retained
44	CBC-36	Staff Car Driver (Ord. Grade) Rs. 3050 – 75 – 3950 – 80 – 4590	Promotion by Selection from among in-service personnel	Must possess a Valid License to drive LMV and must pass the Driving Test conducted by the Board before selection.			17	CBC-15	Staff Car Driver (Ord. Grade) Rs.3050–75 –3950– 80 – 4590	Promotion by Selection from among in-service personnel	Must possess a Valid License to drive LMV and must pass the Driving Test conducted by the Board before selection.			18	
			If none suitable then by Direct Recruitment.	Must have passed VII Std., and must possess a Valid License to drive LMV and pass the Driving Test to be conducted by the Board before Selection.	Experience in a Motor Workshop as Mechanic preferred.	25 years				<i>If none suitable then by Direct Recruitment</i>	<i>Must have passed SSLC., and must possess a Valid License to drive LMV and pass the Driving Test to be conducted by the Board before Selection.</i>	<i>Experience in a Motor Workshop as Mechanic preferred.</i>	<i>Maximum age limit 25 years</i>		

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
45	CBC-38	Duplicator Operator Rs.3050-75-3950-80-4590	By promotion from among officials in Group 'D'-1 or Group 'D'-II (Ministerial) on seniority cum fitness	3 years experience as Group -D-I or Group D-II			1								<i>The sanctioned one post of Duplicator Operator is merged in the cadre of Jr. Clerk as the post of Duplicator Operator does not require in future.</i>
46	CBC-39	Plumber Rs.3050-75-3950-80-4590	By promotion on seniority cum fitness from Group D (Ministerial)	The candidate must possess a Certificate for having passed examination in Plumbing conducted by any Industrial Training Institute	5 years experience as Group D		1	CBC-16	Plumber Rs.3050-75-3950-80-4590	By promotion on seniority cum merit from Group D	The candidate must possess a Certificate for having passed examination in Plumbing conducted by any Industrial Training Institute	4 years service as Group D		1	RETAINED
			If none available, then by direct recruitment.	The candidate must possess a certificate for having passed examination in plumbing conducted by any Industrial Training Institute.	3 years practical experience as Plumber	25 years				If none available, then by direct recruitment.	The candidate must possess a certificate for having passed examination in plumbing conducted by any Industrial Training Institute.	3 years practical experience as Plumber	Maximum age limit 25 years		RETAINED
47	CBC-40	Electrical Wire man Rs.3050-75-3950-80-4590	By promotion on seniority cum fitness from among Group D (Ministerial)	Passed in Electrical Wireman Examination conducted by the Electrical Inspectorate of State Government	3 years experience as Group D		2	CBC-17	Electrical Wire man Rs.3050-75-3950-80-4590	By promotion on seniority cum merit from among Group D	Passed in Electrical Wire – man Examination conducted by the Electrical Inspectorate of State Government	4 years service as Group D		2	RETAINED
			If none available, then by direct recruitment	-do-	3 years experience as Wire Man	25 years				If none available, then by direct recruitment	-do-	3 years experience as Wire Man	Maximum age limit 25 years		RETAINED

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
48	CBC-41	Operator Rs.3050-75-3950-80-4590	By direct recruitment	Pass in SSLC Exam and possess a certificate in Fitter trade obtained from recognised Training Institute	Minimum 1 year experience in the trade	25 years	2	CBC-18	Estate Assts. Rs.3050-75-3950-80-4590	By direct recruitment	Pass in SSLC exam and possess a certificate in fitter trade obtained from recognised training institute or passed in Electrical Wireman examination conducted by the Electrical Inspectorate of State Govt. or ITI certificate. Must have passed the prescribed test.	4 years experience in Electrical or as fitter.	Maximum age limit 25 years	2	The SIU recommended for creation of 4 posts in this cadre by abolition of 4 posts of Asst. Mechanics. GOI has not approved 4 posts of Gen. Operator. As proposed by the SIU, these posts have been designated as Estate Assts.
49	CBC-42	Nurse cum Midwife Rs.3050-75-3950-80-4590	By direct recruitment	General: Should have passed SSLC examination Technical: Should possess Auxiliary Nurse cum Midwife Certificate for having undergone training in a recognised Institute		30 years	1	CBC-19	Nurse cum Midwife Rs.3050-75-3950-80-4590	By direct recruitment	General: Should have passed SSLC examination Technical: Should possess Auxiliary Nurse cum Midwife Certificate for having undergone training in a recognised Institute		Maximum age limit 30 years	1	Retained

'A'								'B'							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<b>GROUP 'D' POSTS</b>															
50	CBD-1	Group D-I Rs.2750-70- 3800-75-4400	By promotion from among Group D-II on seniority cum fitness				25	CBD-I	Group D-I Rs.2750-70- 3800-75-4400	By promotion from among Group D-II on seniority cum merit				25	<b>RETAINED</b>
51	CBD -2	Group D-II Rs.2650-65- 3300-70-4000	By promotion from among Group D-II on seniority cum fitness				31	CBD -II	Group D-II Rs.2650-65- 3300-70-4000	By promotion from among Group D-III on seniority cum merit				31	<b>RETAINED</b>
52	CBD-3	Group D-III Rs.2610-60- 3150-65-3540	By promotion from among Group D-IV on seniority cum fitness				82	CBD-III	Group D-III Rs.2610-60- 3150-65-3540	By promotion from among Group D-IV on seniority cum merit				82	<b>RETAINED</b>
53	CBD-4	Group D-IV Rs.2550-55- 2660-60-3200	20% selection from among permanent Mazdoors working in the Farms and Research department.  80% by direct recruitment	Passed 7th std., should have passed SSLC in case of direct entry into SSLC examination.		25 years	193	CBD-IV	Group D-IV Rs.2550-55- 2660-60-3200	20% selection from among permanent Mazdoors working in the Farms and Research department.  80% by direct recruitment	Passed SSLC.  Should have passed SSLC examination.			175	<b>SSLC qualification is proposed</b>
														Maximum age limit 25 years	

