

3. निदेशक या उप सचिव, लोक उद्यम विभाग - सदस्य

[फा. सं. ए-12018/1/98-प्रशा.]

ज्योति माथुर, अवर सचिव

MINISTRY OF HEAVY INDUSTRIES AND PUBLIC ENTERPRISES

(Department of Public Enterprises)

NOTIFICATION

New Delhi, the 16th October, 2014

G.S.R. 735(E).—In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Ministry of Heavy Industries and Public Enterprises, Department of Public Enterprises, Group A and B Posts Recruitment Rules, 2001, in so far as it relates to the posts of Arbitrator, Joint Adviser, Joint Director, Deputy Director and Assistant Director, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to Group A posts in the Ministry of Heavy Industries and Public Enterprises, Department of Public Enterprises, namely :—

1. **Short title and commencement.**—(1) These rules may be called the Ministry of Heavy Industries and Public Enterprises, Department of Public Enterprises, Group A posts Recruitment Rules, 2014.
(2) They shall come into force on the date of their publication in the Official Gazette.
2. **Application.**—These rules shall apply to the posts specified in column (1) of the Schedule annexed to these rules.
3. **Number of posts, classification, pay band and grade pay or pay scale.**—The number of posts, their classification, pay band and grade pay or pay scale attached thereto shall be as specified in columns (2) to (4) of the said Schedule.
4. **Method of recruitment to the said posts, age limit and qualifications, etc.**—The method of recruitment to the said posts, age limit, qualifications, and other matters relating thereto shall be as specified in columns (5) to (13) of the aforesaid Schedule.
5. **Disqualifications.**—No person,—
(a) who has entered into or contracted a marriage with a 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 the said posts :

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

6. **Power to relax.**—Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reason to be recorded in writing, and in consultation with the Union Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.
7. **Saving.**—Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special category of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post	Number of post	Classification	Pay band and grade pay/ pay scale	
(1)	(2)	(3)	(4)	
1. Arbitrator	1* (2014) *Subject to variation dependent on workload.	General Central Service, Group 'A', Gazetted, Non-Ministerial.	Pay Band-4, Rs. 37400 - 67000 with grade pay of Rs. 10000/-	
Whether selection post. or non-selection post	Age limit for Direct recruits	Educational and other qualifications required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any
(5)	(6)	(7)	(8)	(9)
Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Method of recruitment whether by Direct recruitment or by promotion or by deputation/ absorption and percentage of the posts to be filled by various methods	In case of Recruitment by promotion/ deputation/absorption grades from which promotion/ deputation/ absorption to be made		If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
(10)	(11)		(12)	(13)
Deputation (including short-term contract)	Deputation (including short-term contract): Officers of the Central Government or State Governments or Union Territories or Universities or Public Sector Undertakings or Semi-Government or Autonomous or Statutory organisations: (a) (i) holding analogous post on regular basis; or (ii) with three years regular service in post in Pay Band-4, Rs. 37400 - 67000 with grade pay of Rs. 8700/- or equivalent; or (iii) with eight years regular service in post in Pay Band-3, Rs. 15600 - 39100 with grade pay of Rs. 7600/- or equivalent; and (b) possessing the following educational qualifications and experience: Essential: (i) Bachelor's degree in Law from a recognised University; and (ii) twelve years experience in arbitration work. Note 1: Period of deputation contract including period of deputation contract in another ex-cadre post held immediately preceding this appointment the same or some other organisation or department of the Central Government		Not applicable	Consultation with Union Public Service Commission Necessary.

all ordinarily not to exceed five years.

Note 2: The maximum age limit for appointment by deputation (including short-term contract) shall be not exceeding fifty-six years as on the closing date of the receipt of applications.

2. Joint Adviser	2* (2014) *Subject to variation dependent on workload.	General Central Service, Group 'A', Gazetted, Non-Ministerial.	Pay Band - 4, Rs. 37400 – 67000 with grade pay of Rs. 8700/-
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(5)	(6)	(7)	(8)	(9)
Not applicable.				

(10)	(11)	(12)	(13)
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Promotion/deputation (including short-term contract).

I. Deputation (including short-term contract):

Officers of the Central or State Governments or Public Sector Undertakings or Semi-Government or Autonomous or Statutory organisations:

(a) (i) holding analogous posts on regular basis; or

(ii) with five years regular service in post in Pay Band-4, Rs. 15600 – 39100 with grade pay of Rs. 7600/- or equivalent; and

(b) possessing the following educational qualifications and experience:

(i) Master's Degree in Commerce or Economics or Statistics or Mathematics from a recognised University; or

Master's degree in Business Administration from a recognised University; and

(ii) twelve years experience in handling problems of public sector in the areas of productivity performance, improvement, wage and salary structure, pricing and policies.

II. The Departmental Joint Director with five years regular service in the grade shall be considered along with deputationists and in case he or she is selected for

Not applicable.

Consultation with Union Public Service Commission necessary.

appointment to the post the same shall be treated as having been filled by promotion.

[Period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed five years].

The maximum age limit for appointment by deputation (including short-term contract) shall be not exceeding fifty-six years as on the closing date of the receipt of applications.

3. Joint Director	2* (2014) *Subject to variation dependent upon workload.	General Central Service, Group "A", Gazetted.	Pay Band - 3, Rs. 15600 - 39100 with grade pay of Rs. 7600/-
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(5)	(6)	(7)	(8)	(9)
Selection	Not applicable	Not applicable	Not applicable	Not applicable
(10)	(11)	(12)	(13)	
Fifty per cent by promotion failing which by deputation (including short-term contract) and fifty per cent by deputation (including short-term contract)	<p>Promotion: Deputy Director with five years regular service in the grade. Note: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of the requisite qualifying or eligibility service or two years, whichever is less, and have successfully completed the probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service. Deputation (including short-term contract) Officers under the Central or State Governments or of Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organisations: (a) (i) holding analogous post on regular basis; or (ii) with five years regular service in posts in Pay Band - 3, Rs. 15600 -</p>	Group 'A' Departmental Promotion Committee (for promotion) - 1. Chairman or Member, Union Public Service Commission - Chairman 2. Secretary, Department of Public Enterprises - Member 3. Joint Secretary, Department of Public Enterprises - Member.	Consultation with Union Public Service Commission necessary on each occasion.	

39100 with grade pay of Rs. 6600/- or equivalent; and

(b) possessing the following educational qualifications and experience:

(i) Master's Degree in Commerce or Economics or Statistics or Mathematics from a recognised University; or Master's Degree in Business Administration from a recognised University or equivalent; and

(ii) ten years experience in corporate managerial function including pay and allowances of managers or workers of the industrial and commercial undertakings of the Central Government;

or

ten years experience of management development and training organisational, marketing and financial aspects of public sector enterprises relating to their structure, objectives and control, marketing and pricing policies, planning and other aspects of corporate policy;

or

ten years experience in information systems and public relations matters in respect of public enterprises including publicity or organising research work in relevant areas.

Note 1: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment or deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.

Note 2: Period of deputation or contract including period of deputation or contract in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed three years.

Note 3: The maximum age limit for appointment by deputation (including short-term contract) shall be not exceeding fifty-six years as on the closing date of receipt of applications.

4. Deputy Director	5* (2014) *Subject to variation dependent on workload.	General Central Service, Group 'A', Gazetted.	Pay Band - 3, Rs. 15600 - 39100 with grade pay of Rs. 6600/-
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(5)	(6)	(7)	(8)	(9)
Selection.	40 years (Relaxable for Government servants upto five years in accordance with the instructions or orders issued by the Central Government from time to time). Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).	Essential: (i) Master's Degree in Commerce or Economics or Statistics or Mathematics from a recognised university; or Master's Degree in Business Administration from a recognised university or equivalent; and (ii) Five years experience in analysis of physical and financial performance of public enterprises, particularly in the fields of Management and Administration, Organization, Evaluation of Performance. Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission in case of candidates otherwise well qualified. Note 2: The qualifications regarding experience is or are relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if at any stage of selection the Union Public Service Commission 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 vacancies reserved for them.	Not applicable.	One year for direct recruits.

(10)	(11)	(12)	(13)
Forty per cent. by promotion failing which by deputation (including short-term contract) and sixty per cent. by deputation (including short-term contract) failing both by direct recruitment.	Promotion: Assistant Director with five years regular service in the grade. Note 1: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of the requisite qualifying or eligibility service or two years, whichever is less, and	Group 'A' Departmental Promotion Committee (for promotion) consisting of: - 1. Joint Secretary, Department of Public Enterprises - Chairman 2. Director, Department of Public Enterprises - Member 3. Director or Deputy Secretary, Department of Public Enterprises - Member Group 'A' Departmental Promotion Committee (for	Consultation with Union Public Service Commission necessary while making direct recruitment and appointing an officer on deputation (including short-term

have successfully completed the probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.

Deputation (including short-term contract):

Officers under the Central or State Governments or of Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organisations:

(a) (i) holding analogous post on regular basis; or

(ii) with five years regular service in posts in the pay band-2 of Rs. 9300 – 34800 with grade pay of Rs. 5400 or equivalent; or

(iii) with eight years regular service in post in the pay band-2 of Rs. 9300 – 34800 with grade pay of Rs. 4200 or equivalent; and

(b) Possessing the educational qualifications and experience prescribed for direct recruits under column (7).

Note 2: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.

Note 3: Period of deputation (including short-term contract) period of deputation or contract in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not exceed three years. The maximum age limit for appointment by deputation (including short-term contract) shall be not exceeding fifty-six years as on the closing date of receipt of applications.

considering confirmation) contract).
consisting of:—

1. Joint Secretary, Department of Public Enterprises – Chairman
2. Director, Department of Public Enterprises – Member
3. Director or Deputy Secretary, Department of Public Enterprises – Member

5. Assistant
Director

5* (2014)

*Subject to variation
dependent on workload.

General Central Service,
Group 'A',
Gazetted.

Pay Band – 3, Rs. 15600 – 39100 with
grade pay of Rs. 5400/-

(5)	(6)	(7)	(8)	(9)
Selection	35 years (Relaxable for Government servants up to five years in accordance with the instructions or orders issued by the Central Government from time to time.) Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in	Essential: (i) Master's Degree in Commerce or Economics or Statistics or Mathematics from a recognised university; or Master's Degree in Business Administration from a recognised university or equivalent; (ii) Three years experience in analysis of physical and financial performance of public enterprises, particularly in the	Not applicable	One year for direct recruits

India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).

fields of Management, Administration, Organisation and Evaluation of Performance.

Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission in case of candidates otherwise well qualified.

Note 2: The qualifications regarding experience is or are relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if at any stage of selection the Union Public Service Commission 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 vacancies reserved for them.

(10)	(11)	(12)	(13)
<p>Eighty per cent. by promotion and twenty per cent. by deputation (including short-term contract) or Absorption failing both by direct recruitment.</p>	<p>Promotion: Senior Investigator with eight years regular service in the grade. Note 1: The eligibility service shall continue to be same for persons holding the feeder grade post on regular basis on the date of Notification of these rules. Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of the requisite qualifying or eligibility service or two years, whichever is less, and have successfully completed the probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service. Deputation (including short-term contract or absorption): Officers under the Central or State Governments or of Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organizations: (a) (i) holding analogous post on regular basis; or (ii) with five years regular service in posts in the PB-2 Rs. 9300 - 34800 with grade pay of Rs. 4600 or equivalent; or (iii) with eight years regular service in</p>	<p>Group 'A' Departmental Promotion Committee (for promotion):- 1. Chairman or Member, Union Public Service Commission - Chairman 2. Joint Secretary, Department of Public Enterprises - Member 3. Director, Department of Public Enterprises - Member 4. Director or Deputy Secretary, Department of Public Enterprises - Member Composition of Group 'A' Departmental Promotion Committee (for confirmation):- 1. Joint Secretary, Department of Public Enterprises - Chairman 2. Director, Department of Public Enterprises - Member 3. Director or Deputy Secretary, Department of Public Enterprises - Member</p>	<p>Consultation with Union Public Service Commission is necessary on each occasion.</p>

post in PB-2 Rs. 9300 – 34800 with grade pay of Rs. 4200 or equivalent; and

(b) Possessing the educational qualifications and experience prescribed for direct recruits under column (7).

Note: The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.

(Period of deputation (including short-term contract) period of deputation or contract in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed three years. The maximum age limit for appointment by deputation (including short-term contract) shall be not exceeding fifty-six years as on the closing date of receipt of applications.)

Note 3: Only officers belonging to Central or State Government or Union Territories are eligible to be considered for appointment on absorption basis.

[F. No. A-12018/1/98-Admn.]

JYOTI MATHUR, Under Secy.